

18 September 2023

Dear

ATISN 18857

Thank you for your request which was received on 19 August 2023. You asked for the following information:

1. The cumulative duration of employment in the Welsh government for each and every current staff member and employee, insofar as this can be disclosed in an anonymised and privacy-preserving way.
2. Where known, the number of different roles / jobs that each and every current staff and employees of the Welsh government have had whilst employed within the Welsh government, insofar as this can be disclosed in an anonymised and privacy-preserving way.
3. For current staff members' and employees' most recent / current role / job, the duration of time spent in that role / job (either in a raw format or as summary/descriptive statistics).
4. Following from 1, 2 and 3, also provide grades of staff and employees associated with those figures, insofar as this can be disclosed in an anonymised and privacy-preserving way.

I have reached the conclusion that it will cost more than the appropriate limit established in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 to consider your request. The appropriate limit specified for central government is £600. When calculating whether or not your request exceeds appropriate limit, I am allowed to consider the time it is likely to take to establish if we hold the information, locate the information, retrieve the information and extract it. If these tasks are estimated to take more than 24 hours of working time, the limit will have been exceeded.

The Welsh Government's electronic HR system only records where an individual moved from one existing post to another. It would not record if the actual post changed, for example due to an internal restructure, but the post number remained the same. In such cases the role might change but the post title might not. In order to ascertain the information you require we would need to undertake a manual exercise using the personnel paper files for every individual to determine what posts they held and for how long.

As of the end of July 2023 there were a little over 6,000 staff, each with their own personnel file. Taking a minimal 3 minutes to review each file before any further time is taken to locate, extract and retrieve information against all areas of your request would take 300 hours (6,000 transactions x 3 minutes / 60 = 300 hours).

You may wish to refine your request by narrowing its scope by being more specific about what information you particularly wish to obtain, including any narrowed dates or period of time.

If you do refine your request in this way, this will be treated as a new request, please be as specific and focused as possible.

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit
Welsh Government
Cathays Park
Cardiff
CF10 3NQ
or e-mail: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Telephone: 0303 123 1113

Website: www.ico.org.uk

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely