



Our ref: ATISN 25040
Date: 5 September 2025

Dear ,

ATISN 25040

Thank you for your request, which I received on 7 August 2025.

Further to our previous correspondence, and in the absence of any additional clarification from you, I have provided all the information we hold in response to each of your questions, as detailed in Annex 1.

Next steps

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

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

Annex 1

1. A full list of the 27 professions currently recognised within the Welsh Government.

The full list is at **Annex 2**.

2. Details on whether there are any job families or similar sub-groupings within each profession.

Whilst the Welsh Government does have established job families and role clusters (aligned to our recognised professions), we do not currently hold a definitive or exhaustive list. This is on the basis that some professions have more mature job family models and professional frameworks, which align to wider UK Government/Civil Service and/or industry standards. We also have some wider/historical and hybrid Job Families for roles that may:

- align to newer professions.
- have established in advance of the introduction of any formal professional framework/standards.
- align to more than one profession (hybrid)

Newer professions include the Policy and Operational Delivery Professions. These cover a vast number of Welsh Government roles given that we are Civil Servants. However, formalising and professionalising these professions (with professional standards and frameworks to support professional development) has only happened more recently over the last couple of years.

For roles aligning to more than one profession (hybrid), the Heads of Profession for each of the professions is consulted to ensure that any establish Job Family/Role Cluster and/or alignment of individual roles is appropriate, and that all/any professional frameworks, standards and expectations etc. are reflected and captured accordingly.

Further details and information relating to established Job Families, Role Clusters and Professional Frameworks and standards is at **Annex 2**.

3. If available, an outline of the typical job roles associated with each profession and/or job family.

As I have outlined in my response to point two, we do not currently hold a definitive or exhaustive list. However, I have included links in **Annex 2** to the professional frameworks and standards that Welsh Government applies to our professions. Each profession has a designated Head of Profession. As part of our ongoing work and development of our professions, we will be working closely with Heads of Profession to build on the development and expansion of existing Job Families/Role clusters, ensuring appropriate alignment of all roles to an appropriate profession, professional frameworks, and standards.

Further information relating to UK Government/Civil Service professions, which may be helpful, can be found on the UK Government website. Links are included below for ease of reference:

[Professions | Civil Service Careers](#)

[Government professions - GOV.UK](#)