

Peredur Owen Griffiths MS
Chair of Finance Committee
Senedd Cymru
Tŷ Hywel
Cardiff Bay
CF99 1SN

23 September 2024

Dear Peredur

In our previous letter with regard to the Commission's response to the Finance Committee's recommendations made in the **Report on the Scrutiny of the Senedd Commission Draft Budget 2024-2025**, we promised that the Commission would provide further information in relation to the following recommendations as they became available, relating to:

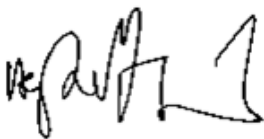
- Sustainability,
- Staff wellbeing,
- Staff pay award

The **Sustainability Annual Report for 2023-24** was agreed by the Commission in July and published.

Recommendations 4 and 5 - Commission staff pay for both 2024-25 and the future pay deal from 2025-26 onwards continue to be negotiated. The Commission will provide the Committee with an update as soon as those negotiations are concluded and that agreement funded. Updates on Staff Wellbeing surveys can be found in **Annex 1**.

The Commission continues to seek to be fully transparent with the Committee. Should you have any questions on the information provided, we will be happy to respond.

Yours sincerely



Hefin David MS

cc Senedd Commissioners, Manon Antoniazzi, Ed Williams
Croesewir gohebiaeth yn Gymraeg neu Saesneg / We welcome correspondence in Welsh or English



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Annex 1 - Finance Committee Recommendations

Recommendation 6. The Committee recommends that the Commission continues to regularly survey staff to monitor the impact of workloads, including staff mental and financial wellbeing, and provides the Committee with the outcomes of such exercises by the end of the current financial year.

Update

Since May 2020, wellbeing pulse surveys have been regularly conducted with Commission staff, with the purpose of providing insights that can influence our wellbeing policies and initiatives, as well as provide data to inform our progress against our 2022-25 Wellbeing Strategy. The most recent survey was undertaken in March 2024 and the results were published for staff in May. 76% of Commission staff completed the survey, which demonstrates a high engagement level from staff, and means that we have a high degree of confidence in the credibility of the results.

Notable areas of improvement since the previous survey in Autumn 2023 were:

- Respondents who feel their workload is too high reduced significantly from 25% to 19%.
- Respondents positively rating their mental health increased from 3.25 in Autumn 2023 to 3.31.
- There was a slight increase in physical health rating increasing from 3.47 in the Autumn 2023 survey to 3.49.
- 77% of respondents agreed the organisation does a good job of embedding wellbeing into the workplace culture. This had increased by 4% since asked in Autumn 2023.
- The percentage who cite workload; last minute demands; lack of clear priorities as contributors to work related stress had reduced.
- As with previous surveys, findings remain positive in areas generally related to wellbeing support from managers and connectivity and support from peers.
- 77% of respondents agreed that the Commission provides enough support and information regarding financial support and options available, including advances, savings, pension and other support. This had increased since Autumn 2023 (73%) and is the highest result in this area since we started asking this in March 2022.

Continued areas of focus are:

- 50% of respondents had experienced work related stress over the last 6 months – the same as in Autumn 2023.
- 47% said they had worked whilst unwell (a 1% increase since Autumn 2023).



- Compared to Autumn 2023, slightly more respondents cited poor work life balance and poor relationships/conflict with colleagues as reasons for work related stress.

Actions arising

- The Commission has a wellbeing action plan to support the delivery of the Wellbeing Strategy; this was reviewed and amended taking into account the March 2024 survey results.
- Heads of Service have worked with their teams as required to identify specific actions to support wellbeing in their teams.
- Leadership Team held an away day in June 2024 to focus specifically on wellbeing and actions that Leadership Team can champion to better support the wellbeing of their teams and the Commission as a whole.
- In July 2024 EB approved a business case for an onsite dedicated counsellor to support Members, MSS and Commission staff one day per week. This is anticipated to be rolled out in Autumn 2024.
- An interim review of the Wellbeing Strategy was undertaken in Summer 2024, which included contributions from staff networks, TUS and the diversity and inclusion team. This shows positive progress in many areas, as well as identifying areas of focus areas for the remainder of the Wellbeing Strategy period.
- A 'Wellbeing Commitment' has been created with input from Leadership Team and TUS to set out the organisation's commitment to wellbeing with a series of supporting pledges. This will be launched to staff in Autumn 2024 as part of an all staff meeting dedicated to staff wellbeing
- A new Hybrid Working policy and guidance will be launched in Autumn term to support staff and line managers to ensure that hybrid working arrangements are as effective and productive as possible, as well as ensuring that health, safety and wellbeing considerations are taken into account

