

07/10/2009

Dear Colleague

## **PUBLIC CONSULTATION: 'RECRUITMENT AND THE WELSH LANGUAGE'**

I write to ask for your views on the document **Recruitment and the Welsh Language**. This advice is aimed at helping public organisations develop a bilingual workforce so that they can develop good services to the public through the medium of Welsh and communicate with members of the public successfully and conduct their day-to-day business in English or Welsh.

Every public body which has a Welsh language scheme is responsible for implementing staffing measures aimed at providing more and better Welsh language services to the public. Following this advice will ensure that this happens on a consistently high basis.

This advice deals with the principles and key aspects relevant to employment issues and the Welsh language. In doing so it enables organisations to adopt effective policies; helps to maximise employees' wide range of language skills and develop them further; and makes everyone aware of what constitutes good practice with regard to language and employment.

This advice targets the heads of human resources departments, corporate development and training officers, Welsh language officers, managers who are responsible for recruitment and selection or planning services, and senior officers. We would be grateful if you could ensure that the relevant individuals within your organisation are given the opportunity to respond to this document.

This document should be read in conjunction with '[Guidelines for Organising Welsh Language Training in the Workplace](#)' published jointly by the Welsh Language Board and Welsh Assembly Government in 2009. It contains advice and information on producing and implementing an effective Welsh language training programme for learners at every level.

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Whilst general comments and views on any part of the draft advice would be welcomed, in particular, we invite responses on the following matters:

### Consultation Questions

1. Which parts of the document did you find most useful for your organisation and why?
2. Which parts of the document did you find least useful for your organisation and why?
3. Does the document meet your organisation's needs with regards to developing a bilingual workforce?
4. Is there anything else that would be useful to include in this document?
5. On what format do you think we should publish this document?

The consultation document can be found in full on our website, [www.byig-wlb.org.uk](http://www.byig-wlb.org.uk) and is also attached to this email. I would appreciate receiving your comments by **3 December 2009** to [elen.gareth@byig-wlb.org.uk](mailto:elen.gareth@byig-wlb.org.uk)

Yours sincerely,



**Meirion Prys Jones**  
*Chief Executive*

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