



Our ref: ATISN 24936

Date: 31 July 2025

Dear ,

ATISN 24936

Thank you for your request to Welsh Government for information under the Freedom of Information Act (2000) received on 11 July 2025 relating to Right to work checks. You have requested the following:

What protocols does your organisation have in place with contractors, of any service, to ensure that right to work checks have been conducted?

How many contractors/staff did your organisation use from suppliers in the calendar year 2024 and how many right to work checks did your organisation conduct?

The number of instances in which your organisation identified that a supplier had not conducted appropriate right to work checks, for the years 2021 - 2024. A breakdown of the measures taken (suspension of contract, refusal to engage in business, sanction)

Our Response

The Welsh Government uses in excess of 100 suppliers contracted to all Departments across who procure their own services. Our standard procurement contracts include the following clause:

“The successful Bidder must hold accurate and verified information for all its staff and subcontractors working on the Contract in relation to proof of identity, nationality/immigration status, unspent criminal convictions and employment history. Evidence must be provided on request and the Client may verify the validity and expiry dates of any existing clearances with the relevant holding agency.” This clause ensures that suppliers are contractually responsible for conducting right to work checks on their staff and subcontractors.

Your request as currently submitted will exceed the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees)

Regulations 2004 to answer your request. The appropriate limit specified for central government is £600. This represents the estimated cost of it taking over 24 hours of time to determine whether we hold the information and to thereafter locate, retrieve and extract it.

For each contract I estimate that at least 30 minutes would be required by the supplier, procurement and finance leads (plus others who may hold information) to locate, retrieve and extract information in scope of your request. The limit is therefore exceeded.

If you are able to focus your request to a particular area of Welsh Government business this may bring your request to within the appropriate limit. As outlined above, searches for information against multiple questions would need to be undertaken in more than one area of Welsh Government. Any reformulated questions or narrowing of scope will be treated as a new request for information.

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