

20 May 2026

Dear

ATISN 26911

Thank you for your requests which were received on 21 April. You asked for the information as listed at Annex 1.

Our response

The following table summarises the information requested. The tables listing the job titles are attached as a separate file due to the size of the tables. The attached file provides tables for each year requested separated into three separate tabs.

Financial Year	Headcount	FTE	Staff Costs including on-costs (£)	Consultant Spend
2022-23	41	38.5	£ 3,058,995.68	295,855.00
2023-24	47	43.3	£ 3,616,627.91	189,216.32
2024-25	48	45.0	£ 3,772,874.56	13,662.00

Posts note: A search was carried out of job titles of permanent and temporary Welsh Government staff in post on 31 March of each financial year. Results were included where search terms matched whole words or phrases in job titles.

Consultant spend note: Data was taken from the “consultancy” nominal within the Climate Change and Sustainability directorate. This includes personnel, organisational development, procurement, design, master planning, and lead generation consultancy. The report does not include potential spend under categories where costs may involve specialist services, but do not clearly contain staff-related cost codes, since disaggregating these would not be possible without excessive manual intervention.

Staff Costs Note: includes gross payments made to the employee, employer's NI costs, employer's pension costs, employer's apprentice levy costs.

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

From the last three financial year's budgeted figures (2022/23, 2023/24, 2024/25):

1. Climate-related posts

a) The number of posts (headcount, and FTE where recorded) employed with job titles that include any of the following terms:

Climate; Net Zero; Sustainability; Carbon; Emissions; Environmental Sustainability; Climate Change; Climate Action; Climate Policy; Climate Programme; Climate Project; Climate Data; Climate Reporting; Climate Adaptation; Climate Resilience; Energy and Climate; Sustainable Procurement; Green Finance; Green.

2. Cost of those posts

The total employment cost for the posts identified in Question 1, including salary and employer on-costs (e.g. pension and National Insurance).

3. External consultants

The total amount paid during the same financial year to external consultants, companies, or contractors where the expenditure is recorded under any cost centre, project code, budget line, or purchase description that includes one or more of the following terms:

Climate; Net Zero; Sustainability; Carbon; Emissions; Environmental Sustainability; Climate Change; Climate Action; Climate Policy; Climate Programme; Climate Project; Climate Data; Climate Reporting; Climate Adaptation; Climate Resilience; Energy and Climate; Sustainable Procurement; Green Finance; Green.

This should include, but not be limited to, expenditure coded to professional services, consultancy, advisory services, or specialist support.