

## COMPLIANCE NOTICE – SECTION 44 WELSH LANGUAGE (WALES) MEASURE 2011

### Aneurin Bevan University Health Board – Issue Date: 30/11/2018

On 29 May 2019 the Commissioner received an application from Aneurin Bevan University Health Board under section 54(2) Welsh Language (Wales) Measure 2011. As a consequence, and in accordance with section 60(2) of the Measure, the requirement on Aneurin Bevan University Health Board to comply with standards **4, 5, 19, 20, 21, 22, 22A, 22CH, 32, 36, 44, 45 and 63** has been postponed until:

- a) the Commissioner has determined whether or not the requirement is unreasonable or disproportionate, and
- b) Aneurin Bevan University Health Board's rights to appeal are exhausted.

| Standard Number | Class of Standard          | Standard   | Imposition Day |
|-----------------|----------------------------|--|----------------|
| 1               | Service Delivery standards | If you receive correspondence from a person in Welsh you must reply in Welsh (if an answer is required), unless the person has indicated that there is no need to reply in Welsh.  | 30/05/2019     |
| 4               | Service Delivery standards | <p>When you send the same correspondence to several persons, you must send a Welsh language version of the correspondence at the same time as you send any English language version.</p> <p><b>You must comply with standard 4 in every circumstance, except:</b></p> <ul style="list-style-type: none"> <li>○ when you send the same correspondence to several</li> </ul> | 30/05/2019     |

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|    |                            | <b>persons, and all of those persons have informed you that they do not wish to receive correspondence in Welsh.</b>  |            |
| 5  | Service Delivery standards | If you don't know whether a person wishes to receive correspondence from you in Welsh, when you correspond with that person you must provide a Welsh language version of the correspondence.  | 30/05/2019 |
| 6  | Service Delivery standards | If you produce a Welsh language version and a corresponding English language version of correspondence, you must not treat the Welsh language version less favourably than the English language version (for example, if the English version is signed, or if contact details are provided on the English version, then the Welsh version must be treated in the same way). | 30/05/2019 |
| 7  | Service Delivery standards | You must state -<br>(a) in correspondence, and<br>(b) in publications and notices that invite persons to respond to you or to correspond with you,<br>that you welcome receiving correspondence in Welsh, that you will respond to correspondence in Welsh, and that corresponding in Welsh will not lead to delay.   | 30/05/2019 |
| 8  | Service Delivery standards | When a person contacts you on your main telephone number (or numbers), or on any helpline numbers or call centre numbers, you must greet the person in Welsh.   | 30/05/2019 |
| 9  | Service Delivery standards | When a person contacts you on your main telephone number (or numbers), or on any helpline numbers or call centre numbers, you must inform the person that a Welsh language service is available.  | 30/11/2019 |
| 10 | Service Delivery standards | When a person contacts you on your main telephone number (or numbers), or on any helpline numbers or call centre numbers, you must deal with the call in Welsh if that is the person's wish until such  | 30/11/2019 |

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|    |                            | <p>point as—</p> <p>(a) it is necessary to transfer the call to a member of staff who does not speak Welsh who can provide a service on a specific subject matter; and</p> <p>(b) no Welsh speaking member of staff is available to provide a service on that specific subject matter.</p> |            |
| 11 | Service Delivery standards | When you advertise telephone numbers, helpline numbers or call centre services, you must not treat the Welsh language less favourably than the English language.   | 30/05/2019 |
| 12 | Service Delivery standards | If you offer a Welsh language service on your main telephone number (or numbers), on any helpline numbers or call centre numbers, the telephone number for the Welsh language service must be the same as for the corresponding English language service.                                  | 30/05/2019 |
| 13 | Service Delivery standards | When you publish your main telephone number, or any helpline numbers or call centre service numbers, you must state (in Welsh) that you welcome calls in Welsh.  | 30/11/2019 |
| 14 | Service Delivery standards | If you have performance indicators for dealing with telephone calls, you must ensure that those performance indicators do not treat telephone calls made in Welsh any less favourably than calls made in English.  | 30/05/2019 |
| 15 | Service Delivery standards | Your main telephone call answering service (or services) must inform persons calling, in Welsh, that they can leave a message in Welsh.  | 30/05/2019 |
| 16 | Service Delivery standards | When there is no Welsh language service available on your main telephone number (or numbers), or on any helpline numbers or call centre numbers, you must inform persons calling, in Welsh (by way of an automated message or otherwise), when a Welsh language service will be available. | 30/11/2019 |
| 17 | Service Delivery           | If a person contacts one of your departments on a direct line  | 30/11/2019 |

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|    | standards                  | <p>telephone number (including on staff members' direct line numbers), and that person wishes to receive a service in Welsh, you must deal with the call in Welsh until such point as—</p> <p>(a) it is necessary to transfer the call to a member of staff who does not speak Welsh who can provide a service on a specific subject matter; and</p> <p>(b) no Welsh speaking member of staff is available to provide a service on that specific subject matter.</p>  |            |
| 18 | Service Delivery standards | When a person contacts you on a direct line number (whether on a department's direct line number or on the direct line number of a member of staff), you must ensure that, when greeting the person, the Welsh language is not treated less favourably than the English language.   | 30/05/2019 |
| 19 | Service Delivery standards | <p>When you telephone an individual ("A") for the first time you must ask A whether A wishes to receive telephone calls from you in Welsh, and if A responds to say that A wishes to receive telephone calls in Welsh you must keep a record of that wish, and conduct telephone calls made to A from then onwards in Welsh.</p> <p><b>You must comply with standard 19 in every circumstance, except:</b></p> <ul style="list-style-type: none"> <li>○ where it is necessary for a member of staff who does not speak Welsh to provide a service on a specific subject matter; and</li> <li>○ where no Welsh speaking member of staff is available to provide a service on that specific subject matter.</li> </ul> <p><b>The requirement under standard 19 to ask A whether A wishes to receive telephone calls from you in Welsh and to keep a</b></p> | 30/11/2019 |

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|      |                            | <p><b>record of A's wish applies each time a telephone call is made to A for the first time in relation to the specific matter of the call ("the matter in hand");</b></p> <p><b>The requirement under standard 19 to conduct telephone calls made to A from then onwards in Welsh applies in relation to every call which involves the matter in hand.</b></p>  |            |
| 20   | Service Delivery standards | Any automated telephone systems that you have must provide the complete automated service in Welsh.  | 30/11/2019 |
| 21   | Service Delivery standards | <p>If you invite one person only ("P") to a meeting—</p> <p>(a) you must ask P whether P wishes to use the Welsh language at the meeting, and inform P that you will conduct the meeting in Welsh or, if necessary, provide a translation service from Welsh to English for that purpose, and</p> <p>(b) if P has informed you that P wishes to use the Welsh language at the meeting, you must conduct the meeting in Welsh or, if necessary, arrange for a simultaneous or consecutive translation service from Welsh to English to be available at the meeting.</p> | 30/05/2019 |
| 22   | Service Delivery standards | If you invite more than one person to a meeting, you must ask each person whether they wish to use the Welsh language at the meeting.  | 30/05/2019 |
| 22A  | Service Delivery standards | If you have invited more than one person to a meeting, and at least 10% (but less than 100%) of the persons invited have informed you that they wish to use the Welsh language at the meeting, you must arrange for a simultaneous or consecutive translation service from Welsh to English to be available at the meeting.  | 30/05/2019 |
| 22CH | Service Delivery standards | If you have invited more than one person to a meeting, and all of the persons invited have informed you that they wish to use the Welsh language at the meeting, you must conduct the meeting in Welsh or,   | 30/05/2019 |

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|     |                            | if necessary, arrange for a simultaneous or consecutive translation service from Welsh to English to be available at the meeting.  |            |
| 23  | Service Delivery standards | You must ask an in-patient (“A”) on the first day of A’s in-patient admission whether A wishes to use the Welsh language to communicate with you during that in-patient admission.   | 30/05/2019 |
| 23A | Service Delivery standards | If the in-patient (“A”) informs you that A wishes to use the Welsh language to communicate with you during an in-patient admission you must identify to your staff who are likely to communicate with A, that A wishes to use the Welsh language to communicate with you during that in-patient admission.   | 30/05/2019 |
| 24  | Service Delivery standards | You must produce and publish a policy on how to establish whether an in-patient (“A”) wishes to use the Welsh language during A’s inpatient admission if A is unable to inform you that A wishes to use the Welsh language to communicate with you during an in-patient admission.   | 30/05/2019 |
| 25  | Service Delivery standards | If you invite an individual (“A”), to a case conference which will be held 5 or more working days after the invitation is sent—<br>(a) you must ask A whether A wishes to use the Welsh language at the case conference, and inform A that, you will conduct the conference in Welsh, or if necessary provide a translation service from Welsh to English and from English to Welsh for that purpose, and<br>(b) if A has informed you that A wishes to use the Welsh language at the case conference, you must conduct the conference in Welsh or, if necessary, provide a simultaneous or consecutive translation service from Welsh to English and from English to Welsh. | 30/05/2019 |
| 26  | Service Delivery standards | If you arrange a meeting that is open to the public and at which public participation is allowed you must state on any material advertising it,  | 30/05/2019 |

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|    |                            | and on any invitation to it, that anyone attending is welcome to use the Welsh language at the meeting.  |            |
| 27 | Service Delivery standards | When you send invitations to a meeting that you arrange which is open to the public and at which public participation is allowed, you must send the invitations in Welsh.  | 30/05/2019 |
| 28 | Service Delivery standards | If you invite persons to speak at a meeting that you arrange which is open to the public and at which public participation is allowed, you must—<br>(a) ask each person invited to speak whether he or she wishes to use the Welsh language, and<br>(b) if that person (or at least one of those persons) has informed you that he or she wishes to use the Welsh language at the meeting, provide a simultaneous or consecutive translation service from Welsh to English for that purpose (unless you conduct the meeting in Welsh without a translation service). | 30/05/2019 |
| 29 | Service Delivery standards | If you arrange a meeting that is open to the public and at which public participation is allowed, you must ensure that a simultaneous translation service from Welsh to English is available at the meeting, and you must orally inform those present in Welsh—<br>(a) that they are welcome to use the Welsh language, and<br>(b) that a simultaneous translation service is available.   | 30/05/2019 |
| 30 | Service Delivery standards | If you produce and display any written material at a meeting that you arrange which is open to the public, you must ensure that the material is displayed in Welsh, and you must not treat any Welsh language text less favourably than the English language text.   | 30/05/2019 |
| 31 | Service Delivery standards | If you organise a public event, or fund at least 50% of a public event, you must ensure that, in promoting the event, the Welsh language is treated no less favourably than the English language (for example, in  | 30/05/2019 |

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|    |                            | the way the event is advertised or publicised).   |            |
| 32 | Service Delivery standards | If you organise a public event, or fund at least 50% of a public event, you must ensure that the Welsh language is treated no less favourably than the English language at the event (for example, in relation to services offered to persons attending the event, in relation to signs you produce and display at the event and in relation to audio announcements made at the event). | 30/05/2019 |
| 33 | Service Delivery standards | Any publicity or advertising material that you produce must be produced in Welsh, and if you produce the material in Welsh and in English, you must not treat the Welsh language version less favourably than you treat the English language version.   | 30/05/2019 |
| 34 | Service Delivery standards | Any material that you produce and display in public must be displayed in Welsh, and you must not treat any Welsh language version of the material less favourably than the English language version.  | 30/05/2019 |
| 36 | Service Delivery standards | If you produce a form that is to be completed by an individual, you must produce it in Welsh.   | 30/05/2019 |
| 37 | Service Delivery standards | If you produce a document (but not a form) which is available to one or more individuals, you must produce it in Welsh-<br>(a) if the subject matter of the document suggests that it should be produced in Welsh, or<br>(b) if the anticipated audience, and their expectations, suggests that the document should be produced in Welsh.   | 30/05/2019 |
| 38 | Service Delivery standards | If you produce a document or a form in Welsh and in English you must—<br>(a) not treat any Welsh language version less favourably than you treat the English language version (whether separate versions or not);   | 30/05/2019 |



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|    |                            | <p>(b) not differentiate between the Welsh and English version in relation to any requirements that are relevant to the document or form (for example in relation to any deadline for submitting the form, or in relation to the time allowed to respond to the content of the document or form); and</p> <p>(c) ensure that the English language version clearly states that the document or form is also available in Welsh.</p> |            |
| 39 | Service Delivery standards | <p>You must ensure that—</p> <p>(a) the text of each page of your website is available in Welsh,</p> <p>(b) every Welsh language page on your website is fully functional, and</p> <p>(c) the Welsh language is not treated less favourably than the English language on your website.</p>   | 30/11/2020 |
| 40 | Service Delivery standards | <p>You must ensure that—</p> <p>(a) the text of the homepage of your website is available in Welsh,</p> <p>(b) any Welsh language text on your homepage (or, where relevant, your Welsh language homepage) is fully functional, and</p> <p>(c) the Welsh language is treated no less favourably than the English language in relation to the homepage of your website.</p>   | 30/05/2019 |
| 41 | Service Delivery standards | <p>You must ensure that when you publish a new page on your website or amend a page—</p> <p>(a) the text of that page is available in Welsh,</p> <p>(b) any Welsh language version of that page is fully functional, and</p> <p>(c) the Welsh language is treated no less favourably than the English language in relation to that page.</p>   | 30/05/2019 |
| 42 | Service Delivery standards | <p>If you have a Welsh language web page that corresponds to an English language web page, you must state clearly on the English language web page that the page is also available in Welsh, and you</p>   | 30/05/2019 |

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|    |                            | must provide a direct link to the Welsh page on the corresponding English page.  |            |
| 43 | Service Delivery standards | You must provide the interface and menus on every page of your website in Welsh.   | 30/11/2020 |
| 44 | Service Delivery standards | All apps that you publish must function fully in Welsh, and the Welsh language must be treated no less favourably than the English language in relation to that app.   | 30/05/2019 |
| 45 | Service Delivery standards | <p>When you use social media you must not treat the Welsh language less favourably than the English language.</p> <p><b>You must comply with standard 45 in the following circumstances:</b></p> <ul style="list-style-type: none"> <li>○ <b>when using social media on your corporate and departmental accounts</b></li> </ul>  | 30/05/2019 |
| 46 | Service Delivery standards | If a person contacts you by social media in Welsh, you must reply in Welsh (if an answer is required).   | 30/05/2019 |
| 47 | Service Delivery standards | <p>When you—</p> <p>(a) erect a new sign or renew a sign (including temporary signs); or</p> <p>(b) publish or display a notice;</p> <p>any text displayed on the sign or notice must be displayed in Welsh (whether on the same sign or notice as you display corresponding English language text or on a separate sign or notice); and if the same text is displayed in Welsh and in English, you must not treat the Welsh language text less favourably than the English language text.</p> | 30/05/2019 |
| 48 | Service Delivery standards | <p>When you—</p> <p>(a) erect a new sign or renew a sign (including temporary signs); or</p> <p>(b) publish or display a notice;</p> <p>which conveys the same information in Welsh and in English, the</p>  | 30/05/2019 |

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|    |                            | Welsh language text must be positioned so that it is likely to be read first.  |            |
| 49 | Service Delivery standards | You must ensure that the Welsh language text on signs and notices is accurate in terms of meaning and expression.  | 30/05/2019 |
| 50 | Service Delivery standards | Any reception service you make available in English at your reception must also be available in Welsh, and any person who requires a Welsh language reception service at your reception must not be treated less favourably than a person who requires an English language reception service.  | 30/11/2019 |
| 52 | Service Delivery standards | You must display a sign in your reception which states (in Welsh) that persons are welcome to use the Welsh language at the reception.   | 30/11/2019 |
| 53 | Service Delivery standards | You must ensure that staff at the reception who are able to provide a Welsh language reception service wear a badge to convey that.  | 30/05/2019 |
| 54 | Service Delivery standards | Any documents that you publish which relate to applications for a grant must be published in Welsh, and you must not treat a Welsh language version of such documents less favourably than an English language version.  | 30/05/2019 |
| 55 | Service Delivery standards | When you invite applications for a grant, you must—<br>(a) state in the invitation that applications may be submitted in Welsh and that any application submitted in Welsh will be treated no less favourably than an application submitted in English; and<br>(b) not treat applications for a grant submitted in Welsh less favourably than applications submitted in English (including, amongst other matters, in relation to the closing date for receiving applications and in relation to the timescale for informing applicants of decisions). | 30/05/2019 |
| 56 | Service Delivery standards | When you inform an applicant of your decision in relation to an application for a grant, you must do so in Welsh if the application was submitted in Welsh.  | 30/05/2019 |

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| 57 | Service Delivery standards | Any invitations to tender for a contract that you publish must be published in Welsh if the subject matter of the contract suggests that it should be produced in Welsh, and you must not treat a Welsh language version of any invitation less favourably than an English language version.   | 30/05/2019 |
| 58 | Service Delivery standards | When you publish invitations to tender for a contract, you must—<br>(a) state in the invitation that tenders may be submitted in Welsh, and that a tender submitted in Welsh will be treated no less favourably than a tender submitted in English, and<br>(b) not treat a tender for a contract submitted in Welsh less favourably than a tender submitted in English (including, amongst other matters, in relation to the closing date for receiving tenders, and in relation to the timescale for informing tenderers of decisions). | 30/05/2019 |
| 59 | Service Delivery standards | When you inform a tenderer of your decision in relation to a tender, you must do so in Welsh if the tender was submitted in Welsh.   | 30/05/2019 |
| 60 | Service Delivery standards | You must promote any Welsh language service that you provide, and advertise that service in Welsh.   | 30/05/2019 |
| 61 | Service Delivery standards | If you provide a service in Welsh that corresponds to a service you provide in English, any publicity or document that you produce, or website that you publish, which refers to the English service must also state that a corresponding service is available in Welsh.   | 30/05/2019 |
| 62 | Service Delivery standards | When you form, revise or present your corporate identity, you must not treat the Welsh language less favourably than the English language.   | 30/05/2019 |
| 63 | Service Delivery standards | If you offer an education course to one or more individuals, you must—<br>(a) undertake an assessment of the need for that course to be offered in Welsh;  | 30/05/2019 |

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|    |                            | (b) offer that course in Welsh if the assessment indicated that the course needs to be offered in Welsh.  |            |
| 64 | Service Delivery standards | When you announce a recorded message over a public address system, you must make that announcement in Welsh and, if the announcement is made in Welsh and in English, the announcement must be made in Welsh first.   | 30/05/2019 |
| 65 | Service Delivery standards | When you know that a primary care provider is willing to provide a primary care service or part of a primary care service through the medium of Welsh, you must designate and maintain a page on your website (in Welsh) containing that information.   | 30/05/2019 |
| 66 | Service Delivery standards | You must—<br>(a) provide an English to Welsh translation service for use by a primary care provider to enable it to obtain Welsh language translations of signs or notices displayed in connection with its primary care service, and<br>(b) encourage the use of the translation service provided by you in accordance with this standard. | 30/05/2019 |
| 67 | Service Delivery standards | You must—<br>(a) make available to a primary care provider a badge for it or its staff to wear to convey that they are able to speak Welsh, and<br>(b) promote to a primary care provider the wearing of the badge.   | 30/05/2019 |
| 68 | Service Delivery standards | You must provide training courses, information or hold events so that a primary care provider can develop—<br>(a) an awareness of the Welsh language (including awareness of its history and its role in Welsh culture); and<br>(b) an understanding of how the Welsh language can be used in the workplace.                                | 30/05/2019 |
| 69 | Policy Making standards    | When you formulate a new policy, or review or revise an existing  | 30/05/2019 |

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|    |                         | <p>policy, you must consider what effects, if any (whether positive or adverse), the policy decision would have on—</p> <p>(a) opportunities for persons to use the Welsh language, and</p> <p>(b) treating the Welsh language no less favourably than the English language.</p>   |            |
| 70 | Policy Making standards | <p>When you formulate a new policy, or review or revise an existing policy, you must consider how the policy could be formulated (or how an existing policy could be changed) so that the policy decision would have positive effects, or increased positive effects, on—</p> <p>(a) opportunities for persons to use the Welsh language, and</p> <p>(b) treating the Welsh language no less favourably than the English language.</p>                         | 30/05/2019 |
| 71 | Policy Making standards | <p>When you formulate a new policy, or review or revise an existing policy, you must consider how the policy could be formulated (or how an existing policy could be changed) so that the policy decision would not have adverse effects, or so that it would have decreased adverse effects, on—</p> <p>(a) opportunities for persons to use the Welsh language, and</p> <p>(b) treating the Welsh language no less favourably than the English language.</p> | 30/05/2019 |
| 72 | Policy Making standards | <p>When you publish a consultation document which relates to a policy decision, the document must consider, and seek views on, the effects (whether positive or adverse) that the policy decision under consideration would have on—</p> <p>(a) opportunities for persons to use the Welsh language, and</p> <p>(b) treating the Welsh language no less favourably than the English language.</p>  | 30/05/2019 |
| 73 | Policy Making standards | When you publish a consultation document which relates to a policy   | 30/05/2019 |

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|    |                         | decision the document must consider, and seek views on, how the policy under consideration could be formulated or revised so that it would have positive effects, or increased positive effects, on—<br>(a) opportunities for persons to use the Welsh language, and<br>(b) treating the Welsh language no less favourably than the English language  |            |
| 74 | Policy Making standards | When you publish a consultation document which relates to a policy decision the document must consider, and seek views on, how the policy under consideration could be formulated or revised so that it would not have adverse effects, or so that it would have decreased adverse effects, on—<br>(a) opportunities for persons to use the Welsh language, and<br>(b) treating the Welsh language no less favourably than the English language.  | 30/05/2019 |
| 75 | Policy Making standards | When you commission or undertake research that is intended to assist you to make a policy decision, you must ensure that the research considers what effects, if any (and whether positive or adverse), the policy decision under consideration would have on—<br>(a) opportunities for persons to use the Welsh language, and<br>(b) treating the Welsh language no less favourably than the English language.                                   | 30/05/2019 |
| 76 | Policy Making standards | When you commission or undertake research that is intended to assist you to make a policy decision, you must ensure that the research considers how the policy decision under consideration could be made so that it would have positive effects, or so that it would have increased positive effects, on—<br>(a) opportunities for persons to use the Welsh language, and<br>(b) treating the Welsh language no less favourably than the English | 30/05/2019 |

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|    |                         | language.   |            |
| 77 | Policy Making standards | <p>When you commission or undertake research that is intended to assist you to make a policy decision, you must ensure that the research considers how the policy decision under consideration could be made so that it would not have adverse effects, or so that it would have decreased adverse effects, on—</p> <p>(a) opportunities for persons to use the Welsh language, and</p> <p>(b) treating the Welsh language no less favourably than the English language</p>   | 30/05/2019 |
| 78 | Policy Making standards | <p>You must publish a policy on providing a primary care service which requires you to take the following into account when you make decisions in relation to providing a primary care service—</p> <p>(a) what effects, if any (and whether positive or negative), the decision would have on—</p> <p>(i) opportunities for persons to use the Welsh language, and</p> <p>(ii) treating the Welsh language no less favourably than the English language;</p> <p>(b) how that decision could be taken or implemented so that it would have positive effects, or increased positive effects, on—</p> <p>(i) opportunities for persons to use the Welsh language, and</p> <p>(ii) treating the Welsh language no less favourably than the English language; and</p> <p>(c) how the decision could be taken or implemented so that it would not have adverse effects, or so that it would have decreased adverse effects on—</p> <p>(i) opportunities for persons to use the Welsh language, and</p> <p>(ii) treating the Welsh language no less favourably than the English language.</p> | 30/11/2019 |



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| 78A | Policy Making standards | On the expiry of 5 years after publishing the policy in accordance with standard 78 (whether or not revisions have been made to that policy) and on the expiry of each subsequent period of 5 years you must —<br>(a) assess to what extent you have complied with the policy; and<br>(b) publish that assessment on your website within 6 months of the end of the period.  | 30/11/2019 |
| 79  | Operational standards   | You must develop a policy on using Welsh internally for the purpose of promoting and facilitating the use of the language, and you must publish that policy on your intranet.  | 30/05/2019 |
| 80  | Operational standards   | When you offer a new post to an individual, you must ask that individual whether he or she wishes for the contract of employment or contract for services to be provided in Welsh; and if that is the individual's wish you must provide the contract in Welsh.  | 30/11/2019 |
| 81  | Operational standards   | <p>You must ask each employee ("A") whether A wishes to receive any of the following in Welsh, and if A wishes to receive one or more in Welsh you must provide it (or them) to A in Welsh -</p> <ul style="list-style-type: none"> <li>(a) any paper correspondence that relates to A's employment, and which is addressed to A;</li> <li>(b) any documents that outline A's training needs or requirements;</li> <li>(c) any documents that outline A's performance objectives;</li> <li>(ch) any documents that outline or record A's career plan;</li> <li>(d) any forms that record and authorise annual leave;</li> <li>(dd) any forms that record and authorise absences from work;</li> <li>(e) any forms that record and authorise flexible working hours.</li> </ul> <p><b>You must comply with standard 81 in every circumstance by 30 November 2019, except:</b></p> <ul style="list-style-type: none"> <li>○ when the activity is carried out through the use of the</li> </ul> | 30/11/2019 |

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|    |                       | <b>Electronic Staff Record (ESR).</b><br><b>You must comply with standard 81 in every circumstance by 30 November 2020</b>   |            |
| 82 | Operational standards | If you publish any of the following, you must publish it in Welsh -<br>(a) a policy relating to behaviour in the workplace;<br>(b) a policy relating to health and well-being at work;<br>(c) a policy relating to salaries or workplace benefits;<br>(ch) a policy relating to performance management;<br>(d) a policy relating to absence from work;<br>(dd) a policy relating to working conditions;<br>(e) a policy relating to work patterns.   | 30/05/2019 |
| 83 | Operational standards | You must allow and state in any document that you have that sets out your procedures for making complaints that each member of staff may -<br>(a) make a complaint to you in Welsh, and<br>(b) respond to a complaint made about him or about her in Welsh;<br>and you must also inform each member of staff of that right.  | 30/05/2019 |
| 84 | Operational standards | If you receive a complaint from a member of staff or a complaint about a member of staff, and a meeting is required with that member of staff, you must -<br>(a) offer to conduct the meeting in Welsh or, if necessary, provide a translation service from Welsh to English for that purpose; and<br>(b) if the member of staff wishes for the meeting to be conducted in Welsh, conduct the meeting in Welsh or, if necessary, with the assistance of a simultaneous or consecutive translation service from Welsh to English. | 30/05/2019 |
| 85 | Operational standards | When you inform a member of staff (A) of a decision you have   | 30/05/2019 |

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|    |                       | <p>reached in relation to a complaint made by A, or in relation to a complaint made about A, you must do so in Welsh if A -</p> <ul style="list-style-type: none"> <li>(a) made the complaint in Welsh,</li> <li>(b) responded in Welsh to a complaint about A,</li> <li>(c) asked for a meeting about the complaint to be conducted in Welsh, or</li> <li>(ch) asked to use the Welsh language at a meeting about the complaint.</li> </ul>  |            |
| 86 | Operational standards | <p>You must -</p> <ul style="list-style-type: none"> <li>(a) allow and state in any document that you have which sets out your arrangements for disciplining staff that any member of staff may respond in Welsh to any allegations made against him or against her, and</li> <li>(b) if you commence a disciplinary procedure in relation to a member of staff, inform that member of staff of that right.</li> </ul>  | 30/05/2019 |
| 87 | Operational standards | <p>If you organise a meeting with a member of staff regarding a disciplinary matter that relates to his or to her conduct you must -</p> <ul style="list-style-type: none"> <li>(a) offer to conduct the meeting in Welsh or, if necessary, provide a translation service from Welsh to English for that purpose; and</li> <li>(b) if the member of staff wishes for the meeting to be conducted in Welsh, conduct the meeting in Welsh, or if necessary with the assistance of a simultaneous or consecutive translation service from Welsh to English.</li> </ul> | 30/05/2019 |
| 88 | Operational standards | <p>When you inform a member of staff ("A") of a decision you have reached following a disciplinary procedure, you must do so in Welsh if A -</p> <ul style="list-style-type: none"> <li>(a) responded to allegations made against A in Welsh,</li> <li>(b) asked for a meeting regarding the disciplinary procedure to be</li> </ul>  | 30/05/2019 |

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|    |                       | conducted in Welsh, or<br>(c) asked to use the Welsh language at a meeting regarding the disciplinary procedure.   |            |
| 89 | Operational standards | You must provide staff with computer software for checking spelling and grammar in Welsh, and provide Welsh language interfaces for software (where an interface exists).  | 30/05/2019 |
| 90 | Operational standards | <p>You must ensure that -</p> <p>(a) the text of each page of your intranet is available in Welsh,</p> <p>(b) every Welsh language page on your intranet is fully functional, and</p> <p>(c) the Welsh language is treated no less favourably than the English language on your intranet.</p> <p><b>You must comply with standard 90 in relation to pages on your intranet that relate to the matters within the following operational standards:</b></p> <ul style="list-style-type: none"> <li>○ the use of the Welsh language within your internal administration</li> <li>○ complaints made by staff</li> <li>○ disciplining staff</li> <li>○ developing skills through planning and training the workforce; and</li> <li>○ recruiting and appointing</li> </ul> | 30/11/2020 |
| 91 | Operational standards | <p>You must ensure that -</p> <p>(a) the text of the homepage of your intranet is available in Welsh,</p> <p>(b) any Welsh language text on your intranet's homepage (or, where relevant, your Welsh language intranet homepage) is fully functional, and</p>  | 30/05/2019 |

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|    |                       | (c) the Welsh language is treated no less favourably than the English language in relation to the homepage of your intranet.  |            |
| 93 | Operational standards | If you have a Welsh language page on your intranet that corresponds to an English language page, you must state clearly on the English language page that the page is also available in Welsh, and must provide a direct link to the Welsh language page on the corresponding English language page.  | 30/05/2019 |
| 94 | Operational standards | You must designate and maintain a page (or pages) on your intranet which provides services and support material to promote the Welsh language and to assist your staff to use the Welsh language.   | 30/05/2019 |
| 95 | Operational standards | <p>You must provide the interface and menus on your intranet pages in Welsh.</p> <p><b>You must comply with standard 95 in relation to the following:</b></p> <ul style="list-style-type: none"> <li>○ any page or homepage on your intranet that is available in Welsh in accordance with standards 90 and/or 91;</li> <li>○ any page you designate and maintain on your intranet in accordance with standard 94.</li> </ul> | 30/11/2020 |
| 96 | Operational standards | You must assess the Welsh language skills of your employees.  | 30/05/2019 |
| 97 | Operational standards | <p>You must provide opportunities for training in Welsh in the following areas, if you provide such training in English -</p> <p>(a) recruitment and interviewing;</p> <p>(b) performance management;</p> <p>(c) complaints and disciplinary procedures;</p> <p>(ch) induction;</p> <p>(d) dealing with the public; and</p> <p>(dd) health and safety.</p>  | 30/05/2019 |
| 98 | Operational standards | You must provide opportunities for training in Welsh on using Welsh   | 30/05/2019 |

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|     |                       | effectively in -<br>(a) meetings;<br>(b) interviews; and<br>(c) complaints and disciplinary procedures.   |            |
| 99  | Operational standards | You must provide opportunities during working hours -<br>(a) for your employees to receive basic Welsh language lessons, and<br>(b) for employees who manage others to receive training on using the Welsh language in their role as managers.  | 30/05/2019 |
| 100 | Operational standards | You must provide opportunities for employees who have completed basic Welsh language training to receive further training, free of charge, to develop their language skills.  | 30/05/2019 |
| 101 | Operational standards | You must provide opportunities for employees to receive training, free of charge, to improve their Welsh language skills.   | 30/05/2019 |
| 102 | Operational standards | You must provide training courses so that your employees can develop -<br>(a) awareness of the Welsh language (including awareness of its history and its role in Welsh culture);<br>(b) an understanding of the duty to operate in accordance with the Welsh language standards; and<br>(c) an understanding of how the Welsh language can be used in the workplace. | 30/05/2019 |
| 103 | Operational standards | When you provide information to new employees (for example by means of an induction process), you must provide information for the purpose of raising their awareness of the Welsh language.  | 30/05/2019 |
| 104 | Operational standards | You must provide -<br>(a) wording or a logo for your staff to include in e-mail signatures which will enable them to indicate whether they speak Welsh fluently or whether they are learning the language, and  | 30/05/2019 |

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|      |                       | (b) wording for your employees which will enable them to include a Welsh language version of their contact details in e-mail messages, and to provide a Welsh language version of any message which informs others that they are unavailable to respond to email messages.  |            |
| 105  | Operational standards | You must -<br>(a) make available to members of staff who are able to speak Welsh a badge for them to wear to convey that; and<br>(b) promote the wearing of the badge to members of staff.  | 30/05/2019 |
| 106  | Operational standards | When you assess the requirements for a new or vacant post, you must assess the need for Welsh language skills, and categorise it as a post where one or more of the following apply -<br>(a) Welsh language skills are essential;<br>(b) Welsh language skills need to be learnt when appointed to the post;<br>(c) Welsh language skills are desirable; or (ch) Welsh language skills are not necessary. | 30/05/2019 |
| 106A | Operational standards | If you have categorised a post as one where Welsh language skills are essential, desirable or need to be learnt you must -<br>(a) specify that when advertising the post, and<br>(b) advertise the post in Welsh  | 30/11/2019 |
| 107  | Operational standards | When you advertise a post, you must state that applications may be submitted in Welsh, and that an application submitted in Welsh will not be treated less favourably than an application submitted in English.   | 30/05/2019 |
| 107A | Operational standards | If you publish -<br>(a) application forms for posts;<br>(b) material that explains your procedure for applying for posts;   | 30/11/2019 |

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|      |                       | (c) information about your interview process, or about other assessment methods when applying for posts; or<br>(ch) job descriptions;<br>you must publish them in Welsh; and you must ensure that the Welsh language versions of the documents are treated no less favourably than any English language versions of those documents.  |            |
| 107B | Operational standards | You must not treat an application for a post made in Welsh less favourably than you treat an application made in English (including, amongst other matters, in relation to the closing date you set for receiving applications and in relation to any timescale for informing applicants of decisions).   | 30/05/2019 |
| 108  | Operational standards | You must ensure that your application forms for posts provide a space for applicants to indicate that they wish an interview or other method of assessment in Welsh and if an applicant so wishes, you must conduct any interview or other method of assessment in Welsh, or, if necessary, provide a simultaneous or consecutive translation service from Welsh to English for that purpose. | 30/05/2019 |
| 109  | Operational standards | When you inform an applicant of your decision in relation to an application for a post, you must do so in Welsh if the application was made in Welsh.   | 30/05/2019 |
| 110  | Operational standards | You must publish a plan for each 5 year period setting out -<br>(a) the extent to which you are able to offer to carry out a clinical consultation in Welsh;<br>(b) the actions you intend to take to increase your ability to offer to carry out a clinical consultation in Welsh;<br>(c) a timetable for the actions that you have detailed in (b).   | 30/11/2019 |
| 110A | Operational standards | Three years after publishing a plan in accordance with standard 110, and at the end of a plan's 5 year period you must -  | 30/11/2019 |



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|     |                          | (a) assess the extent to which you have complied with the plan; and<br>(b) publish that assessment within 6 months.  |            |
| 111 | Operational standards    | When you -<br>(a) erect a new sign or renew a sign in your workplace (including temporary signs), or<br>(b) publish or display a notice in your workplace;<br>any text displayed on the sign or notice must be displayed in Welsh (whether on the same sign or notice as the corresponding English language text or on a separate sign or notice), and if the same text is displayed in Welsh and in English, you must not treat the Welsh language text less favourably than the English language text. | 30/05/2019 |
| 112 | Operational standards    | When you -<br>(a) erect a new sign or renew a sign in your workplace (including temporary signs); or<br>(b) publish or display a notice in your workplace;<br>which conveys the same information in Welsh and in English, the Welsh language text must be positioned so that it is likely to be read first.  | 30/05/2019 |
| 113 | Operational standards    | You must ensure that the Welsh language text on signs and notices displayed in your workplace is accurate in terms of meaning and expression.  | 30/05/2019 |
| 114 | Operational standards    | When you make a recorded announcement in the workplace using audio equipment, that announcement must be made in Welsh, and if the announcement is made in Welsh and in English, the announcement must be made in Welsh first.  | 30/05/2019 |
| 115 | Record keeping standards | You must keep a record, in relation to each financial year, of the number of complaints you receive relating to your compliance with standards.  | 30/05/2019 |

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| 116 | Record keeping standards                        | You must keep a record (following assessments of your employees' Welsh language skills made in accordance with standard 96), of the number of employees who have Welsh language skills at the end of each financial year and, where you have that information, you must keep a record of the skill level of those employees.  | 30/05/2019 |
| 117 | Record keeping standards                        | You must keep a record, in relation to each financial year, of the number of new and vacant posts which were categorised (in accordance with standard 106) as posts where—<br>(a) Welsh language skills are essential;<br>(b) Welsh language skills need to be learnt when appointed to the post;<br>(c) Welsh language skills are desirable; or<br>(ch) Welsh language skills are not necessary. | 30/05/2019 |
| 118 | Standards which deal with Supplementary Matters | You must ensure that a document which records the standards with which you are under a duty to comply, and the extent to which you are under a duty to comply with those standards, is available on your website.   | 30/05/2019 |
| 119 | Standards which deal with Supplementary Matters | You must—<br>(a) ensure that you have a complaints procedure that deals with how you intend to deal with complaints relating to your compliance with the standards with which you are under a duty to comply, and<br>(b) publish a document that records that procedure on your website.  | 30/05/2019 |
| 120 | Standards which deal with Supplementary Matters | (1) You must produce a report (an “annual report”), in Welsh, in relation to each financial year, which deals with the way in which you have complied with the standards with which you were under a duty to comply during that year.<br>(2) The annual report must include the following information (where relevant, to the extent you are under a duty to comply with the                      | 30/05/2019 |

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|     |   | <p>standards referred to)—</p> <p>(a) the number of complaints that you received during the year in question which related to compliance with the standards with which you were under a duty to comply (on the basis of the records you kept in accordance with standard 115);</p> <p>(b) the number of employees who have Welsh language skills at the end of the year in question (on the basis of the records you kept in accordance with standard 116);</p> <p>(c) the number (on the basis of the records you kept in accordance with standard 117) of new and vacant posts that you advertised during the year which were categorised as posts where—</p> <p>(i) Welsh language skills were essential;</p> <p>(ii) Welsh language skills needed to be learnt when appointed to the post;</p> <p>(iii) Welsh language skills were desirable; or</p> <p>(iv) Welsh language skills were not necessary.</p> <p>(3) You must publish the annual report no later than 6 months following the end of the financial year to which the report relates.</p> <p>(4) You must ensure that a current copy of your annual report is available on your website.</p> |            |
| 121 | Standards which deal with Supplementary Matters | You must provide the Welsh Language Commissioner (if requested by the Commissioner) with any information which relates to your compliance with the service delivery standards, the policy making standards or the operational standards with which you are under a duty to comply.  | 30/05/2019 |

Meri Huws

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Welsh Language Commissioner

Date: 30/11/2018