

Ask for: Communications



01656 641150



Caseinfo@ombudsman.wales

Date: 14 August 2025

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**PERSONAL & CONFIDENTIAL**

Councillor Jon Harvey  
Pembrokeshire County Council

**By email only**

cllr.jon.harvey@pembrokeshire.gov.uk  
chief.executive@pembrokeshire.gov.uk  
rhian.young@pembrokeshire.gov.uk  
corporatecomplaints@pembrokeshire.gov.uk

Dear Councillor Jon Harvey

**Annual Letter 2024-25**

**Role of PSOW**

As you know, our role as the Public Services Ombudsman for Wales is to consider complaints about public services, to investigate alleged breaches of the councillor Code of Conduct, to set standards for complaints handling by public bodies and to drive improvement in complaints handling and learning from complaints. We also undertake investigations into public services on own initiative.

**Purpose of letter**

Through this letter, we want to give you an update on our work, share key trends in complaints about local government in Wales and highlight any particular issues for your organisation, together with actions I would like your organisation to take.

**Complaints about public services**

This letter, as always, coincides with the publication of our Annual Report. Again, we saw an increase in the number of people contacting us about public services. Since 2019-20, the volume of new complaints about public services reaching our office has increased by 44%.

We also closed a record number of complaints about public services – 5% more than last year. This year, we intervened (found that something has gone wrong, and recommended how to put things right) in 18% of complaints that we closed. Positively, this year we resolved many more complaints early on. 87% of our interventions this year involved Early Resolution, compared to 70% in 2023-24.

We understand that people who come to us want their complaints resolved as quickly as possible and we are committed to dealing with them in a timely manner.

Overall, we assessed incoming complaints, or intervened with an Early Resolution, within an average of 4 weeks; well within our target of 6 weeks. We have also reduced the time it takes us to complete an average investigation, from 64 weeks in 2023-24, to 53 weeks this year.

During 2024-25, we received 1,337 complaints about local councils - an increase of 20% on the previous year and 54% more than in 2019-20.

The main complaint subjects accounting for this increase related to social services, environment and environmental health, and housing. However, we also saw a welcome drop in complaints about complaint handling.

We intervened in 13% of local council complaints that we closed – a similar proportion to recent years.

We received 47 complaints about Pembrokeshire County Council and closed 47 – some complaints were carried over from the previous year. Pembrokeshire County Council's intervention rate was 17%. You can find detailed information on complaints about your organisation that we handled this year can be found in the appendices.

In 2024-25, we made 20 recommendations to your organisation. To ensure that our investigations and reports drive improvement, we follow up compliance with the recommendations agreed with your organisation. In 2024-25, 18 recommendations were due. 61% of the recommendations due was complied within the timescale agreed. Recommendations and timescales for complying with recommendations are always agreed with the public body concerned before being finalised, and we therefore expect organisations to comply within the timescales agreed.

### **Our Code of Conduct work**

Our role is to investigate allegations that councillors have breached their Code of Conduct. Where an investigation finds evidence to support the complaint on a matter which is serious enough to require a referral in the public interest, these cases are referred either to the local Standards Committee or to the Adjudication Panel for Wales for consideration.

In 2024-25, we received 4% less new Code of Conduct complaints than the previous year. 60% of these complaints related to members of Town and Community Councils. We continue to see that over a half of these complaints (56% this year) tends to relate to promotion of equality and respect.

We made 15 referrals to Standards Committees or the Adjudication Panel for Wales (compared to 21 last year). We are grateful to your Monitoring Officer for their positive engagement with my office over the last year. We will continue to engage with them on matters relating to the ethical standards framework, including Local Resolution Procedures this year.

## **Independent Review**

As you will be aware, last year, it was brought to our attention that a member of staff who had been the Team Leader of our Code of Conduct Team had been making inappropriate and unacceptable social media posts of a political nature.

In view of the seriousness of the matter, we commissioned Dr Melissa McCullough to conduct an independent review of our Code of Conduct work. [Dr McCullough's Report](#), published in September 2024, found that, "in general terms, the PSOW's Code of Conduct processes and delegations are robust in terms of safeguarding fairness and impartiality. They are systematic, well documented and supplemented with appropriate guidance and the reasoning for decisions is required to be recorded and explained as applicable."

While the findings overall were very positive, the review report included a number of recommendations and lessons learned, to "augment the existing safeguards for ensuring the fairness and impartiality of the processes and would clarify the related guidance as applicable."

Following this, the Senedd's Finance Committee published its report on the [Review into the operations, processes and investigations carried out by the Public Services Ombudsman for Wales](#). The Committee made further recommendations to us in its report. The details of all the recommendations and lessons learned and the actions we have taken in response can be found in our Annual Report.

To provide additional assurance, Dr McCullough undertook further independent assessment of how we implemented the recommendations and lessons learned, as set out in her 2024 Independent Review Report. This [assessment](#) concluded that:

- all recommendations and lessons learned were fully accepted by us and have been fully implemented
- we demonstrated a comprehensive, thoughtful and consultative approach to the implementation
- the pace of implementation has been impressive
- a separate quality assurance review confirmed the robustness of our process.

## **Supporting improvement of public services**

We continued our work on supporting improvement in public services.

During 2024-25, we concluded our second wider own initiative investigation which looked into unpaid carers' needs assessments in Wales. We considered whether 4 local councils – Caerphilly, Ceredigion, Flintshire and Neath Port Talbot - undertook carers' assessments in line with their statutory obligations.

We published the report on this investigation in October 2024. We found that only 2.8% of people in those council areas who identified as carers had received a needs assessment. In addition, only 1.5% had received a proper support plan following their assessment. Many carers were also not aware of their rights with regard to assessments and support services that might be available to them.

We identified some areas of good practice by the councils we investigated. However, we also made several recommendations including to:

- improve recording practices
- improve how information is shared with carers
- offer staff refresher training on carers' rights
- collaborate better with the healthcare sector.

We invited the other local councils in Wales to make similar improvements.

As we did in the case of our first own initiative investigation, we have been actively monitoring how organisations' have been complying with our recommendations.

We are planning to review compliance with the recommendations and any other impacts of the report in October 2025.

Currently 54 organisations across Wales operate our model complaints policy. This includes all local councils, all health boards and now most housing associations - representing about 85% of the complaints which we receive.

Our offer of free complaints handling training has remained popular and we provided a further 52 training sessions to public bodies across Wales during the year. This brings the total to 550 training sessions and 10,000 people, since 2020.

We have continued our work to publish complaints statistics, gathered from public bodies, with data published twice a year. We expect to publish the data on complaints handled by local councils in Wales during 2024-25 in the Autumn. This data allows us to see information with greater context – for example, during 2024-25 5.18% of complaints made to local councils went on to be referred to us. Finally, this year we also published 2 thematic reports, which included as case studies complaints about local councils:

- 'Living in Disrepair' (November 2024): a thematic report about housing disrepair and damp and mould complaints.
- 'Equality Matters' (January 2025): a thematic report on inclusion and accessibility across public services.

These reports include general recommendations for public service providers, drawing on lessons learned from our casework.

## **Action we would like your organisation to take**

Further to this letter, can I ask that your organisation takes the following actions:

- Present this Annual Letter to the Cabinet and to the Governance and Audit Committee at the next available opportunity and notify me of when these meetings will take place.
- Consider the data in this letter, alongside your own data, to understand more about your performance on complaints, including any patterns or trends and your organisation's compliance with recommendations made by my office.
- Inform me of the outcome of the organisation's considerations and proposed actions on the above matters at the earliest opportunity.

I would like to thank you, and your officers, for your continued openness and engagement with my office. Our information shows that local authorities are looking into more complaints than ever before and are using information from complaints to deliver better outcomes for the people of Wales.

Yours sincerely

*Michelle Morris*

**Michelle Morris**

Public Services Ombudsman

Cc. Will Bramble, Chief Executive, Pembrokeshire County Council  
Rhian Young, Monitoring Officer, Pembrokeshire County Council  
Amanda Davies, Liaison Officer, Pembrokeshire County Council

## Information Sheet

**Appendix A** shows the number of complaints received by PSOW for all Local Authorities in 2024-25. These complaints are contextualised by the population of each authority.

**Appendix B** shows the categorisation of each complaint received, and what proportion of received complaints represents for the Local Authority.

**Appendix C** shows intervention rates for all Local Authorities in 2024-25. An intervention is categorised by either an upheld complaint (either public interest or non-public interest), an early resolution, or a voluntary settlement.

**Appendix D** shows outcomes of the complaints which PSOW closed for the Local Authority in 2024-25. This table shows both the volume, and the proportion that each outcome represents for the Local Authority.

**Appendix E** shows the compliance performance of each Local Authority.

**Appendix F** shows the outcomes of Code of Conduct complaints closed by PSOW related to Local Authority in 2024-25. This table shows both the number, and the proportion that each outcome represents for the Local Authority.

**Appendix G** shows the outcomes of Code of Conduct complaints closed by PSOW related to Town and Community Councils in the Local Authority's area in 2024-25. This table shows both the number, and the proportion that each outcome represents for each Town or Community Council.

## Appendix A – Complaints received (overview)

	MAL			CODE			Total		
Local Authority	Complaints Received	Population	Received per 1,000 residents	Complaints Received	Population	Received per 1,000 residents	Complaints Received	Population	Received per 1,000 residents
Blaenau Gwent County Borough Council	14	67356	0.21	1	67356	0.01	15	67356	0.22
Bridgend County Borough Council	58	146743	0.40	10	146743	0.07	68	146743	0.46
Caerphilly County Borough Council	78	176437	0.44	3	176437	0.02	81	176437	0.46
Cardiff Council*	219	383536	0.57	4	383536	0.01	223	383536	0.58
Carmarthenshire County Council	86	190083	0.45	14	190083	0.07	100	190083	0.53
Ceredigion County Council	47	73050	0.64	0	73050	0.00	47	73050	0.64
Conwy County Borough Council	29	114410	0.25	9	114410	0.08	38	114410	0.33
Cyngor Gwynedd	46	119173	0.39	2	119173	0.02	48	119173	0.40
Denbighshire County Council	98	97156	1.01	7	97156	0.07	105	97156	1.08
Flintshire County Council	61	155812	0.39	3	155812	0.02	64	155812	0.41
Isle of Anglesey County Council	22	69291	0.32	2	69291	0.03	24	69291	0.35
Merthyr Tydfil County Borough Council	17	58593	0.29	3	58593	0.05	20	58593	0.34
Monmouthshire County Council	19	94572	0.20	9	94572	0.10	28	94572	0.30
Neath Port Talbot Council	48	142898	0.34	1	142898	0.01	49	142898	0.34
Newport City Council	61	163628	0.37	1	163628	0.01	62	163628	0.38
Pembrokeshire County Council	47	125006	0.38	6	125006	0.05	53	125006	0.42
Powys County Council	55	134439	0.41	24	134439	0.18	79	134439	0.59
Rhondda Cynon Taf County Borough Council	62	241178	0.26	3	241178	0.01	65	241178	0.27
Swansea Council	113	246742	0.46	6	246742	0.02	119	246742	0.48
Torfaen County Borough Council	20	93419	0.21	4	93419	0.04	24	93419	0.26
Vale of Glamorgan Council	61	134733	0.45	3	134733	0.02	64	134733	0.48
Wrexham County Borough Council	76	136149	0.56	11	136149	0.08	87	136149	0.64
<b>Total</b>	<b>1337</b>	<b>3164404</b>	<b>0.41</b>	<b>126</b>	<b>3164404</b>	<b>0.04</b>	<b>1463</b>	<b>3164404</b>	<b>0.45</b>

## Appendix B – Complaints received (by organisation)

<b>Pembrokeshire County Council</b>	<b>Complaints Received</b>	<b>% Share</b>
Adult Social Services	3	6%
Benefits Administration	0	
Children's Social Services	8	17%
Community Facilities, Recreation and Leisure	0	
Complaints Handling	10	21%
Covid19	0	
Education	1	2%
Environment and Environmental Health	3	6%
Finance and Taxation	3	6%
Health	0	
Housing	10	21%
Licencing	0	
Planning and Building Control	2	4%
Roads and Transport	3	6%
Self Funding Care Provider	0	
Various Other	4	9%
<b>Total</b>	<b>47</b>	



## Appendix C – Cases with PSOW intervention (overview)

Local authority	No. of interventions	No. of closures	% of interventions
Blaenau Gwent County Borough Council	0	12	0%
Bridgend County Borough Council	6	57	11%
Caerphilly County Borough Council	11	79	14%
Cardiff Council*	37	190	19%
Carmarthenshire County Council	11	86	13%
Ceredigion County Council	11	45	24%
Conwy County Borough Council	5	29	17%
Denbighshire County Council**	6	98	6%
Flintshire County Council	7	61	11%
Cyngor Gwynedd	3	44	7%
Isle of Anglesey County Council	1	20	5%
Merthyr Tydfil County Borough Council	1	15	7%
Monmouthshire County Council	1	16	6%
Neath Port Talbot Council	5	45	11%
Newport City Council	6	62	10%
Pembrokeshire County Council	8	47	17%
Powys County Council	8	51	16%
Rhondda Cynon Taf County Borough Council	6	60	10%
Swansea Council	12	109	11%
Torfaen County Borough Council	0	18	0%
Vale of Glamorgan Council	12	63	19%
Wrexham County Borough Council	7	72	10%
<b>Total</b>	<b>164</b>	<b>1279</b>	<b>13%</b>

## Appendix D – Complaint outcomes (by organisation) (\* denotes intervention)

<b>Pembrokeshire County Council</b>	<b>Complaint Outcomes</b>	<b>% Share</b>
Complaint investigation discontinued (with early resolution at assessment stages)*	0	
Complaint investigation discontinued (without settlement)	0	
Decision not to investigate complaint	15	32%
Early resolution*	7	15%
Matter out of jurisdiction	12	26%
Non-public interest report issued: complaint not upheld	1	2%
Non-public interest report issued: complaint upheld*	0	
Non-public interest report issued: complaint upheld with early resolution at assessment stage*	0	
Premature	11	23%
Public interest report issued: complaint upheld*	0	
Public Interest report issued: complaint upheld with early resolution at assessment stage*	0	
Special Interest Report*	0	
Voluntary settlement*	1	2%
<b>Total</b>	<b>47</b>	

## Appendix E – Compliance performance comparison

<b>Local Authority</b>	<b>Number of recommendations made on complaints closed in 2024-25</b>	<b>Number of recommendations falling due in 2024-25</b>	<b>% of recommendations, complied with in line with agreed target date</b>
Blaenau Gwent County Borough Council	0	0	n/a
Bridgend County Borough Council	15	18	28%
Caerphilly County Borough Council	24	24	50%
Cardiff Council*	97	96	56%
Carmarthenshire County Council	29	27	67%
Ceredigion County Council	24	24	63%
Conwy County Borough Council	14	14	71%
Denbighshire County Council**	10	8	50%
Flintshire County Council	20	22	91%
Cyngor Gwynedd	9	9	89%
Isle of Anglesey County Council	4	6	0%
Merthyr Tydfil County Borough Council	2	4	0%
Monmouthshire County Council	2	2	0%
Neath Port Talbot Council	11	8	75%
Newport City Council	12	11	27%
Pembrokeshire County Council	20	18	61%
Powys County Council	21	23	22%
Rhondda Cynon Taf County Borough Council	11	10	20%
Swansea Council	25	24	33%
Torfaen County Borough Council	0	0	n/a
Vale of Glamorgan Council	30	31	55%
Wrexham County Borough Council	19	16	75%

## Appendix F – Code of Conduct Complaints Closed (\*denotes investigation)

<b>Pembrokeshire County Council</b>	<b>Code of Conduct Complaints Closed</b>
Cc not acted on	0
Code of Conduct leaflet sent/link to website provided	0
Complaint taken over telephone – awaiting signature	0
Complaint Withdrawn	0
Discontinued. Not in the public interest to pursue*	1
Duplicate complaint with no new evidence	0
Information provided	0
No action necessary*	0
No declaration rec'd – Withdrawn	0
No evidence of Breach*	0
No prima facie evidence of breach	5
Not in the public interest to investigate	0
Out of Jurisdiction - signposted	0
Premature - referred for local resolution	0
Referred to Adjudication Panel*	1
Referred to Standards Committee*	0
Withdrawn	0
<b>Total</b>	<b>7</b>

## Appendix G – Town / Community Council Code of Complaints

Decision not to investigate Code			Investigations					
Pembrokeshire County Council	Not in the public interest to investigate	No prima facie evidence of breach	Discontinued. Not in the public interest to pursue	No action necessary	No evidence of Breach	Referred to Adjudication Panel	Referred to Standards Committee	Total
Ambleston Community Council	0	0	0	0	0	0	0	0
Amroth Community Council	0	0	0	0	0	0	0	0
Angle Community Council	0	0	0	0	0	0	0	0
Boncath Community Council	0	0	0	0	0	0	0	0
Brawdy Community Council	0	0	0	0	0	0	0	0
Burton Community Council	0	0	0	0	0	0	0	0
Camrose Community Council	0	0	0	0	0	0	0	0
Carew Community Council	0	0	0	0	0	0	0	0
Cilgerran Community Council	0	0	0	0	0	0	0	0
Clunderwen Community Council	0	0	0	0	0	0	0	0
Clydau Community Council	0	0	0	0	0	0	0	0
Cosheston Community Council	0	0	0	0	0	0	0	0
Crymych Community Council	0	0	0	0	0	0	0	0
Dale Community Council	0	0	0	0	0	0	0	0
Dinas Cross Community Council	0	0	0	0	0	0	0	0
East Williamston Community Council	0	0	0	0	0	0	0	0
Eglwysrw Community Council	0	0	0	0	0	0	0	0
Fishguard & Goodwick Town Council	1	0	0	0	0	0	0	1
Freystrop Community Council	0	0	0	0	0	0	0	0
Haverfordwest Town Council	1	0	0	0	0	0	0	1
Hayscastle Community Council	0	0	0	0	0	0	0	0

Herbrandston Community Council	0	0	0	0	0	0	0	0
Hook Community Council	0	0	0	0	0	0	0	0
Hundleton Community Council	0	1	0	0	0	0	0	1
Jeffreyston Community Council	0	0	0	0	0	0	0	0
Johnston Community Council	0	0	0	0	0	0	0	0
Kilgetty and Begelly Community Council	0	0	0	0	0	0	0	0
Lampeter Velfrey Community Council	0	0	0	0	0	0	0	0
Lamphey Community Council	0	0	0	0	0	0	0	0
Letterston Community Council	0	0	0	0	0	0	0	0
Llanddewi Velfrey Community Council	0	0	0	0	0	0	0	0
Llandissilio West Community Council	0	0	0	0	0	0	0	0
Llangwm Community Council	0	0	0	0	0	0	0	0
Llanrhian Community Council	0	0	0	0	0	0	0	0
Llanstadwell Community Council	0	0	0	0	0	0	0	0
Llawhaden Community Council	0	0	0	0	0	0	0	0
Maenclochog Community Council	0	0	0	0	0	0	0	0
Manorbier Community Council	0	1	0	0	0	0	0	1
Manordeifi Community Council	0	0	0	0	0	0	0	0
Marloes & St Brides Community Council	0	0	0	0	0	0	0	0
Martletwy Community Council	1	1	0	0	0	0	0	2
Mathry Community Council	0	0	0	0	0	0	0	0
Merlins Bridge Community Council	0	0	0	0	0	0	0	0
Milford Haven Town Council	0	0	0	0	0	0	0	0
Mynachlogddu Community Council	0	0	0	0	0	0	0	0
Narberth Town Council	0	0	0	0	0	0	0	0

Nevern Community Council	0	0	0	0	0	0	0	0
New Moat Community Council	0	0	0	0	0	0	0	0
Newport Town Council	0	0	0	0	0	0	0	0
Neyland Town Council	1	4	0	0	3	7	0	15
Nolton & Roch Community Council	0	0	0	0	0	0	0	0
Pembroke Dock Town Council	0	0	0	0	0	0	0	0
Pembroke Town Council	0	0	0	0	0	0	0	0
Penally Community Council	0	0	0	0	0	0	0	0
Pencaer Community Council	0	0	0	0	0	0	0	0
Puncheston Community Council	0	0	0	0	0	0	0	0
Rosemarket Community Council	0	0	0	0	0	0	0	0
Rudbaxton Community Council	0	0	0	0	0	0	0	0
Saundersfoot Community Council	0	0	1	0	0	0	0	1
Scleddau Community Council	0	0	0	0	0	0	0	0
Solva Community Council	0	0	0	0	0	0	0	0
Spittal Community Council	0	0	0	0	0	0	0	0
St Davids City Council	0	0	0	0	0	0	0	0
St Dogmaels Community Council	0	0	0	0	0	0	0	0
St Florence Community Council	0	0	0	0	0	0	0	0
St Ishmaels Community Council	0	0	0	0	0	0	0	0
St Mary-Out-Liberty Community Council	0	0	0	0	0	0	0	0
Stackpole & Castlemartin Community Council	0	0	0	0	0	0	0	0
Templeton Community Council	0	0	0	0	0	0	0	0
Tenby Town Council	0	1	0	0	0	0	0	1
The Havens Community Council	0	0	0	0	0	0	0	0
Tiers Cross Community Council	0	0	0	0	0	0	0	0

Uzmaston,Boulston & Slebech Community Council	0	0	0	0	0	0	0	0
Walwyns Castle Community Council	0	0	0	0	0	0	0	0
Wiston Community Council	0	0	0	0	0	0	0	0
Wolfscastle Community Council	0	0	0	0	0	0	0	0