



Paul Summers/Hugh McDyer, Unison
Richard Mann, Unite
Paul Gage, GMB
Vicky Richard, RCM
Kevin Tucker/Caroline Hurley, SOR
Adam Morgan, CSP
Rachel Podolak, BMA Wales
Peter Hewin, BOAT

14 October 2021

Dear colleagues,

First of all I would like to take this opportunity to thank you all for continuing to engage with myself and my officials in an open and constructive manner. I very much understand and appreciate that you are aiming to obtain the best offer possible for your members and so I have been glad to see you working co-operatively with my officials to arrive at this offer.

I would like to once again emphasise how I recognise the outstanding efforts of NHS workers in caring for the population during the pandemic and through what will undoubtedly be a very tough winter.

The package of enhancements to the pay award that I would like you to consider in consultation with your members is -

- An additional day, pro rata, annual leave for all employed NHS staff, this would be recurrent.
- A one off non-consolidated additional payment of 1% for those on bands 1-5, and the F1 doctors who fall into this pay band. It is estimated that 61,000 staff would benefit from this. This payment would not be pro rata.
- To put resource behind a partnership group that looks at staff welfare and bring together new initiatives and existing best practice, for example protected time for Continuing Professional Development.
- A scheme to allow staff to sell back their unused annual leave from their carryover from 20/21, plus a proportion of leave from 21/22 at the end of the 21/22 leave year. Any provision of sell back of 21/22 leave will need to be costed and the proportion based on affordability.

In addition, I can confirm that my officials will work with NWSSP to amend the bottom spine point for band 2 and the pay point for band 1 from April 2021 to £18,731. This provides a 3% award on the previous salary level for 20/21 of £18,185 (which included a Living Wage top up) rather than on the substantive salary of £18,005. Please note going forward we will consider any further Living Wage recommendations as part of the pay award process.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

This offer will require provision of additional funding in the region of £27 million from the Welsh Government's Health budget.

Should a consequential come to Wales as a result of an uplift to the pay award for staff in NHS England, I will commit to re-opening these discussions, however, with no additional funding this is the best and final offer I am able to make.

I appreciate that you and your members may be disappointed in this offer but given the pressures on the health budget we would be unable to further enhance this offer without making cuts in other areas.

I would be happy to have early, no prejudice, discussions with you regarding next year's pay once the position on next year's budget is known.

The finer detail and eligibility criteria for the enhancements outlined in this offer will of course need to be worked through, my officials are committed to continuing to work in partnership with you to develop these.

I would be grateful if you could outline to my official, Emma Coles, your next steps and provide an indicative timeline to which you will be working as soon as you are able.

I look forward to continuing to work in partnership with you.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'M. E. Morgan'.

Eluned Morgan AS/MS

Y Gweinidog Iechyd a Gwasanaethau Cymdeithasol
Minister for Health and Social Services