



Eich cyf/Your ref P-05-1089  
Ein cyf/Our ref VG/09363/20

Janet Finch-Saunders MS  
Chair, Petitions Committee

22 December 2020

Dear Janet,

Thank you for your letter of 30 November regarding a petition on bringing NHS pay in line with inflation.

I recognise and appreciate the challenges and immense pressure facing all of our dedicated health and social care workforce in Wales, at all times but particularly during this unprecedented time.

It was a UK Government decision to enter into a policy of austerity in 2010 following the financial crisis and to freeze public sector pay. As UK Government had taken this approach, we as Welsh Government did not receive any consequential to fund any pay rises, as per the Barnett formula. As a result of this, it would not have been a financially viable option to fund such a large increase without central funding from UK Government.

In 2018 the current three year agreement for agenda for change staff in the NHS was reached in partnership with Employers and Trade Unions. This agreement included three years of agreed pay rises, higher starting pay, removal of overlapping pay points and shorter pay scale. For staff who are covered under the doctors and dentists pay review body, I implemented this year's recommendation in full by implementing a 2.8% pay rise.

As the three year pay deal comes to an end we are committed to working with our NHS union and employer partners through the independent NHS pay body review process to ensure the best possible reward package. I have asked for the pay review round to be brought forward as soon as possible, but the timelines are set by UK Government and there needs to be UK Government support to fund any increased pay settlement.

I hope you find this information helpful.

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:  
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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.

Yours sincerely,

A handwritten signature in black ink, reading "Vaughan Gething". The signature is written in a cursive, flowing style.

**Vaughan Gething AS/MS**

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