



Ein cyf/Our ref VG/08013/20

Janet Finch-Saunders MS  
Chair, Petitions Committee

15 December 2020

Dear Janet,

Thank you for your letter of 19 October regarding Petition No. P-05-1052: pay rise for NHS nurses.

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

In January 2020, I provided a remit letter for the two health-related independent from Government pay review bodies (the Review Body on Doctors' and Dentists' Remuneration and the NHS Pay review body). The annual remit letters are part of the annual cycle for the pay review bodies to provide independent advice and recommendations on the appropriate level of a pay award for staff working in NHS Wales.

The pay award for Doctors and Dentists announced for 2020/21 was as part of the annual pay review body process round.

The NHS Pay Review Body were not asked to make any specific recommendations on pay due to an ongoing pay deal negotiated in partnership between NHS Employers and Trade Union representatives which was approved by the Welsh Government in 2018. The current three-year pay agreement sees some of the most important changes to working practices in a decade, which includes a range of pay and non-pay proposals that will benefit staff and patients. Most NHS staff below the top of their pay band will benefit from pay increases through the re-structuring of the pay bands – higher starting pay, removal of overlapping pay points and shorter pay scales.

As the three-year deal comes to an end and we enter the pay rounds for April 2021 for all NHS staff, including Agenda for Change staff, we are committed to working with our NHS union and employer partners through the independent pay body review process to ensure the best possible reward package. However, I have asked for the pay review round to be brought forward to report as soon as possible in 2021, but the ultimate timing of the pay review bodies is set by UK Government.

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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.

There needs to be UK Government support for the funding of any increased pay settlement for the NHS and all public sector workers to ensure they are rewarded fairly.

I hope this information is helpful.

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