



Ein cyf/Our ref: MA-P/VG/4168/17

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Chair NHS Pay Review Body
Office of Manpower Economics
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To Email: Craig.Marchant@beis.gov.uk

21 December 2017

Dear Phillipa

NHS Pay Review Body remit for Wales 2018-19

Thank you for the NHS PRB work on the 2017-18 pay round. I am writing to formally commence the 2018-19 pay round for Agenda for Change staff in Wales.

In this pay round, I would like you to consider evidence and make recommendations on two questions:

- What would be a fair pay award for NHS staff in Wales?; and
- Taking into account your recommendations on a fair pay award, and the very challenging financial circumstances of the Welsh Government, what level of pay award could be afforded by the NHS in Wales in the absence of further funding from the UK Treasury?

Your advice and recommendations on these two questions will enable me to determine a fair pay award for Agenda for Change staff in Wales, and to seek a sufficient transfer of funding from the UK Government to Wales to enable us to fund that award and protect patient services.

In order to support your work, I intend to provide evidence to the Pay Review Bodies in the New Year and for my officials to attend the planned oral evidence sessions.

I would like to receive your advice and recommendations before the end of March 2018 to ensure that payment of any award to hard pressed NHS staff is not unduly delayed.

I have seen the remit letters issued by the Secretary of State for Health in England which conflate issues about fair pay for the NHS workforce with discussions about contractual reforms. I am not convinced that linking these issues is either helpful nor is it clear how the sequencing of this will work without compromising the process and timetable of the pay review bodies. I have asked

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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.

officials to discuss these letters with the Department of Health so that we can understand how any contractual reform discussions will align with the Pay Review process in England.

The NHS across the four UK nations benefits from a degree of mobility within the workforce, which supports flexibility in recruitment, ease of movement for career development and training and to ensure equity for professional staff working across the UK. This mobility is underpinned by a common core of contractual arrangements across the UK. This means it is essential that employers and staff side representatives from Wales are party to any contractual negotiations and are able to represent the views and interests of Wales during the discussions. We will also be seeking early discussions with the Department of Health on this matter.

I look forward to receiving your advice and recommendations in March.

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

Vaughan Gething AC/AM

Ysgrifennydd y Cabinet dros Iechyd a Gwasanaethau Cymdeithasol
Cabinet Secretary for Health & Social Service