

## SoR Briefing for Members in Wales

### NHS Wales Pay Award Offer Explained

#### The offer

Following further negotiations, the Welsh Government have proposed an additional increase to the already implemented 2022-23 pay award. This award applies to all NHS staff currently employed in Wales. It proposes increasing last year's award. Further discussions are anticipated about the 2023-24 pay award due on the 1st of April.

The offer is detailed in the Welsh Government's Statement, which can be read here:

- [Written Statement: NHS Pay award enhancement for 2022/2023 \(8 February 2023\) | GOV.WALES](#)
- [Datganiad Ysgrifenedig: Codiad dyfarniad cyflog y GIG ar gyfer 2022/2023 \(8 Chwefror 2023\) | LLYW.CYMRU](#)

#### Acceptance or rejection of offer

SoR members based in Wales are asked to indicate if they accept the additional award or wish to reject the award. Members are asked to note this is presented as a **Final Offer** by the Welsh Government and if rejected, we do not feel there will be time or funding to secure additional money from last year's pay round. After this consultation, discussion will move to the 2023-24 pay round.

To avoid doubt the proposal applies to all staff equally, regardless of whether their union / profession had been engaged in recent Industrial Action. The SoR supported this action and has remained in dispute but was not able to participate in the action after a low turnout in our initial consultation. If the 2023-24 offer is either not seen as adequate or is excessively delayed as has been the case in previous years, we will consider balloting SoR members for industrial action.

To take the consultation survey, [please see here](#).

#### Summary of the additional offer

1. An additional 3% pay award for all AfC grades, split as follows:
  - 1.5% consolidated pay increase to the annual wage. Payment to be made in April 2023.
  - 1.5% non-consolidated pay award, meaning a one-off payment for 2022/23 pay year only. Payment to be made in March 2023.

This will be backdated to April 2022. To review the current 2022-23 NHS Wales salary scales compared with this new February offer, [see here](#).

## 2. Non-pay

- **Unsocial hours allowance** – will be reinstated (with immediate effect) after three weeks sickness absence (a 50% reduction from six weeks).
- **Pay restoration** – A commitment to the principle of pay restoration back to 2008 levels and to working in social partnership to make practical plans to meet this aim. This will include but not limited, to influencing UK Government and Pay Review Body (PRB) processes.
- **Career progression** – There will be a joint review of career progression arrangements starting with nurse and other health care professional's progression from band 5-6. There is a target to have a framework for career progression in place by Summer 2023.
- **Working Hours** – Agreement to explore the feasibility and implications of reducing hours in the working week for all AfC grades, with a report by Autumn 2023.
- **Reduction in use of agency** – A commitment to work in social partnership to reduce reliance on agency workers through incentivising NHS employment e.g. weekly pay, annualised hours, additional hours.
- **Flexible Working** - Commitment to delivering an all-Wales policy on flexible working by the end of 2023, with the principle that flexible working requests are accepted unless there is a clear reason why it isn't possible.
- **Health and well-being** – working in social partnership to deliver a programme of changes that improve individuals experience of work, including:
  - Support for individuals to enable people to remain in work or return from absence as quickly as possible.
  - Ensure that support for the mental wellbeing of staff has parity with physical wellbeing support.
  - A focus on redeployment (including cross boundary working) rather than sickness absence when this is appropriate.
  - Full implementation of the Fatigue and Facilities and Midwives Caring for You Charters.
- **Retire and Return** – To deliver an all-Wales policy on retire and return by the end of 2023. We will make joint representations in social partnership to UK Government to explore options for future pension flexibility regulation changes to aid retention and facilitate early retirement.
- **Retention Strategy** – Drive up retention across all professions through implementation and monitoring of the recommendations contained in the following: -
  - The National Workforce Implementation plan
  - The Nursing Retention Plan due in April 2023.
  - And any other professional group retention strategies including the review of the Birth-rate Plus Report with the aim to implement its recommendations.

## Having your say

All members working in the NHS in Wales will be sent an email link to the consultation survey or you can [access the survey here](#).

There will also be a series of Teams meetings for members to attend to raise any queries in relation to the above offer.

These dates are as follows:

- [Wednesday 15<sup>th</sup> February 6pm-7pm](#)
- [Friday 17<sup>th</sup> February 6pm-7pm](#)
- [Monday 20<sup>th</sup> February 1pm-2pm](#)

Please see the [SoR website](#) if you wish to book onto one of these sessions.

## Contact us

If you have any questions, if you do not receive the link to vote or if you would like to update your contact and workplace details, please email [tuir@sor.org](mailto:tuir@sor.org) or [carolineh@sor.org](mailto:carolineh@sor.org).