



Philippa Hird  
NHS Pay Review Body  
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United Kingdom  
[NHSPRB@beis.gov.uk](mailto:NHSPRB@beis.gov.uk)

December 2022

Dear Philippa Hird

Thank you for the NHSPRB's hard work and independent report and observations which have been invaluable.

I would like to take this opportunity to say I truly value the hard work and commitment of all of our dedicated healthcare workers in Wales, at all times but particularly during this challenging time.

I am now writing to formally commence the 2023-24 pay round for AfC staff in Wales. In this pay round I would like your advice on what would be a fair and affordable pay rise for AfC staff to recognise their dedication and continued hard work whilst the NHS is supporting the recovery efforts. The pay award also needs to address motivation, recruitment and retention to ensure the NHS can deliver service needs. I am also very conscious of the continued inflationary pressures felt by us all and the impact on take home pay from energy, mortgage, and food costs.

I urge you to make a pay rise recommendation that truly recognises the pressures on pay, the commitment and hard work of our NHS staff. However, affordability is a key issue for Welsh Government, in the absence of increased UK Government funding, any changes to NHS staff's terms and conditions will need to come from existing budgets that are already struggling with the inflationary costs, energy, and the cost-of-living crisis. Therefore, any consideration of NHS staff's pay and conditions will need to remain affordable.

In order to support your work, I will provide written evidence to the Pay Review Body and I will also plan to attend the oral evidence session when arranged.

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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.

I would like to receive your advice and recommendations as soon as possible to ensure that payment of any award to our dedicated NHS workforce is not unduly delayed past April 2022.

I look forward to receiving your advice and recommendations.

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