

24 January 2024

Dear

### **ATISN 20031 – NHS Pay 2023**

Thank you for your request to the Welsh Government for information under the Freedom of Information Act (2000) received on 24 December 2023. You have requested the following:

- 1. ATISN 19331 states 'the Minister is yet to make a decision on the level of the pay award for 2023/24 for Executive and Senior pay'. When will that decision be made?*
- 2. What is the rationale for the Minister having not made that decision so far into the year, particularly since ATISN 19331 confirms that doctors including consultants are already being paid a 5% pay award despite being in dispute with the Welsh Government about it?*
- 3. What communication has been directly provided to senior managers to explain this disrespect?*
- 4. What appeals process does NHS Wales apply in these situations?*
- 5. Are Health Boards allowed to make local awards if the Minister continues to delay?*

### **Our Response**

There is no timeline for the Minister to make decision on the pay award for Executive and Senior pay for 2023/24, however a decision will be made as soon as it is possible to do so.

The delay in announcing the pay award for 2023/24 is due to the going financial situation of Welsh Government and the budget position of Health and Social Services.

NHS Wales Chief Executives and Workforce Directors are aware of the circumstances.

There is no appeals process as the Minister for Health and Social Services sets the pay award level.

NHS organisations do not have the powers to make amendments to national pay scales for Executive and Senior pay without approval from Welsh Government.

### **Next Steps**

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,  
Welsh Government,

Cathays Park,  
Cardiff,  
CF10 3NQ  
or Email: [Freedom.ofinformation@gov.wales](mailto:Freedom.ofinformation@gov.wales)

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office,  
Wycliffe House,  
Water Lane,  
Wilmslow,  
Cheshire,  
SK9 5AF

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely,