

Dear

ATISN 25143 - WG and NHS pay

Thank you for your request to the Welsh Government for information under the Freedom of Information Act (2000) received on 10 September 2025.

You have requested the following:

In relation to Welsh Government civil servant pay:

1. Confirm if civil servants working within WG's Health, Social Care and Early Years Group, including the Director General for Health and Social Services and the senior leadership team, received the pay increment of 3.25% for 2025.
2. If not state when this increment will be paid.

In relation to NHS Employees: Managers (VSMs):

3. Provide details of the pay award that NHS managers who are not paid under Agenda for Change terms or Medical and Dental Terms have been awarded in 2025/26.
4. Confirm if this pay award has been implemented and if not when this is expected.
5. If a pay award for Executive and Senior Managers in the NHS has not been made, provide WG decision reports that set out the reasons for this cohort of staff not receiving a pay award.

Our Response

1. The 3.25% 2025/26 pay award for Senior Civil Servants in Welsh Government has not been implemented yet, it will be done so in October and back dated to 1st April 2025.
2. See response for point 1.
3. The Cabinet Secretary for Health and Social Services has not yet confirmed the pay award for those in the NHS on Executive and Senior terms and conditions. This will be considered in the context of the wider position on public sector pay and announced in due course.
4. See response for point 3.
5. See response for point 3.

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

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,