

12 February 2026

Dear

ATISN 26624 – Health and Care Pay 2025/2026

Thank you for your request to Welsh Government for information under the Freedom of Information Act (2000) received on 28 January 2026

You referred to your previous FOI request ATISN 25143 which was completed on 8th October 2025. We confirmed that the Cabinet Secretary for Health and Social Services had not yet confirmed the pay award for those in the NHS on Executive and Senior terms and conditions - this would be considered in the context of the wider position on public sector pay and announced in due course. We also confirmed that a 3.25% 2025/26 pay award for Senior Civil Servants in Welsh Government was to be implemented in October and back dated to 1st April 2025. In relation to this you have asked for the following:

- 1a. Provide details of the pay award that NHS managers (ESP/VSM) who are not paid under Agenda for Change terms or Medical and Dental Terms have been awarded in 2025/26.*
- 1b. Confirm if this pay award has been implemented and if not when this is expected.*
- 2. 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.*
- 3. If a pay award for Executive and Senior Managers in the NHS has not been made, please confirm the number of individuals affected by this decision. Noting that you have previously confirmed that all other NHS staff in Wales (agenda for change and medical and dental staff), as well as senior civil servants in the Health, Social Care and Early Years department of Welsh Government, have received inflationary pay uplifts in 2025/26.*
- 4. If a pay award for Executive and Senior Managers in the NHS has not been made, confirm the salaries for the highest pay point within agenda for change payscales (based on 2025/26 uplifted pay) and the lowest pay point within ESP/VSM pay (based on 2025/26 pay which has not received uplift).*

Our Response

The pay award for Executive and Senior Managers in the NHS has been published and can be viewed via the link below:

nhs.wales/files/pc-resources/esp-w-01-2026-pay-award-for-2025-26-pdf-pdf/?ts=1770736433012

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,