

Freedom of Information Request: Our Reference CTMUHB_143_22

You asked:

I am writing to ask whether staff will be provided with a pay increase in 2022, given that cost of living, fuel, energy, food etc. is increasing?

I understand that employees no longer get annual increments within their pay bands since the pay restructure and that it can now take a number of years before the salary increases. Therefore, staff are likely to leave if bills go up and wages don't.

Can I also ask, how many leavers there were for:

2020

2021

2022 (Jan to date)

Our response:

The 2018 Pay Deal Framework Agreement on the reform of Agenda for Change introduced provisions to move to a new pay system, with faster progression to the top of pay bands, through fewer pay step points. Please click on this link for further information on the Framework Agreement :

<https://www.nhsemployers.org/articles/framework-agreement-2018-pay-deal>

Ahead of the NHS Pay Review Body recommendations, which have not yet been finalised and the Welsh Government's response, it is currently not known whether our staff will receive a pay increase in the current 2022/2023 financial year. However, the Welsh Government has confirmed that it will continue to work in partnership with our NHS union and employer colleagues to implement a fair and affordable pay rise for NHS staff in Wales, through the independent pay review body process for 2022-23.

On the 31 March 2022 the Welsh Government announced they would fund and implement a temporary uplift for our lowest paid staff, who are employed on Agenda for Change terms and conditions of service. This will bring their pay in line with the Living Wage Foundation's independent recommended rate of £9.90 an hours from 1 April 2022.

In terms of your request for the number of leavers from Cwm Taf Morgannwg University Health Board, the figures are as follows :

2020	2021	2022 Jan to date	Total
1741	1637	450	3828

Please note that these figures do not include bank workers or staff who have died in service. The figures do however include staff dismissed, termination of fixed term contracts and volunteer retirees.