

Freedom of Information Request: Our Reference CTMUHB_603_23

You asked:

I am currently on commission to complete a media piece regarding the absence of a pay award for Senior Managers in Wales in 2023 so far, set in the context that all other NHS employees and Welsh Government senior civil servants have received a 5% award backdated to April. For all, this is now in payment including to consultants and junior doctors despite them having not accepted the award and about to strike due to it.

I have interviewed senior managers about this, and two have recorded interviews for the piece. One is a manager who has left NHS Wales due to adverse terms and conditions compared to NHS England. The other is a manager who will be anonymised because of mental health problems they have faced due to cost of living issues in 2023 and the fact that they have been advised they may fail the 'fit and proper test' and lose their job if they take debt relief actions.

One of the interviewees is from Cwm Taf Morgannwg University Health Board, and the question I have is

- 1. What actions have your Chair and Chief Executive Officer taken to raise this matter with the NHS Wales Chief Executive Officer, Dr Andrew Goodall, and the Minister (all of whom have received pay awards according to the responses I have received from Welsh Government). Please provide dates of conversations and escalation.**

We can confirm that Judith Paget is the current NHS Wales Chief Executive / Director General for Health & Social Care.

Neither the Chair nor the Chief Executive Officer of Cwm Taf Morgannwg University Health Board have taken any actions to formally raise the matter of pay awards with Mrs Paget or the Minister.

- 2. What policy does your Health Board have in place to locally award an increment, and has this been considered.**

Most senior managers within the Health Board, i.e. those on Agenda for Change pay bands, have received a pay award for 2023/24, back-dated to April 2023. Very Senior Managers (VSMs), however, largely relating to 'Executive-level' posts, have not.

Executive-level pay awards are determined and set by the Welsh Government, and Cwm Taf Morgannwg University Health Board does not have a policy which permits VSMs to receive annual increments. This has therefore not been considered.