



GIG
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NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board

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HEALTH

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SUSTAINING
OUR FUTURE

Freedom of Information Request: Our Reference CTMUHB_252_25

You asked:

I am writing to submit a formal request for information under the Freedom of Information Act 2000. I would be grateful if you could provide the following information relating to staff re-banding within Cwm Taf Morgannwg University Health Board.

1 The exact date on which any current or most recent freeze on re-banding applications was implemented.

The exact date on which the freeze on re-bandings was implemented was the 3rd August 2023. The instruction made to the Agenda for Change team was to hold all re-bandings, including applications that were "in the system" at that time.

2 The exact date the last re-banding application was approved and processed

The last re-banding application prior to the freeze was approved and subsequently released on 10th July 2023.

There was one job description approved and processed on 4th August 2023, however this was a research role which was not funded by the Health Board.

3 The health Boards policy or procedure regarding salary adjustments following a successful re-banding application, including any delays between re-banding approval and salary changes taking effect.

Once a re-banding request is approved, following the administration process taking place, a formal release e-mail is sent to the requesting Line Manager containing all the relevant documentation to share with the post holder(s). This e-mail is also shared with Payroll Services and Finance.

It is the Manger's responsibility to then notify Payroll of the change in the post holder(s) salary.

4 Impact assessment on NHS staff - has an internal review or assessment been conducted regarding impact of re-banding freeze on NHS staff morale, career progression or pay equity? If so, please share the findings or direct me to any available reports.

No staff impact assessment was undertaken. This is because the Welsh Government mandated the Health Board to make immediate saving, to comply with our legal requirement to break even at year end. Each of the Executive Directors were required to find these saving within their functional area and implement them with immediate effect. The freeze on the re-banding of posts was identified as one of the areas within the People Directorate.

The freeze on the re-banding of posts remains in place, because the Welsh Government in 2024 / 2025 and 2025 / 2026 have given each Health Board efficiency saving targets. In 2025 / 2026 the Health Board is required to make efficiency savings of £30 million.

5 An assessment or summary of how the handling of re-banding applications has impacted the implementation of Agenda for Change within the organisation.

This has not impacted on how Agenda for Change is implemented in the Health Board. Any new job description / person specifications requests continue to be processed via Job Matching Panels, as well as any updating requests to job descriptions and person specifications, in accordance with the updating process.