



Our ref: ATISN 19343
Date: 21 December 2023

Dear ,

ATISN 19343

Thank you for your request which was received on 25 November 2023. You asked for information as listed at Annex 1.

As confirmed in our acknowledgement letter dated 6 December our response relates to questions 4 to 6 in Annex 1, regarding Government Officials.

Our response

4. Have civil servants working for WG, including the Director General for Health and Social Services and her senior leadership team, for example the Chief Medical Officer, Chief Nursing Officer, etc, received the pay increment for 2023, reported to be 5.5%.

Civil Servants directly employed by WG at all grades from Team Support to Grade 6, received a 2023-24 pay award of 5%, this award covers a one-year period, from 1 April 2023 to 31 March 2024.

For Senior Civil Servants (SCS) directly employed by WG we have little autonomy regarding their pay and are required to follow the UK Government's SCS pay guidance (a copy of the guidance can be found [here](#)). The 2023-24 guidance mandates an across-the-board increase of 5.5%, with a further 1% available to address anomalies.

Anyone not directly employed by WG, which includes some of our Senior Medical Leaders, e.g., those on inward secondment, at the time of the pay award, would benefit from the terms and conditions (including pay & benefits) of their parent organisation.

5. If not please state what increment has been awarded.

The headline figure for the SCS award is 5.5% and the 1% anomalies pot has been targeted at the lower end of the Deputy Director pay scale. This has allowed some larger increases for lower paid Deputy Directors (up to a maximum of 8%) to address structural



issues within the pay system. A pay increment was made to all eligible staff except those that are at the maximum of the permitted pay band. Pay bands and senior pay, are set out in the Welsh Government Pay Policy Statement, which is published annually, [Welsh Government pay policy statement 2022 \[HTML\] | GOV.WALES](#) the 2023 statement will be published shortly.

6. Please confirm that the increment is now being paid (i.e. is not still awaiting a backdated payment)

The WG SCS pay award for 2023-24 was made to eligible staff in September 2023 payroll run, backdated to 1 April 2023.

WG Civil Servants (Team support to Grade 6) directly employed by WG received their pay award in November 2023, backdated to 1 April 2023.

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 e-mail: 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

Telephone: 0303 123 1113
Website: www.ico.org.uk

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely

Annex 1

Government Ministers:

1. Have the Health Minister and her Deputies received the pay increment for 2023, reported to be 3% salary and 10.1% allowances:
2. If not, please state what increment has been awarded.
3. Please confirm that the increment is now being paid (i.e. is not still awaiting a backdated payment)

As noted to you in our acknowledgement letter, Ministers' salaries are a matter for the Senedd Commission. Following your agreement, these questions were transferred to the Senedd Commission

<https://senedd.wales/commission/access-to-information/freedom-of-information/>

Government Officials:

4. Have civil servants working for WG, including the Director General for Health and Social Services and her senior leadership team, for example the Chief Medical Officer, Chief Nursing Officer, etc, received the pay increment for 2023, reported to be 5.5%:
5. If not please state what increment has been awarded.
6. Please confirm that the increment is now being paid (i.e. is not still awaiting a backdated payment)

NHS Employees: Agenda for Change:

7. Have NHS employees who are paid under Agenda for Change terms received the 5% pay award stated by the Minister on 20th April 2023:
8. If not please state what increment has been awarded.
9. Please confirm that the increment is now being paid (i.e. is not still awaiting a backdated payment)

NHS Employees: Doctors on Medical and Dental terms and conditions:

10. Have NHS doctors and dentists who are paid under Medical and Dental terms received the 5% pay award stated by the Minister on 24th August 2023:
11. If not please state what increment has been awarded.
12. Please confirm that the increment is now being paid (i.e. is not still awaiting a backdated payment)

NHS Employees: Managers:

13. Please also provide details of the pay award that NHS managers who are not paid under Agenda for Change terms or Medical and Dental Terms, have received since I cannot find a public record. I assume this has been the same 5% that Agenda for

Change staff and Doctors have received, and which is also the same as the award for managers in the NHS in England, but please confirm.

14. If not please state what increment has been awarded.
15. Please confirm that the increment is now being paid (i.e. is not awaiting a backdated payment)

Questions 7 to 15 in relation to NHS pay will be responded to separately by our Department for Health and Social Services, under ATISN 19331.