Nursing Family Pay 2018/19- Welsh Context

So what’s happening now and what are the RCN in Wales doing?

1. RCN campaigning and lobbying by our reps and members, including many from Wales kept nurses’ pay in the headlines throughout last summer. This led to the Budget announcement on the 22 November when the UK government Chancellor Phillip Hammond said he would support a pay rise for nursing staff in 2018/19, but only if there's agreement in talks with the RCN and other NHS unions. The RCN has submitted its evidence to the Independent NHS Pay Review Body (PRB). RCN Wales contributed to this with evidence from members across Wales. The RCN continues to put pressure on the UK Government and the devolved Governments across the UK to honour a fair pay rise for nurses. On March 21 the RCN and NHS Trade Unions announced a three-year pay deal for England had been negotiated with the Westminster Government.

What’s the situation in Wales?

2. The Welsh Government has complete autonomy on NHS funding in Wales and this includes decisions on pay and terms and conditions for NHS staff. Devolution means that the Welsh Government can decide how to spend money it receives from Westminster. The Welsh Government has committed to following the advice of the PRB. However, the Welsh Government already spends nearly 50% of its budget on health. Without sufficient funding being made available to the Welsh Government from Westminster, any pay award has to be funded from existing resources. Other areas of Welsh Government spending such as education, transport and infrastructure would therefore be likely to see their budgets reduced. The RCN in Wales will now organise meetings with the Welsh Government to discuss what the pay offer for England will mean for members in Wales.

What is RCN in Wales doing now?

3. The RCN in Wales continues to call for confirmation from the UK Government that Wales will receive a fair funding settlement, in order for the Welsh
Government to be able to honour a pay rise for nurses in Wales, without having to make budget cuts elsewhere. Pressure is also being maintained on the Welsh Government to ensure they remain committed to achieving a fair deal for Welsh nurses.

4. **What happens next?**

The RCN UK is recommending the negotiated framework to its members. If the proposed deal is agreed in England, Wales will be able to hold discussions about whether, and how, the content of this agreement is implemented, in light of the funding available in accordance with the Barnett formula. This is why members in Wales are being asked if they would agree with /endorse the framework as well. The outcome of this vote will give RCN Wales a mandate to push for the negotiations on this deal.

5. **I heard about a 3 year deal in Wales what’s that?**

In 2014 a deal was negotiated in Wales for changes were made to some agenda for change terms and conditions including pay structure and career progression, workforce remodeling, traveling and sickness payments. The deal was time limited and finished on the 31st December 2017 with negotiations on going to replace them.