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Minister for Health and Social Services  
Welsh Parliament  
Cardiff Bay  
Cardiff  
CF99 1SN

22<sup>nd</sup> December 2022

Dear Minister for Health and Social Services- Eluned Morgan MS,

By email [[PSMHSS@gov.wales](mailto:PSMHSS@gov.wales); [Correspondence.Eluned.Morgan@gov.wales](mailto:Correspondence.Eluned.Morgan@gov.wales)]

Dear Minister,

The Chartered Society of Physiotherapy concluded ballots for industrial action across the NHS in Wales on 12<sup>th</sup> December. This is the first time in the history of the CSP that we have balloted members for industrial action on pay. As I am sure you can appreciate this is not a decision taken lightly by any NHS staff.

The ballot has resulted in a mandate for strike action across all 7 Health Boards and Velindre Trust in Wales, providing national support for strike action. This shows the strength of feeling there is currently about the levels of pay and the impact that the cuts in real terms pay for health workers are having during a cost of living crisis.

Physiotherapists and physiotherapy support workers are a crucial part of the workforce, whether it is in providing the necessary rehabilitation to both prevent admission and speed up discharge, or working as first contact practitioners addressing some of the crisis within general practice. The importance of maintaining and increasing a highly skilled workforce has never been more important and yet without pay levels that properly reward committed NHS staff we will see more and more leave. This is at a time when we already have 133,000 vacancies throughout the UK healthcare workforce.

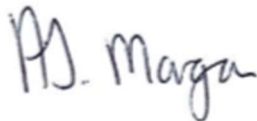
The CSP believes it is still possible to avert further strike action in the NHS through meaningful discussions and a real investment in NHS pay. We have seen in Scotland an offer of at least £800 more to every health worker - an offer that CSP members in Scotland have voted to accept.

Westminster continues to refer to the NHS pay review body recommendation and refuse to enter into any dialogue around pay. However, it is absolutely clear that the pay review body is significantly influenced by government pay policy and therefore lacks the real independence that would allow it to address the workforce needs. The recommendation for this year failed to come even close to addressing the cost of living crisis and therefore has done nothing to retain staff who increasingly can find better paid and less stressful work elsewhere. The Welsh Government's position continues to be that there can be no further improvement on pay unless it is funded by the Westminster government. NHS pay is devolved to the Welsh Government, and whilst it is accepted that budgets are tight given current rates of inflation, pay remains in WG's remit to negotiate.

You will know from the most recent meeting in December that the CSP and colleagues from other unions are keen to resolve issues throughout the NHS but that pay must be a central part of any discussion. The current mandates for strike action show just how difficult the situation is for health workers – none of whom want to take industrial action.

The CSP would welcome an opportunity to discuss in more detail the pay that is needed to avert further strikes and address the recruitment and retention crisis within physiotherapy and across the wider health care workforce.

Yours sincerely

A handwritten signature in blue ink that reads "A. Morgan". The signature is written in a cursive style.

Adam Morgan

Senior Negotiating Officer- Wales, Hereford, Worcestershire and Gloucestershire / Uwch swyddog negodi-Cymru, Henfordd, Sir Gaerwrangon a Chaerloyw

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