

Julie Morgan AS/MS
Y Dirprwy Weinidog Gwasanaethau Cymdeithasol
Deputy Minister for Social Services



Llywodraeth Cymru
Welsh Government

Eich cyf/Your ref P-06-1328
Ein cyf/Our ref JMSS/00158/23

Jack Sargeant MS
Chair - Petitions committee
Senedd Cymru
Cardiff Bay
Cardiff
CF99 1SN

29 March 2023

Dear Jack,

Thank you for your letter of 14 March regarding the petition (P-06-1328) to ensure that all social care workers in Wales are paid the new Real Living Wage of £10.90 in line with the Real Living Wage Foundation implementation date.

As you are aware, the Real Living Wage is independently calculated by the Resolution Foundation and overseen by the Living Wage Commission, as part of an annual process. This year the Living Wage Foundation announcement came a month earlier on 22nd September, due to the cost of living pressures, and they encourage all accredited employers to uplift the RLW to staff as soon as possible, however the deadline remained for the uplift to be paid by May 2023.

Welsh Government is committed to improving employment terms and conditions in the social care sector. We are aware of the urgent need of support to address pay, recruitment and retention issues, exacerbated by the extreme challenges presented during the Covid pandemic and now the cost-of-living crisis, which is why in April 2022 we were pleased to be able to provide £43m of funding in 2022/23, which provided a vital wage uplift to a group of key workers.

We were delighted that we are able to maintain this commitment to social care workers with an estimated £70m in 2023/24 to pay the Real Living Wage uplift of £10.90 an hour, with workers feeling the benefit by June 2023. Budget planning in Welsh Government is agreed in the Autumn for the following financial year. As it stands we are not in a position to implement an uplift or commit to any further funding as we do not have any in year reserves to be able to implement the uplift any earlier.

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

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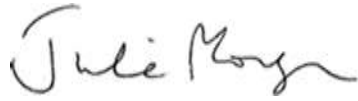
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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Our immediate priority, in the context of the wider pressures that the sector is facing, is to get the funding we have already committed into workers pockets. There are several hundreds of employers in social care and this is a significant and complex commitment. We were proud to be able to provide this additional funding to give social care staff across Wales a much needed pay rise.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Julie Morgan'.

Julie Morgan AS/MS

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Deputy Minister for Social Services