



Andrew RT Davies MS
Chair, Economy, Trade, and Rural Affairs Committee

Welsh Parliament,
Cardiff Bay
Cardiff
CF99 1SN

29 July 2025

Dear Andrew,

Thank you for your letter of 2 July addressed to Rebecca Evans MS, Cabinet Secretary for Economy, Energy and Planning regarding Petition P-06-1488 to “establish a ‘Care Society’ to tackle the Long Covid crisis in Wales”. Your letter has been passed to me, as these issues fall under my portfolio.

I note that the petition calls for:

- Workplace adjustments such as flexible hours, remote work, and discrimination protections; and
- a Universal Basic Income pilot, examining how financial support could empower people to contribute to society, regardless of health status.

Regarding workplace adjustments, employers are responsible for ensuring their employees are supported during periods of ill health and to return to work after any period of illness, including Long-Covid. Where necessary, they should make reasonable adjustments to facilitate this. We expect organisations to be fulfilling their requirements as employers, as outlined by the Equality Act 2010 in providing reasonable adjustments for disabled staff. The Equality and Human Rights Commission is the regulator for the provisions of the Equality Act, 2010. Regulation of public bodies is not a matter for Welsh Government. The Equality Advice and Support Service (equalityadvisoryservice.com) may provide a useful source of information.

Recognising the particular issues NHS staff were experiencing, in July 2023 NHS Wales Employers developed a guidance document to [support colleagues with Long COVID-19 to return to work](#). This guidance reminded employers of the need to consider, on a case-by-case basis following discussions between manager and member of staff, whether it is appropriate to provide ongoing enhanced sick pay support above half pay or no pay. The

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

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

Gohebiaeth.Jeremy.Miles@llyw.cymru
Correspondence.Jeremy.Miles@gov.wales

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.

guidance also asked line managers to consider every option open to them, to explore the flexibilities, and to do their utmost to support individuals with Long-Covid to return to the workplace wherever possible.

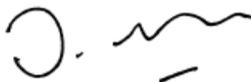
Regarding a Universal Basic Income Pilot, any future consideration of the use of a basic income in Wales will need to be informed by the learning from the Basic Income for Care Leavers in Wales pilot. The pilot will conclude later this year and will be subject to a comprehensive evaluation, which is due to run until early 2027. The pilot is not intended to respond to the efficacy of all possible uses for basic income.

The Welsh Government's Plan for Employability and Skills includes the priority of supporting people with a long-term health condition to work. Our Communities for Work+ programme which provides specialist employment advisory support and intensive mentoring for people, has also made strong progress in supporting participants who identify as disabled or having long term health conditions. This accounts for more than 20% of those supported.

Furthermore, the Welsh Government's In-Work Support Service provides rapid access to tailored occupational therapy, physiotherapy and psychological therapy services. The services are designed to help employed or self-employed people return to work or manage a health condition in work.

The Welsh Government is supporting people with health conditions, including Long Covid, to play their role in the Welsh economy, remain in work, and access work through a number of initiatives. We will continue to support people to access their entitlements, to maximise their incomes and to access sustainable employment.

Yours sincerely,

A handwritten signature in black ink, consisting of a circular mark followed by a series of wavy lines and a short horizontal stroke.

Jeremy Miles AS/MS

Ysgrifennydd y Cabinet dros Iechyd a Gofal Cymdeithasol
Cabinet Secretary for Health and Social Care