



Department
of Health &
Social Care

From Will Quince MP
Minister of State for Health and Secondary Care

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The Rt Hon Sir George Howarth MP
By email to: george.howarth.mp@parliament.uk

24 March 2023

Dear Sir George,

Thank you for your correspondence of 8 February on behalf of your constituent, about NHS pay. I apologise for the delay in replying.

I am grateful to you for raising concerns.

The recommendations of the independent pay review bodies (PRBs) for 2022/23 were accepted in full by the Government in July 2022. The PRBs are independent advisory bodies made up of industry experts. They carefully consider evidence submitted to them from a range of stakeholders, including the Government, NHS system partners and trade unions. The PRBs consider factors including the cost of living and inflation, recruitment, retention and morale, and value for the taxpayer.

We then began the PRB process for 2023/24, and the Government has had a series of constructive talks with unions representing Agenda for Change (AfC) staff about pay and workforce issues. We are now pleased to make an offer that reflects the huge value and importance of NHS workers while recognising the wider economic pressures felt across the country.

The fair offer will give more than one million NHS workers on the AfC contract in England a pay rise, subject to union members' acceptance.

The offer involves two non-consolidated payments for 2022/23, the first of which is worth two per cent of an employee's salary. The second is a one-off 'backlog bonus' worth four per cent of the AfC pay bill, recognising the extraordinary work of NHS teams across the country to meet the ambition to cut waiting lists.

This is on top of the pay rise of at least £1,400 on average already received in 2022/23 by all AfC staff who work in non-medical roles, including nurses, ambulance staff, cleaners, porters, administrative staff and physiotherapists, as well as the offer of a five per cent increase for 2023/24.

I hope this reply is helpful.

Yours sincerely,

WILL QUINCE MP
MINISTER OF STATE