

Eluned Morgan AS/MS
Ysgrifennydd y Cabinet dros Iechyd a Gofal Cymdeithasol
Cabinet Secretary for Health and Social Care



Llywodraeth Cymru
Welsh Government

Our ref: WQ91828

Andrew RT Davies MS
Member of the Senedd for South Wales Central

AndrewRT.Davies@senedd.wales

17 April 2024

Dear Andrew,

Thank you for your written question asking how the Welsh Government encourages and incentivises people to commit to long-term careers in the Welsh NHS.

Retaining our current staff is equally as important as recruiting new staff – this is why we published the National Workforce Implementation Plan. It is clear that strong, collective, and compassionate leadership is essential if we are to improve retention and provide the NHS workforce with the working environment and conditions it needs to care for the people of Wales.

We understand that our workforce, whichever stage of their life and career they are at, are looking for a flexible approach to their employment. Traditional job roles and employment models need to be modernised to target different life and career stages where people may wish to take a partial step back from work rather than leave the workforce altogether.

Through the National Workforce Implementation Plan, we are working in social partnership to develop guidance, standards and resources to facilitate NHS Wales organisations' ability to offer more attractive flexible working options and patterns to support staff.

Financial incentives for GP training and core psychiatry training were introduced in 2017 as part of a package of measures to deliver our commitments to continue to invest in primary care and to attract and train more GPs, nurses and other healthcare professionals.

Yours sincerely,

Eluned Morgan AS/MS
Cabinet Secretary for Health and Social Care
Ysgrifennydd y Cabinet dros Iechyd a Gofal Cymdeithasol

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

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

Gohebiaeth.Eluned.Morgan@llyw.cymru
Correspondence.Eluned.Morgan@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.