



Our ref: WQ89005, WQ89006 & WQ89007

Andrew R.T. Davies MS
Senedd Regional Member for South Wales Central

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3 October 2023

Dear Andrew,

Thank you for your recent written questions asking me:

- To confirm whether equality impact assessments have been undertaken on all decisions on doctors pay over the last 5 years.
- To explain why there was an 18 month delay in publishing the equality impact assessment after the decision was taken for the April 2021 SAS doctors contract
- To confirm whether an equality impact assessment was undertaken before making the decision in July 2022 to freeze the pay scale of SAS 2008 doctors?

I can confirm that impact assessments have only been undertaken in the last 5 years when the recommendations from the Doctors and Dentists Pay Review Body have not been implemented in full. Both the NHSPRB and DDRB have included in their terms of reference the requirement to take account of the legal obligations on the NHS including anti-discrimination legislation covering equalities issues. Consideration of equalities issues is a core part of the work of both review bodies, and both review bodies set out in some detail throughout their reports the written and oral evidence they have considered covering equalities and their perspectives on equalities issues.

The impact assessment regarding the introduction of the new SAS doctor contract was delayed due to pressures officials were facing during the pandemic. However, the new contracts were negotiated and agreed in social partnership with the SAS committees representing doctors, employers and governments from all three countries involved in the contract negotiations. The negotiations considered the equality impacts of the reformed new contracts during their talks.

I can confirm that whilst an impact assessment was not undertaken prior to my decision to freeze the top pay point of the closed SAS 2008 contract, the advice provided to me clearly outlined the equality issues before making this decision.

I took this decision to maintain the integrity of the new 2021 contracts and pay scales. To mitigate the impact for those doctors on the top pay point I also decided they should receive a non-consolidated pay rise for the equivalent amount during 2022/23 and this payment continues into 2023/24 given the cost-of-living crisis.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'M. E. Morgan'.

Eluned Morgan AS/MS

Y Gweinidog Iechyd a Gwasanaethau Cymdeithasol
Minister for Health and Social Services