

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



Llywodraeth Cymru  
Welsh Government

Darren Millar MS  
Member of the Senedd for Clwyd West  
[Darren.millar@senedd.wales](mailto:Darren.millar@senedd.wales)

19 September 2023

Dear Darren,

During business questions on 12<sup>th</sup> September you requested an update on progress towards delivering the Real Living Wage. You also highlighted a concern within your own constituency, that some care homes are not paying the Real Living Wage to their staff which they report is down to not receiving sufficient resources via commissioners.

We provided £43m of funding to introduce the Real Living Wage to social care workers in Wales during 2022/23. The uplift applied to registered workers in care homes and domiciliary care (both within adults and children's services), registered domiciliary care workers in supported living settings and personal assistants funded through a Local Authority direct payment. We are pleased that we have been able to maintain this commitment with a further £70m provided in 2023/24 to pay the Real Living Wage uplift of £10.90 an hour.

We have worked extensively with stakeholders to ensure the funding we have provided for the Real Living Wage has found its way to workers' pockets. We have put in place a monitoring process on the effectiveness of the rollout which asks Local Authorities and Health Boards to provide intelligence and assurance to Welsh Government on a quarterly basis; this information is routinely scrutinised by a Real Living Wage Steering Group which includes representation from government, providers, commissioners and trade unions.

Thank you for sharing the feedback you have received that some providers are not paying their workers at least the Real Living Wage rate and I share your concerns. Care home fee rates are determined and agreed by Local Authorities and so whilst Welsh Government cannot engage directly in local negotiations regarding the delivery of care services we are continually emphasising to our partners across the sector the importance of adopting transparent commissioning tools such as the 'Let's agree to agree' toolkit, and the fee setting methodologies developed through the National Commissioning Board, which are based on information provided from both providers and commissioners.

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

Bae Caerdydd • Cardiff Bay  
Caerdydd • Cardiff  
CF99 1SN

[Gohebiaeth.Julie.Morgan@llyw.cymru](mailto:Gohebiaeth.Julie.Morgan@llyw.cymru)  
[Correspondence.Julie.Morgan@gov.wales](mailto:Correspondence.Julie.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.

This August officials wrote to Local Authority Chief Executives and Regional Partnership Board Chairs on my behalf to remind them of the importance of following the principles of the 'Let's agree to agree toolkit' and ensuring that open, transparent engagement and communication is maintained with all parties in the negotiations. The National Commissioning Framework which has recently been consulted on, under the Rebalancing Care and Support Programme, will further assist with the embedding of consistent standards and approaches across Wales.

In the meantime, I will ensure that officials continue to work closely with our partners in monitoring and overseeing implementation.

Yours sincerely

A handwritten signature in cursive script, appearing to read 'Julie', is positioned below the 'Yours sincerely' text.

**Julie Morgan AS/MS**

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