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Iechyd a Gwasanaethau Cymdeithasol
Health and Social Services



Llywodraeth Cymru
Welsh Government

15 February 2023

Dear Colleagues,

I wanted to take the opportunity to thank everyone working in social care in Wales for your exceptional hard work and dedication, especially during the last few years when we have faced unprecedented times.

Social care has experienced immense pressure in the face of the Covid-19 pandemic, recovery, and more recently the harsh Cost of Living Crisis. Demand on our services has continued to increase and I appreciate the pressure that this is putting on our workforce and the impact this will be having on you and those close to you.

We hugely value our social care workforce and that is why we are making available the funding for employers to ensure you continue to receive the Real Living Wage in 2023/24 which will be uplifted to £10.90 an hour from April.

We are also continuing to work with local authorities, health boards, providers, and trade union partners to improve the terms and conditions within social care, including pay and progression opportunities. I acknowledge that this work will take a little longer to impact you and our services. That is why, alongside work to improve the status of social care as a valued career, we need to continue to focus our efforts in these areas to attract more people to work in social care, to keep them when they do and support a strong, highly skilled workforce, and to enable our valuable staff to progress within the sector.

There are undoubtedly challenging times ahead of us and I promise that in my role as Chief Social Care Officer I will continue to support and advocate for those working in the social care sector at every opportunity; without you we simply could not provide the care and support to those who need it most. Thank you.

Yours sincerely,

Albert Heaney CBE
Chief Social Care Officer for Wales



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