

 and ,  
Welsh Government.

Sent via email (only) to:

  


Tuesday 24 October 2023

Dear  and .

**Subject: Follow-up on Impact Assessment for the reformed specialty doctor contract and grade pay award (2022/2023).**

Over a period of 10 months<sup>1</sup>, we have written to you on several occasions outlining our concerns regarding a potential lack of due regard given to the general equality duty within the published impact assessment for the reformed

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<sup>1</sup> Annex A, below, sets out a chronology of correspondence relating to this matter.

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Bydd y Comisiwn yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg. The Commission welcomes correspondence in Welsh or English.

**Ff/T:** 029 2044 7710

**E:** [correspondence@equalityhumanrights.com](mailto:correspondence@equalityhumanrights.com)

Tŷ'r Cwmnïau (Llawr 1af),  
Ffordd y Goron, Caerdydd, CF14 3UZ

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specialty doctor contract pay award (2022/2023).

Our letter<sup>2</sup>, dated the 3<sup>rd</sup> of April, sets out these concerns in full.

Included below is a chronology which sets out our requests for clarification from you on this matter.

As you know we have raised wider concerns about potential non-compliance with the PSED with the Welsh Government relating to the lack of completed and published EIAs.

As part of our ongoing monitoring, we will periodically update you and the Permanent Secretary on areas of continuing concern.

This is currently listed as an area of ongoing concern.

Please respond with the required information by 13<sup>th</sup> November (14 working days).

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<sup>2</sup> Annex B, sent separately, includes the initial letter dated 3<sup>rd</sup> of April 2023 addressed to Stuart Evans.

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Cydraddoldeb a  
Hawliau Dynol

Equality and  
Human Rights  
Commission

Yours Sincerely,



Head of Wales

Wales Team | Three Nations - Wales

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## Annex A: Chronology.

Date	Correspondence
2 <sup>nd</sup> February 2023:	<p>██████████ (████, compliance officer – Wales) emailed Interim Deputy Director ██████████ (████) requesting whether an Equality Impact Assessment existed regarding the pay award of the speciality doctors' contract and whether this had been published externally on the WG website.</p>
14 <sup>th</sup> February:	<p>Follow up email was sent to █████ from █████ requesting response.</p>
15 <sup>th</sup> February:	<p>Response from █████ explaining that he had been out of office for two weeks, and provided █████ with a link to the published impact assessment for the SAS doctors pay award: <a href="#">Pay award for Speciality and Associated Specialists (SAS) Doctors: impact assessment [HTML]   GOV.WALES</a></p>
20 <sup>th</sup> February:	<p>Acknowledgment email sent by █████ to █████ re. the EIA provided in his previous email.</p>
3 <sup>rd</sup> April:	<p>Letter sent to █████ from ██████████ (████) outlining specific concerns regarding the published impact assessment. In summary, this letter covered:</p>

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	<ul style="list-style-type: none"><li>• Concerns as to whether due regard had been given towards the three aims of the general equality duty of the PSED.</li><li>• Engagement provisions not sufficiently evaluated within the impact assessment.</li><li>• Equality information and data relevant to this change in policy not sufficiently documented and evaluated within the impact assessment.</li></ul> <p>The letter requested further information to help us understand the steps that had been taken to ensure adequate equality considerations had been made, and how this had been recorded.</p> <p>We requested a response within 28 days (by 11<sup>th</sup> of May).</p>
11 <sup>th</sup> July:	Follow up email sent to [REDACTED] as no acknowledgement or response received.
11 <sup>th</sup> July:	Out of Office from [REDACTED] advising that any urgent matters were redirected to [REDACTED] ([REDACTED]) while he was away. [REDACTED] was forwarded the email and previous correspondence relating to the speciality doctor's contract.
22 <sup>nd</sup> September:	During a meeting with [REDACTED], [REDACTED] raised the outstanding matter but not discussed in any further detail.

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29 <sup>th</sup> September:	Second follow up email sent from ■■■ to ■■■ and ■■■, with a 7 working day deadline requested for acknowledgement of email and response.
10 <sup>th</sup> October:	7 working day deadline passed, no response received.

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