

**Prif Swyddog FferylloI**  
**Chief Pharmaceutical Officer**



Llywodraeth Cymru  
Welsh Government

To:  
All community pharmacies in Wales

Cc:  
Chief Pharmacists, Local Health Boards and Community Pharmacy Wales

By email

7 September 2022

Dear colleague,

**NHS pay award: additional funding for community pharmacy**

On 22 July, the Minister for Health and Social Services announced she would accept the recommendations of the NHS Pay Review Body (NHSPRB), for all NHS staff on Agenda for Change terms and conditions in Wales.

As independent contractors, the NHSPRB recommendations do not apply to community pharmacy, however, the Minister was clear in her [statement](#) that staff working in community pharmacies should receive a fair, proportionate and equitable pay uplift.

The current community pharmacy contractual framework (CPCF) funding agreement is to deliver £154.2m in fees and allowances in 2022/23 (excluding any retained medicines margin), representing a 2% increase on 2021/22. Following the Minister's announcement, and subject to the conditions in this letter, fees and allowances for 2022/23 will be increased by a further 2% taking the increase in fees and allowances to 4% in total when compared to 2021/22, in line with the NHS pay award.

The additional £3m investment over and above the agreed CPCF funding settlement for 2022/23, will increase CPCF funding to £157.2m; an increase of £6m from 2021/22. The additional funding is being provided recurrently.

The funding increase will be applied across the various elements of the CPCF. The fees available for clinical services; pharmacist independent prescribing services; the quality and safety scheme (including service continuity), and collaborative working scheme (including Community Pharmacy Collaborative Leads) will be increased by 4% and the workforce incentive will be increased by 2% and all fees backdated to April 2022.

To ensure sufficient funding is available to health boards to support commissioning of clinical services we will increase the funding available for clinical services and pharmacist independent prescribing by 4%. The balance of the additional funding will be distributed through increases to practice payments.



Parc Cathays • Cathays Park  
Caerdydd • Cardiff  
CF10 3NQ Gwefan • website: [www.wales.gov.uk](http://www.wales.gov.uk)

The Minister's statement was explicit in setting out the expectation that the funding increase would result in a pay uplift for community pharmacy teams. The CPCF increase is therefore conditional on each community pharmacy employer in Wales implementing a pay award for staff which satisfies the following conditions:

1. All directly employed staff involved in the direct provision of NHS pharmaceutical services must receive a pay increase of at least 4%. The increase does not need to include anyone who is not an employee, area/regional managers, or head office support staff;
2. Any member of staff whose base annual salary is more than £45,839, may receive a pay increase of less than 4% provided the increase is at least £1,400 (pro-rated for staff working less than 40 hours per week) in line with the pay award for NHS staff; and
3. The increase in pay must take effect from 1 April 2022 and if necessary be backdated<sup>1</sup> and must be consolidated.

We will work with the NHS Wales Shared Services Partnership (NWSSP) to establish arrangements to confirm the necessary pay increases have been applied by individual contractors, and to recover additional funding from contractors where pay increases have not been applied.

If you have any queries related to the content of this letter, please contact Community Pharmacy Wales in the first instance.

Yours sincerely,



**Andrew Evans FRPharmS**  
Prif Swyddog Fferyllo/Chief Pharmaceutical Officer  
Llywodraeth Cymru/Welsh Government

<sup>1</sup> The pay increase in 2022/23 will be calculated relative to the pay each member of staff receive the 12 month period ending 31 March 2022 and can include any pay increase already made by employers since 1 April 2022.

