

Fairness for NHS staff

Direct pay negotiations with workers

NHS staff have endured years of real terms pay cuts, imposed upon Wales from above by the unaccountable NHS Pay Review Body in London. Welsh Government should set aside the funds and enter direct negotiations for an improved pay offer for 2026.

In Scotland, direct negotiations have resulted in NHS Agenda for Change staff being paid on average 3.5% more than equivalent workers in Wales. This disparity must be addressed by Welsh Government.

Staff in low pay bands shouldn't need a Welsh Government decision every year to upgrade their pay to at least the Real Living Wage. As NHS employers don't have the autonomy to make that decision, Welsh Government must enter direct talks on structural reform of pay bands to address issues specifically experienced by NHS Wales staff.

Boost wellbeing with reduced working hours

Anxiety, stress, depression and other mental illnesses are the leading causes of sickness absence across the Welsh NHS. The issue is worst amongst healthcare assistants, support workers and ambulance staff.

From April 1 2026, NHS Scotland will implement a 36 hour working week for Agenda for Change staff and UNISON members are calling for this to be rolled out in Wales as soon as possible. UNISON Cymru members have overwhelmingly told us how important the reduced working week is to them:

- 63.4% reported they felt their work life balance was too heavily weighted towards work, with 80% reporting feelings of anxiety and stress as a result. A further 24.8% reported that it contributed to sickness absence.
- 92% felt that a reduction to 36 hours per week with no loss of pay would significantly or slightly improve their work life balance, stress levels and overall wellbeing.

A shorter working week will help everyone to balance work with both family and care, and women in particular would benefit.

Invest in a safer NHS

UNISON members are also NHS patients and families who deserve services that are fit for the future, delivered by the public sector in buildings that are safe, effective, workplaces that enable staff to deal with waiting lists.

UNISON is asking incoming Senedd members:

- Will you enter direct pay negotiations with trade unions and NHS employers, ending the rule of the unaccountable pay review body in London?
- Will you engage on structural reform of Agenda for Change, including issues caused by the annual application of the Real Living Wage?
- Will you implement a 36 hour working week, bringing parity with NHS staff Scotland?
- Will you build NHS services that are fit for the future, publicly funded and delivered in buildings that are safe, effective, workplaces that enable staff to deal with waiting lists?

Tegwch i staff y GIG

Cyd-drafodaethau cyflog uniongyrchol gyda gweithwyr

Mae staff y GIG wedi dioddef blynyddoedd o doriadau cyflog mewn termau real, a orfodwyd ar Gymru gan Gorff Adolygu Cyflogau'r GIG yn Llundain, nad yw'n atebol. Dylai Llywodraeth Cymru osod arian o'r neilltu a dechrau trafodaethau uniongyrchol ar gyfer cynnig cyflog gwell ar gyfer 2026.

Yn yr Alban, mae trafodaethau uniongyrchol wedi arwain at staff Agenda ar gyfer Newid y GIG yn cael eu talu 3.5% yn fwy ar gyfartaledd na gweithwyr cyfatebol yng Nghymru. Rhaid i Lywodraeth Cymru fynd i'r afael â'r anghydraddoldeb hwn.

Ni ddylai fod angen penderfyniad gan Lywodraeth Cymru bob blwyddyn ar staff mewn bandiau cyflog isel i uwchraddio eu cyflog i o leiaf y Cyflog Byw Go lawn. Gan nad oes gan gyflogwyr y GIG yr ymreolaeth i wneud y penderfyniad hwnnw, rhaid i Lywodraeth Cymru ddechrau trafodaethau uniongyrchol ar ddiwygio strwythurol y bandiau cyflog i fynd i'r afael â'r sefyllfa hon sy'n effeithio'n benodol ar staff GIG Cymru.

Hybu llesiant gyda llai o oriau gwaith

Pryder, straen, iselder a mathau eraill o anhwylderau meddwl eraill yw prif achosion absenoldeb oherwydd salwch ar draws GIG Cymru. Mae'r broblem waethaf ymhlith cynorthwyr gofal iechyd, gweithwyr cymorth a staff ambiwlans.

O 1^{af} Ebrill 2026 ymlaen, bydd GIG yr Alban yn gweithredu wythnos waith 36 awr ar gyfer staff yr Agenda ar gyfer Newid, ac mae aelodau UNISON yn galw am gyflwyno hyn yng Nghymru cyn gynted â phosibl.

Mae nifer helaeth o aelodau UNISON Cymru wedi dweud wrthym pa mor bwysig yw'r wythnos waith fyrrach iddyn nhw:

- Dywedodd 63.4% eu bod yn teimlo bod y cydbwysedd sydd ganddynt rhwng bywyd a gwaith yn anghyfartal, gyda gwaith yn cael gormod o flaenoriaeth, a 80% yn crybwyll teimladau o bryder a straen o ganlyniad. Nododd 24.8% arall fod hyn wedi cyfrannu at absenoldeb oherwydd salwch.
- Teimlai 92% y byddai gostyngiad i 36 awr yr wythnos heb golli cyflog yn gwella'r cydbwysedd rhwng bywyd a gwaith, lefelau straen a llesiant cyffredinol.

Bydd wythnos waith fyrrach yn helpu pawb i gael cydbwysedd rhwng gwaith â chyfrifoldebau teulu a gofal, a byddai menywod yn arbennig yn elwa o hyn.

Buddsoddi mewn GIG mwy diogel

Mae aelodau UNISON hefyd yn gleifion y GIG, ac maen nhw a'u teuluoedd yn haeddu gwasanaethau sy'n addas ar gyfer y dyfodol, wedi'u darparu gan y sector cyhoeddus mewn adeiladau sy'n ddiogel ac yn effeithiol; yn weithleoedd sy'n galluogi staff i fynd i'r afael â rhestrau aros.

Mae UNISON yn gofyn y canlynol i Aelodau newydd-etholedig Senedd Cymru:

- A wnewch chi ddechrau trafodaethau cyflog uniongyrchol gydag undebau llafur a chyflogwyr y GIG, gan ddod â rheolaeth y corff adolygu cyflog yn Llundain i ben?
- A wnewch chi ymwneud â diwygio strwythurol yr Agenda ar gyfer Newid, gan gynnwys problemau a achosir gan weithredu'r Cyflog Byw Go lawn yn flynyddol?
- A wnewch chi gyflwyno wythnos waith 36 awr, gan sicrhau cydraddoldeb â staff y GIG yn yr Alban?
- A wnewch chi adeiladu gwasanaethau'r GIG sy'n addas ar gyfer y dyfodol, wedi'u cyllido'n gyhoeddus a'u cynnal mewn adeiladau sy'n ddiogel ac yn effeithiol; yn weithleoedd sy'n galluogi staff i fynd i'r afael â rhestrau aros?