

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



**Llywodraeth Cymru**  
**Welsh Government**

Ein cyf/Our ref JMSS/10281/21

Mark Turner  
Social Care lead

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Dear Mark,

Thank you for your letter of 28 July to the Minister for Health and Social Services on behalf of the joint trade unions. I am replying as social care is my area of Ministerial responsibility.

The NHS and Social Care Financial Recognition scheme is making payments to over 200,000 health and social care staff across Wales. This has been a complex scheme to deliver and officials have worked closely with our social care partners, including trade union representatives. Even within a scheme of this size there are some services and job roles that we have not been able to include, in order to maintain the scheme as affordable and consistent with its aims and principles.

Flying Start and Families First services are early help services, where the primary focus is on supporting families so need does not escalate to a requirement for statutory intervention, or the provision of 'step down' support. These are valuable services for families which have continued to provide face to face support throughout the pandemic. While these roles do not meet the criteria for this scheme, I am enormously grateful for the commitment shown by staff.

As you note in your correspondence, the different ways local authorities are structured has added to the complexity of this scheme. Families First Services and Flying Start services are situated in social services directorates in some local authorities but not in others. It was felt to be better for consistency and transparency that staff in these services were treated the same across local authorities.

I appreciate the disappointment experienced by your members at not being included in this scheme.

Yours sincerely,

**Julie Morgan AS/MS**  
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**Deputy Minister for Social Services**

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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.