

Dear Delyth Jewell MS

We write to you jointly as PCS union representatives at Llyfrgell Genedlaethol Cymru - National Library of Wales and Amgueddfa Cymru – Museum Wales regarding the serious difficulties facing our organisations if budget cuts announced by the Welsh Government in December 2023 are implemented.

Cuts in government grant aid of 10.5% equates to around £3 million of cuts for the Museum and £1.3m of cuts for the Library which would be devastating to our organisations, their staff and their ability to achieve their objectives that benefit Wales in multiple ways. Museum Wales is operating with a known £1.5 million ongoing budget gap to bridge each year so this only compounds the situation, whilst the National Library faces a similar deficit and has been suffering from an almost total recruitment freeze for several months before the cuts were even proposed.

Both institutions have suffered from chronic underinvestment over many years according to the Welsh Government's tailored reviews and have also had to cope with funding cuts and restructuring programmes with a view to reducing costs prior to this latest announcement. What will be left of Wales' flagship cultural and national institutions if these cuts are imposed?

The implementation of these cuts to the National Library of Wales and Museum Wales is likely to mean:

- Compulsory redundancies in both institutions, on statutory redundancy terms in the case of the Library.
- A reduction in Amgueddfa Cymru's and Llyfrgell Genedlaethol Cymru's capacity to collect, conserve and display objects and memories of cultural importance and significance to the people of Wales and beyond.
- Much reduced outreach, including a reduction in Llyfrgell Genedlaethol Cymru and Amgueddfa Cymru's ability to work with diverse and disadvantaged groups and communities.
- At both institutions a reduction in lending their collections to Welsh regional bodies.
- A reduction in educational resource production and promotion, which would have a huge negative impact on the ability of schools to introduce the Welsh History elements of the new Curriculum.
- Diminished capacity to deliver on the wellbeing and other Future Generations Acts goals, which the Museum and Library are committed to deliver.
- Stoppage of almost all recruitment.

- Worsening terms and conditions for staff in both organisations as part of the attempt to deliver savings.
- The loss of rare, valuable, specialist skills that could not easily be replaced.
- Reduction of already reduced services.
- Stoppage of services we now offer
- Possible closure of one or more sites to Museum Wales with obvious impacts on local economies, historical amenity and collections retention
- Possible loss of copyright status for the National Library – the only copyright library in Wales
- Reduced accessibility two days a week to Museum Wales sites and their collections for visitors - moves to renege and overturn historically agreed weekend working agreements with museum staff, which would inevitably reignite disputes between staff and the museum, like that of 2014-16 when there was recurrent strike action.
- The possible introduction of entry charges at Museum Wales sites
- Negative impacts on the regional and wider Welsh economy as each institution contributes a significant amount to Wales's economy. Every £1 spent on the culture sector contributes £4 to the wider economy. For example Museum Wales contributed around £83 million in 2020. The National Library and the majority of Museum Wales sites are in what was the West Wales and the Valleys Objective 1 area– i.e. amongst the poorest areas in Europe.
- Negative effects on Welsh language provision and on the viability of the Welsh language in areas around the Museum and Library sites – The National Library is one of the most prominent workplaces which operates mostly through Welsh whilst at the Museum 57% of staff have Welsh language skills.

We ask you to do all you can in your position to lobby against and oppose these cuts which if implemented will make Wales a poorer place in every conceivable way and will see both institutions cease to fully function.

Yours sincerely

Sara Weale, Chair, PCS LLGC/NLW

Ann-Marie Hinde, Co-Secretary, PCS LLGC/NLW

Jeff Smith, Co-Secretary, PCS LLGC/NLW

Kirsty Williams, Secretary and acting Co-Chair, PCS Amgueddfa Cymru - Museum Wales

Lee Thomas, Treasurer and acting Co-Chair, PCS Amgueddfa Cymru - Museum