



Llywodraeth Cymru
Welsh Government



Details of the full pay award for 2022/23 and 2023/24

The details for the full pay award for Agenda for Change (AFC) staff are as follows:

For 2022/23

Already implemented and applied for Agenda for Change NHS staff:

- £1,400 for most pay grades
- An additional 3% announced earlier this year
 - 1.5% consolidated increase (backdated to April 2022)
 - 1.5% non-consolidated payment.

To see how these payments have impacted your pay scales please see the Welsh Government pay circulars which are available at:

<https://www.nhs.wales/hpb/nhs-pay-conditions/>

To be implemented for Agenda for Change NHS staff:

Recovery payment for hours worked in 2022/2023

A one-off NHS recovery payment for both substantive staff and bank workers, with an average value of 3% across bands paid in a sliding scale between £900 and £1190 please see Q&A below.

For 2023/24

- A 5% consolidated increase with effect from 1st April 2023.
- In addition, the bottom two pay points of Band 2 will be increased to match the salary of a top of Band 2 which equates to a 7.8% increase for 2023-24.

For further details please see the NHS Wales pay circulars:

<https://www.nhs.wales/hpb/nhs-pay-conditions/>

Payroll update

This section outlines when the payments mentioned above will be implemented and outlines the effect of the Pay Award on the Pension Tier contributions rates.

1. A4C Pay Award will be implemented in the July 2023 pay *
2. Arrears of pay from April 2023 to June 2023 will also be paid in July 2023 *



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3. The Non-Consolidated Recovery payment will be made in June 2023 and will be paid as a non-pensionable lump sum.

*Subject to confirmation from our Software supplier of testing and deployment.

Pension Tier Changes

If you are a member of NHS Pension Scheme, the Pension Earnings Bracket which determines the level of Pension % you pay has been increased by 5%.

As with all Pay Awards and changes to salary the amount you pay towards your pension is re-assessed and this is done by placing your Pensionable Pay within the Pensionable Earnings Bracket and this determines the Pension Tier % you pay.

As a result of a Pay Award being implemented an assessment will be undertaken. This will be based on the new Pay Awarded Salary and depending on the Pensionable Earnings Bracket the % amount employees will pay will either remain the same or increase. This is shown on the payslips, where an employee's pension percentage increases this will be on earnings from the date the pay award was effective from and any arrears back to this point will be deducted from their salary.

In Summary

In June 2023

AFC Recovery one off non-consolidated, non-pensionable payment will be implemented in June 2023.

In July 2023

AFC Pay Award implemented, and Salary will be changed from 1st April 2023. AFC arrears of pay will be paid back to 1st April 2023 if applicable. Any arrears of pension contributions due to the increase in Salary, will be applicable from the date of the Pay Award this will be deducted in addition to employee's pension deductions in the July 2023 salary payments.

In August 2023

The Pension Tier Assessment will be undertaken based on the Pay Award mentioned above. This will determine whether the employee's Pension Tier % will increase or remain the same dependent on their Pensionable Pay Bracket.



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Those staff whose pension % increases will have any arrears of pension deductions made from the date of the Pay Award and these arrears will be in addition to employee's normal pension deduction in August 2023.

Any queries regarding the payments please contact your local Workforce Teams in the first instance.

Q&As regarding the pay award for 2023/24 and impact on the Pension Tier Assessment

1) When will the pay scales be uplifted by the 5% pay award?

The new pay scales which are outlined in the above link to the NHS Wales pay circulars will be implemented in July's payroll.

2) When will I receive my arrears for the 5% award backdated to April 2023?

The back pay arrears will be paid in July payroll.

3) Will my pension contributions be impacted?

The pay award will not impact on your employee contribution tier as these have been uplifted in line with the 5% offer in NHS England for Basic Pay only, however, when enhancements are included this may take you into the next Pension Bracket

However, for your additional earnings from April 2023 from the annual pay award will mean that arrears for additional pension contributions will be adjusted in your August salaries.

4) When and how much should I expect to receive for the Recovery payment for 22/23?

The payment will be paid as a one off, non-consolidated, non-pensionable payment through payroll in June.

The payment being made at the following rates: pro rata if you work less than 37.5 hours

- Band 1 to 4 - £900
- Band 5 to 8a - £1,005
- Band 8b to 8c - £1,050



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- Band 8d - £1,100
- Band 9 - £1,190

5) I am a part time worker who works additional hours – what will I receive for my recovery payment?

For those who work less than full time but have worked additional hours they will be paid a proportion of the recovery payment for the additional hours worked up to the 37.5 hours FTE e.g. , if you are contracted to work 30 hours per week but work additional Bank Hours you will receive your payment based on 30 hours plus your bank hours up to a maximum of 37.5 hours across all employments across NHS Wales (if you work in different organisations).

6) I've changed band or working hours during the 2022/2023 financial year – how will this impact my recovery payment?

For those who have changed pay bands and/or moved between part time and full-time hours, the non-consolidated payment will be adjusted accordingly. For example, if you received a Band 4 to Band 5 promotion, on 1st September 2022 you will receive 6 months of £900 and 6 months of £1005 total due £952.50 for full time, pro rata for less than 37.5 hours per week.

7) I am on benefits; will the recovery payment impact me? Am I able to receive the payment in instalments?

How this will impact on individual's benefits will depend on what benefits they receive, their household income and other factors.

The recovery payment will be assessed along with the salary and, depending upon the individual's work allowance and taper, could reduce their benefit for that assessment period.

The Department of Work and Pensions (DWP) undertakes a review of earnings as an overall yearly income, therefore paying instalments would still impact on the final yearly review. Therefore, for this reason along with the fact when the previous Covid -19 bonus was offered in instalments the uptake was minimal, the decision has been taken to make the payment as a one-off single payment.

Overall, this means the payment can be paid as soon as possible in the June payroll.



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For any enquires on how this will impact your benefit claim please contact DWP.

8) Will the recovery payment have an impact on my student loan repayment?

Yes, the recovery payment will be taken into account for student loan calculations. For further details on how this may impact you please contact the relevant student loans company.

9) Is the recovery payment pensionable?

No. The payment is a one-off non-consolidated payment and is not pensionable for those in the NHS pension scheme.

10) I am a bank worker – am I entitled to this payment?

If you are a Bank worker, you will receive Recovery payment based on the number of Bank hours worked in 2022/2023. This payment will not exceed the amounts for someone who works a full time NHS contract of 37.5 hours per week for all employments in NHS Wales.

11) Why were bank workers not entitled to the 1.5% non-consolidated payment for 2022/23?

The UK Government have unfortunately not provided any additional funding for an enhanced pay award for NHS staff for 22/23, this means that extremely difficult choices have had to be made with the finite pit of money available. Whilst the 1.5% non-consolidated payment has not been made to bank workers the 1.5% consolidated element will apply to all directly employed NHS workers, including bank staff. This is in line with previous non-consolidated payments linked to pay awards (as opposed to specific one off bonus) not being applied to bank staff.

The 'Recovery Payment' is a specific one off bonus so therefore could be applied to bank workers.

12) I've left the organisation, but I've worked during the 2022/2023 financial year. Am I entitled to this payment?

If you were employed on Agenda for Change terms and conditions, and have worked during the 2022/2023 financial year, then you are entitled to the payment, which will be made on the basic hours worked in the 2022/2023 financial year up to a maximum of 37.5 per week for all employments across NHS Wales. This payment will automatically be paid to the bank account last held on file.



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13) I've been on Sick leave, Maternity leave, Shared Parental leave or Adoption leave – am I entitled to this recovery payment?

For individuals, who are employed on Agenda for Change terms and conditions, and have been on sick leave, on maternity leave, shared parental leave or adoption leave, they are to be paid based on their basic contract hours before sick leave, on maternity leave, shared parental leave or adoption leave.

14) I am an agency worker; am I entitled to receive the recovery payment?

As this recovery payment is part of a pay offer for those on the Agenda for Change terms and conditions, agency staff are not entitled to this payment. Should you wish to be entitled to the same benefits as NHS staff in the future you may wish to consider applying for a contracted post in the NHS in Wales.

15) Why aren't medical and dental staff included?

This recovery payment and the 2023/24 pay award is part of the pay offer for those on the Agenda for Change terms and conditions negotiated with those trade unions that represent this staff group.

For staff employed under Medical and Dental terms and conditions, BMA Cymru requested separate pay talks for medical and dental staff.

16) Are staff on executive and senior pay terms and conditions included?

The Minister for Health and Social Services is yet to make a decision on pay for the 2023/2024 financial year. Communications on this will be issued as soon as a decision is reached.

17) Are staff who started working in an organisation in the NHS in Wales during 22/23 entitled to the recovery payment?

If you are employed on Agenda for Change terms and conditions, and have worked during the 2022/2023 financial year, then you are entitled to the payment, which will be made on the basic hours worked in the 2022/2023 financial year up to a maximum of 37.5 per week for all employments across NHS Wales.



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Q&A on the agreed Non-Pay elements

18) Is there any progress on the non-pay elements of this award?

Welsh Government is currently working social partnership through the Welsh Partnership Forum (WPF) Business Committee with NHS Wales employers and trade unions to set up working groups on the implementation of the non-pay elements.

19) Have the changes been made to unsocial hours allowance (USH) during sickness absence?

Yes, the changes will take effect from 1st March 2023, for a twelve month period, and USH will be reinstated after one week's sickness absence. Please see the attached circular.

[Eich cyf \(nhs.wales\)](https://nhs.uk)

Work in social partnership will review how the policy is implemented to ensure fairness, that industrial injuries are properly recognised, and that staff are not discriminated against in line with the Equalities Act 2010. After 12 months there will be a formal review in partnership.

20) Has work started yet on career progression?

The WPF Business Committee will be setting up the partnership working group in the next few weeks to progress this work so that the agreed elements can be delivered within the expected timescales.

21) What stage is the all Wales policy on flexible working at?

The partnership working group has already been established and updates will be provided in due course to meet the aim to publish an all Wales policy by the end of September 2023.

22) What progress has been made on exploring reducing the hours in the working week to 36?

The WPF Business Committee will be establishing the partnership working group over the summer to develop a plan including a timeline for the aim to move to a 36-hour working week without loss of earnings.

23) Has work started yet on the elements linked to reduction in use of agency staff?

This work will be progressed through the WPF Business Committee so yet to be determined.



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24)What stage is the work on a retention strategy at?

The Nurse Retention Plan has been published and the WPF Business Committee will consider this with a view to establishing a partnership working group to determine any transferable recommendations across all Agenda for Change staff groups.

The National Workforce Implementation plans contains elements in relation to retention and these are being monitored through the Strategic Workforce Implementation Board.

25)Has work on retire and return started yet?

Yes a partnership working group has been established and an all Wales policy will be delivered within the expected timeframe.

The WPF Business Committee will consider how joint representation can be made to UK Government on any pension flexibilities regulations.

The Flexible Retirement minimum standards agreed in partnership and published in October 2021 will be reissued for embedding within organisations.

26)What progress has been made on the health and well-being elements?

WPF Business Committee will be establishing a partnership working group to consider the agreed elements:

- Support for individuals to enable people to remain in work or return from absence as quickly as possible.
- Ensure that support for the mental wellbeing of staff has parity with physical wellbeing support.
- A focus on redeployment (including cross boundary working) rather than sickness absence when this is appropriate.
- Full implementation of the Fatigue and Facilities and Midwives Caring for You Charters.

27)Has work started on Continuing Professional Development?

Yes, work has already started as CPD is included as a priority in the National Workforce Implementation Plan and is led by HEIW. This will include;

- incorporating the output of the staff welfare project
- identifying key benefits in staff retention, working at top of licence, utilising whole workforce and delivering prudent health care
- having the long term goal for all staff protected time as parity with medics but set specific steps to achieving that which are realistic and achievable.



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The WPF business committee will establish a partnership working group to immediately reaffirm the current expectations of employers to enable regular CPD time to support the maintenance of professional registration. The group will also develop an all Wales approach which guarantees protected time for staff CPD (with the aim, over time, of extending this guarantee to all NHS staff learning and development).