



Chief Executives – NHS Health Boards/Trusts
Directors, Workforce & Organisational Development – NHS Health Boards/Trusts
Directors of Finance – NHS Health Boards/Trusts
Richard Tompkins – Director NHS Wales Employers

Our Ref: Pay Letter AfC(W) 02/2022

31 March 2022

Dear Colleague

Summary

This pay circular informs employers of the pay arrangements for employees covered by the Agenda for Change (AfC) agreement in Wales.

Action

1. From 1 April 2022, a temporary top up will apply for all directly employed NHS staff to £9.90 per hour in line with the Living Wage foundation recommendation.
2. This temporary top up will be revisited when the full Agenda for Change award is confirmed by the Minister for Health and Social Services for 2022/23.
3. When uplifting pay for 2022/23, pay will be increased only by any outstanding amount not already received through the temporary uplift, and this additional amount will then be backdated to 1 April 2022.
4. If for some reason uplifting pay for 2022/23 is below the Living Wage foundation rate of £9.90 then substantive pay for 2022/23 will be confirmed at the salary including the top up
5. The provisions of incremental pay progression will continue to apply; and,
6. All other allowances, fees or payments of the NHS terms and conditions of service handbook remain unchanged from the previous year.

Enquiries

1. Employees are to contact their employer on queries
2. Employers should direct enquiries to: HSSWorkforceOD@gov.wales
3. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely,

Helen Arthur

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Director of Workforce and Corporate Business
Cyfarwyddwr y Gweithlu a Busnes Corfforaethol

	Spine point	Base on FTE
Band 1	1*	£18,731
	Additional Wales Point*	£18,731
	3*	£18,731
Band 2	1*	£18,731
	2*	£18,731

*The temporary top up will ensure the salary on these pay points is uplifted to £19,358 to reflect the incorporation of the top up to the living wage of £9.90 per hour.