



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

3 May 2022

Dear Colleague

### Summary

This pay circular informs employers of the temporary pay arrangements for Bands 8-9 consolidated payment.

### Action

1. Where staff were in receipt of a consolidated payment as at the 31 March 2021, these payments will continue into 2022/23 as set out in Table below.
2. Staff who were not in receipt of these payments on 31 March 2021 will not be eligible to receive these from 1 April 2022 onwards.
3. With effect from 1 April 2022, consolidated payments for 4 years of experience will no longer be required based on one of the following criteria:
  - staff eligible to receive the year 4 consolidated payment during 2021/22 will move to year 5 on or before 1 April 2022 and will therefore already be in receipt of the higher (year 5) consolidated payment: or
  - staff moving to year 4 on or after 1 April 2022 are not eligible for this payment, as per paragraph two above.
4. As an interim arrangement, the consolidated payment for year 5 will continue from 1 April 2022, unchanged pending the government's 2022/23 pay award announcement.

### Enquiries

1. Employees are to contact their employer on queries
2. Employers should direct enquiries to: [HSSWorkforceOD@gov.wales](mailto:HSSWorkforceOD@gov.wales)

3. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely,



**Helen Arthur**

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

**One off consolidated cash payments to specific points in Bands 8a, 8b, 8c, 8d and 9.**

<b>Band</b>	<b>Years of experience (as at 31 March 2021)*</b>	<b>Basic pay as per the pay structure (£)</b>	<b>One off consolidated payments (paid in monthly instalments pro-rata) (£)</b>	<b>Total pay for existing staff (£)</b>
<b>8a</b>	5	47,126	2,849	49,975
<b>8b</b>	5	54,764	5,371	60,135
<b>8c</b>	5	65,664	5,700	71,364
<b>8d</b>	5	78,192	6,084	84,276
<b>9</b>	5	93,735	7,964	101,699

\*In some cases, years of experience will not align with the pay point, as the assimilation process does not consider actual historical experience.