



Chief Executives – NHS Health Boards/Trusts/Special Health Authorities

Directors, Workforce & Organisational Development – NHS Health Boards/Trusts/Special Health Authorities

Directors of Finance – NHS Health Boards/Trusts/Special Health Authorities

Director of NHS Wales Employers

Our Ref: Pay Letter AfC(W) 02/2023

28 March 2023

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

The revised pay scales for 2022/23 as set out in this circular apply from 1 April 2022 and are as follows:

- To increase the pay scales for all bands by 1.5% on top of the pay scales set out in AfC(W) 03/2022
- To increase the sleeping and on call allowance by 1.5%
- To increase the transitional points by 1.5%

All other allowances, fees or payments of the NHS terms and conditions of service handbook remain unchanged.

### Enquiries

1. Employees should contact their local payroll or workforce team regarding any queries they may have.
2. Employers should direct enquiries to [HSSWorkforceOD@gov.wales](mailto:HSSWorkforceOD@gov.wales)
3. Copies of this circular can be viewed on the [NHS Wales website](#).

Yours sincerely,

A handwritten signature in blue ink that reads "Helen Arthur".

**Helen Arthur**

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

Annex 1 – Agenda for change payscales 2022/2023

<b>Basic Pay</b>								
<b>Band 1*</b>	£	21,069						
		<b>Entry Step Point</b>	<b>Years until eligible for pay progression</b>		<b>Top step point</b>			
<b>Band 2</b>	£	21,069	2	£	21,638			
<b>Band 3</b>	£	22,056	2	£	23,525			
<b>Band 4</b>	£	24,308	3	£	26,676			
		<b>Entry Step Point</b>	<b>Years until eligible for pay progression</b>		<b>Intermediate step point</b>	<b>Years until eligible for pay progression</b>		<b>Top step point</b>
<b>Band 5</b>	£	27,461	2	£	29,618	2	£	33,428
<b>Band 6</b>	£	34,212	2	£	36,106	3	£	41,197
<b>Band 7</b>	£	42,284	2	£	44,463	3	£	48,388
		<b>Entry Step Point</b>	<b>Years until eligible for pay progression</b>		<b>Top step point</b>			
<b>Band 8a</b>	£	49,244 **	5	£	55,438			
<b>Band 8b</b>	£	57,006	5	£	66,241			
<b>Band 8c</b>	£	68,070	5	£	78,433			
<b>Band 8d</b>	£	80,786	5	£	93,164			
<b>Band 9</b>	£	96,562	5	£	111,117			

\* Band 1 is closed to new entrants.

\*\* Please note bottom of Band 8A have received a 1.48% consolidated uplift, opposed to 1.5% so not to cross into the higher pension tier.

Allowance	01/04/2022
Sleeping In	£37.80
Wales On Call Public Holiday	£43.93
Wales On Call Weekday/Weekend	£21.96

These transitional points will continue to be paid to those already in receipt of these payments as at 31 March 2021 and they will increase by the same percentage pay uplift as the 1.5% payment to the pay point from the 2021/22 values. Payment has been made on a temporary basis since the 1 April 2022 pending the pay award, and will be adjusted accordingly. The transitional points will apply until these staff reach the top of their pay band. These are set out below:

Band	Years of experience (as at 31 March 2022)	Basic pay as per the pay structure in 2022/23 (£)	One off consolidated payments (paid in monthly instalments prorata) in 2022/23 (£)	Total pay in 2022/23 for existing staff (£)
8a	5	£49,254	£2,978	£52,232
8b	5	£57,006	£5,594	£62,600
8c	5	£68,070	£5,907	£73,977
8d	5	£80,786	£6,287	£87,073
9	5	£96,562	£8,196	£104,758