



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) 04/2023

26th May 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 2023/24 as set out in this circular apply from 1 April 2023 and are as follows:

- To increase the pay scales for all bands by 5% on top of the pay scales set out in AfC(W) 02/2023.
- To amend Band 1 and the entry step point of Band 2, so that the salary scales match the top step point of Band 2.
- To increase the sleeping and on call allowance by 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
3. Copies of this circular can be viewed on the [NHS Wales website](#).

Yours sincerely,

A handwritten signature in black 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 2023/2024

Basic Pay								
Band 1*	£	22,720						
		Entry Step Point	Years until eligible for pay progression		Top step point			
Band 2	£	22,720	2	£	22,720			
Band 3	£	23,159	2	£	24,701			
Band 4	£	25,524	3	£	28,010			
		Entry Step Point	Years until eligible for pay progression		Intermediate step point	Years until eligible for pay progression		Top step point
Band 5	£	28,834	2	£	31,099	2	£	35,099
Band 6	£	35,922	2	£	37,911	3	£	43,257
Band 7	£	44,398	2	£	46,686	3	£	50,807
		Entry Step Point	Years until eligible for pay progression		Top step point			
Band 8a	£	51,706	5	£	58,210			
Band 8b	£	59,857	5	£	69,553			
Band 8c	£	71,473	5	£	82,355			
Band 8d	£	84,825	5	£	97,822			
Band 9	£	101,390	5	£	116,673			

* Band 1 is closed to new entrants.

Allowance	01/04/2023
Sleeping In	£39.69
Wales On Call Public Holiday	£46.12
Wales On Call Weekday/Weekend	£23.06