



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) 03/2022

27 July 2022
(Corrected 04 August 2022)¹

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:

Main pay award

- £1400 consolidated uplift to the pay points for all Agenda for Change staff.

To note

- Those on Band 7 and the top of Band 6 will receive an enhanced uplift so it is equivalent to an uplift of 4% for those staff.
- Those on Band 1 and 2 will receive the £1400 uplift on-top of the Welsh Government funded top-up they have already been receiving since 1 April 2022, which brings them above the Real Living Wage recommendation.

Three year pay deal (2018 – 2021) transition: Final elements of reform for Bands 8 and 9

As part of the previous multi-year pay deal (2018-2021) the reform of bands 8a-9 was complete with effect from 1 April 2020 when the pay bands moved to a two-point structure; an entry point and a top point. There are a number of staff who, from 1 April 2020, received a consolidated payment to ensure that the no detriment clause within the framework agreement was delivered. This was due to the removal of two pay points from these bands on 1 April 2020, but staff not yet being eligible to progress to the top pay point. Following completion of the deal, from 1 April 2021, some of these staff are still not yet eligible to progress to the top of their pay band. For these staff, there is no substantive pay point in the new pay structure until they are eligible to progress to the top of the pay band.

To ensure there is no detrimental impact, temporary consolidated payments are currently made in monthly instalments (pro-rata) and are subject to pension, tax and national insurance contributions.

¹ A drafting error was corrected in 'Total pay in 2022/23 for existing staff (£)' for Band 8d.

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 £1400 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 pro-rata) in 2022/23 (£)	Total pay in 2022/23 for existing staff (£)
8a	5	£48,526	£2,934	£51,460
8b	5	£56,164	£5,511	£61,675
8c	5	£67,064	£5,820	£72,884
8d	5	£79,592	£6,194	£85,786
9	5	£95,135	£8,075	£103,210

Allowances

The Wales On-Call Allowances and Sleeping In Allowance will increase by 5.3%, which is equivalent to the average spinal point uplift for Bands 1 to 7, as detailed below.

Allowance	01/04/2022
Sleeping In	£37.24
Wales On Call Public Holiday	£43.28
Wales On Call Weekday/Weekend	£21.64

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

Enquiries

1. Employers 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 downloaded from the [HOWIS](#) website.

Yours sincerely,



Helen Arthur

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

Annex 1 – Agenda for change payscales 2022/2023

Basic Pay								
Band 1* **	£	20,758						
		Entry Step Point	Years until eligible for pay progression		Top step point			
Band 2**	£	20,758	2	£	21,318			
Band 3	£	21,730	2	£	23,177			
Band 4	£	23,949	3	£	26,282			
		Entry Step Point	Years until eligible for pay progression		Intermediate step point	Years until eligible for pay progression		Top step point
Band 5	£	27,055	2	£	29,180	2	£	32,934
Band 6	£	33,706	2	£	35,572	3	£	40,588
Band 7	£	41,659	2	£	43,806	3	£	47,673
		Entry Step Point	Years until eligible for pay progression		Top step point			
Band 8a	£	48,526	5	£	54,619			
Band 8b	£	56,164	5	£	65,262			
Band 8c	£	67,064	5	£	77,274			
Band 8d	£	79,592	5	£	91,787			
Band 9	£	95,135	5	£	109,475			

* Band 1 is closed to new entrants.

** £1400 applied **on top** of the Welsh Government-funded Real Living Wage top up.