



Chief Executives – NHS Health Boards/Trusts  
Directors, Workforce & Organisational Development – NHS Health Boards/Trusts  
Directors of Finance – NHS Health Boards/Trusts  
Director of NHS Wales employers  
Chief Executive – Lias  
NHS Blood and transplant Service  
City hospice

Our Ref: Pay Letter AfC(W) 01/2024

27 March 2024

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 2024, a temporary top up will apply for all directly employed NHS staff to £12 per hour in line with the Living Wage foundation rate;
2. This temporary top up will only be in place until the annual pay uplift for 2024/25 is confirmed.
3. The provisions of incremental pay progression will continue to apply; and,
4. All other allowances, fees or payments of the NHS terms and conditions of service handbook remain unchanged from the previous year.

### **Enquiries**

1. Employees must direct personal enquiries to their employer.
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



**Emma Coles**  
**Deputy Director Workforce and Organisational Development**  
**Dirprwy Gyfarwyddwr ar gyfer Gweithlu a Datblygiad Sefydliadol**  
**Llywodraeth Cymru/Welsh Government**

	<b>Spine point</b>	<b>Base on FTE</b>
<b>Band 1</b>	1*	£22,720
	Additional Wales Point*	£22,720
	3*	£22,720
<b>Band 2</b>	1*	£22,720
	2*	£22,720
<b>Band 3</b>	1*	£23,159
	2*	£23,159

\*The temporary top up will ensure the salary on these pay points is uplifted to £23,465 to reflect the incorporation of the top up to the living wage of £12 per hour.

This temporary top up will only be in place until the annual pay uplift for 2024/25 is confirmed.