



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) 02/2025

29 May 2025

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 2025/26 as set out in this circular apply from 1 April 2025 and are as follows:

- To increase the pay scales for bands by 3.6% on top of the pay scales set out in AfC(W) 02/2024.
- This percentage increase does not apply to the pay scales set out in AfC(W) 01/2025 as the payment to the Living Wage Foundation rate was an advanced payment.
- To increase the sleeping and on call allowance by 3.6%.

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

### Information

Bank workers are engaged by Health Boards and Trusts under an All-Wales Terms of Engagement agreement. Whilst they are 'workers' under these arrangements, not employees, they do incur some employment rights under the Terms of Engagement.

The relevant section and clauses in the agreement are as follows:

#### Remuneration

- *The hourly payment will be the Welsh pay scales under the NHS Terms and Conditions of Service for the duties that the Bank Worker will be required to undertake.*
- *The minimum payment of Bank Workers will be the Living Wage. Prior experience will be taken into consideration. All Bank Workers will be paid in accordance with NHS Terms and Conditions pay scales.*

Therefore, when this letter increases the Welsh pay scales, they are applied automatically to Bank workers as well as to substantive staff under the Terms of Engagement.

## 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



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**Dirprwy Gyfarwyddwr ar gyfer Gweithlu a Datblygiad Sefydliadol**  
**Llywodraeth Cymru/Welsh Government**

Annex 1 – Agenda for change payscales 2025/2026

<b>Basic Pay</b>								
<b>Band 1*</b>	£	24,833						
		<b>Entry Step Point</b>	<b>Years until eligible for pay progression</b>		<b>Top step point</b>			
<b>Band 2</b>	£	24,833	2	£	24,833			
<b>Band 3</b>	£	25,313	2	£	26,999			
<b>Band 4</b>	£	27,898	3	£	30,615			
		<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>	£	31,516	2	£	33,992	2	£	38,364
<b>Band 6</b>	£	39,263	2	£	41,437	3	£	47,280
<b>Band 7</b>	£	48,527	2	£	51,028	3	£	55,532
		<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 8a</b>	£	56,514	2	£	59,358	3		63,623
<b>Band 8b</b>	£	65,424	2	£	69,653	3		76,021
<b>Band 8c</b>	£	78,120	2	£	82,876	3		90,013
<b>Band 8d</b>	£	92,713	2	£	98,395	3		106,919
<b>Band 9</b>	£	110,818	2	£	117,499	3		127,523

\* Band 1 is closed to new entrants.

<b>Allowance</b>	<b>01/04/2025</b>
Sleeping In	£43.38
Wales On Call Public Holiday	£50.41
Wales On Call Weekday/Weekend	£25.21