



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) 01/2026

06 January 2026

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 2026, an advance uplift prior to the annual pay award for 2026/27 will apply for all directly employed NHS staff to £13.45 per hour in line with the Living Wage foundation rate;
2. This is an advanced pay award and does not form a new baseline from which the pay award will apply from to enable that NHS Wales continues to pay the Living Wage foundation rate.
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*	£26,300
<b>Band 2</b>	1*	£26,300
	2*	£26,300
<b>Band 3</b>	1*	£26,300

\*The advance uplift will ensure the salary on these pay points is uplifted to £26,300 to reflect the living wage foundation rate of £13.45 per hour.

This is an advanced pay award and does not form a new baseline from which the pay award for 2026/27 will apply from.