



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) 02/2026

12 February 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

The revised pay scales for 2026/27 as set out in this circular apply from 1 April 2026 and are as follows:

- To increase the pay scales for bands by 3.3% on top of the pay scales set out in AfC(W) 02/2025.
- This percentage increase does not apply to the pay scales set out in AfC(W) 01/2026 as the payment to the Living Wage Foundation rate was an advanced payment.
- To increase the sleeping and on call allowance by 3.3%.

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 Foundation rate. 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



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

Annex 1 – Agenda for change paycales 2026/2027

Basic Pay								
Band 1*	£	26,300						
		<b>Entry Step Point</b>	<b>Years until eligible for pay progression</b>		<b>Top step point</b>			
Band 2	£	26,300	2	£	26,300			
Band 3	£	26,300	2	£	27,890			
Band 4	£	28,819	3	£	31,626			
		<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>
Band 5	£	32,557	2	£	35,114	2	£	39,631
Band 6	£	40,559	2	£	42,805	3	£	48,841
Band 7	£	50,129	2	£	52,712	3	£	57,365
		<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>
Band 8a	£	58,379	2	£	61,317	3		65,723
Band 8b	£	67,583	2	£	71,952	3		78,530
Band 8c	£	80,698	2	£	85,611	3		92,984
Band 8d	£	95,773	2	£	101,643	3		110,448
Band 9	£	114,475	2	£	121,377	3		131,732

\* Band 1 is closed to new entrants.

<b>Allowance</b>	<b>01/04/2026</b>
Sleeping In	£44.82
Wales On Call Public Holiday	£52.08
Wales On Call Weekday/Weekend	£26.05