

Grŵp Iechyd a Gwasanaethau Cymdeithasol

Health and Social Services Group



Llywodraeth Cymru
Welsh Government

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

Chief Executive - Lias

Our Ref: Pay Letter ESP(W) 01/2026 Version 2

16 March 2026

Dear Colleague

Summary

This pay circular informs employers of the pay arrangements for employees covered by executive and senior pay terms and conditions of service.

New Action

- The Medical Director Salary Scale 2025/26 has been updated to reflect the 3.25% pay award.

Action

1. The pay scales for 2025/26 as set out in this circular apply from 1 April 2025 and are as follows:
 - An increase of 3.25% on top of the pay scales set out in on top of the pay scales set out in ESP(W) 02/2024
2. This does include those on Welsh Government approved spot salaries above the role's ESP point. Organisations will need to instruct local payroll teams which roles this applies to.

Enquiries

1. **Employees** are to contact their local payroll or workforce team regarding any queries.
2. **Employers** should direct enquiries to 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

Annex A: Section 1
Pay Circular ESP(W) 01/2025

Llywodraeth Cymru/Welsh Government

Executive Salary Scale 2025/26:

Pay point	Salary Band	
	Min	Max
20	£237,595	£256,729
19	£218,462	£236,318
18	£205,708	£218,376
17	£192,951	£204,431
16	£186,573	£191,677
15	£173,819	£185,298
14	£161,062	£172,543
13	£148,306	£159,787
12	£141,928	£147,033
11	£135,551	£140,653
10	£129,173	£134,276
9	£122,796	£127,898
8	£116,418	£121,522
7	£110,042	£115,144

Medical Director Salary Scale 2025/26:

NHS Organisation	Salary Band	
	Min	Max
Swansea Bay University Health Board	£212,043	£223,520
Aneurin Bevan University Health Board	£212,043	£223,520
Betsi Cadwaladr University Health Board	£212,043	£223,520
Cardiff and Vale University Health Board	£212,043	£223,520
Cwm Taf Morgannwg University Health Board	£199,290	£210,767
Hywel Dda University Health Board	£199,290	£210,767
NHS Wales Shared Services Partnership	£161,032	£172,510
Powys Teaching Health Board	£161,032	£172,510
Public Health Wales	£161,032	£172,510
Velindre NHS Trust	£161,032	£172,510
Health Education & Improvement Wales	£161,032	£172,510
Joint Commissioning Committee	£161,032	£172,510
Welsh Ambulance Service Trust	£148,225	£159,756
Digital Health Care Wales	£148,225	£159,756