

NHS Wales

Bands 8a and above intermediate pay point

Frequently Asked Questions

8 November 2024

Frequently asked questions (FAQs) which provide clarifying advice on pay, eligibility and implementation of the arrangement.

At its meeting on 16 October, the Welsh Partnership Forum Business Committee ratified the decision of the Welsh Government to accept the NHS Pay Review Body (NHS PRB) recommendation to add an intermediate pay point in each of pay bands 8a and above.

These FAQs have been developed in partnership, to support the implementation of the intermediate pay step points for band 8 and above.

1. When will the intermediate pay step point be implemented from?

The introduction of an intermediate pay step point was included as part of the NHS Pay Review Body recommendations which were accepted by Welsh Government and ratified by the Welsh Partnership Forum Business Committee, which means it will be effective from 1 April 2024, and will be implemented from 1 January 2025.

2. Will the payment be backdated?

Yes, the intermediate pay step is effective from 1 April 2024, meaning any staff with 2 or more years' service on this date are eligible for back payment to the effective date (1 April 2024). Staff who reach two or more years' service after this date but before 31 December 2024 will be paid from their incremental date including any backpay.

3. If an employee is eligible for the intermediate pay step point due to having two or more years' service in the band prior to 1 April 2024, will the payment be backdated further?

No, the intermediate pay points are effective from 1 April 2024, so back pay is only applicable for members of staff from the 1 April 2024 and not the actual date when the employee attained two years' service if that occurred prior to the 1 April 2024.

4. What happens if a member of staff leaves the NHS/retires from the NHS on or after 1 April 2024 and was eligible for the intermediate pay point?

Where an eligible member of staff has left the NHS or retired from the organisation on or after the 1 April 2024 and at that point, had two or more years' service, they are still eligible for progression to the intermediate pay point and to receive their back pay entitlement.

Their employing organisation at the time will be responsible for making these payments and employers should follow their local processes to ensure these payments can be made. They should also ensure the NHS Business Services Authority has been informed of the adjustment to pay and pension contributions.

Staff who have left or retired should ensure that their former employer has their up-to-date bank details.

5. Will eligible staff go through the pay step point automatically?

Staff who are or become eligible by 31 December 2024 will automatically progress. There will be no requirement to record the outcome of successful Pay Progression meetings for these staff members as the uplift will be automatically applied.

6. Will the new pay step point be automatically applied for eligible members of staff on parental/maternity/adoption leave?

If a staff member is absent from work for reasons such as sickness or parental leave when a pay step is due, the principle of equal and fair treatment should be followed so that no detriment is suffered as a result.

Staff on parental/maternity/adoption leave who are or become eligible by 31 December 2024 will automatically progress.

7. How long will pay step progression remain automatic?

Pay step progression will remain automatic until 1 January 2025. After this date, the normal [All Wales Pay Progression Policy](#) will apply and staff will be progressed in line with this policy.

8. Will pay step dates be affected by this?

Pay step dates will not be affected, and individual staff pay step dates will remain the same.

Time already spent within the band will count towards length of service on a pay step point, provided the appropriate level of performance and delivery has been achieved during the review period as outlined in the [All Wales Pay Progression Policy](#).

9. How does this impact staff who are currently on pay protection arrangements?

Employers should refer to their local arrangements.

Scenarios

Jo commenced a band 8a operational manager on 20 June 2019 and moved to the top point of band 8a on the 20 June 2024.

Jo will receive back pay for the intermediate pay step point between 1 April 2024 and 19 June 2024. Jo has spent a total of five years within band 8a, which counts towards their length of service on a pay step point, meaning Jo still moves to the top point of band 8a on 20 June 2024.

Zain commenced as a band 8b nurse consultant on 1 July 2022, and after two years in post, would move to the intermediate pay step point on 1 July 2024.

Zain will be automatically moved to the intermediate pay step point and will receive back pay for the intermediate pay step point from 1 July 2024.

Sam's role was re-banded as band 8b in July 2024. It was agreed that the re-banding should be backdated to 1 June 2022 meaning that from 1 June 2024 Sam is eligible for the intermediate pay step point.

Sam is eligible for the intermediate pay step point from 1 June 2024 and will receive the intermediate pay step point uplift and will receive back pay from 1 June 2024.