



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) 02/2024 v2

30 October 2024

Dear Colleague

### Summary

This pay circular informs employers of the pay arrangements for employees covered by the Agenda for Change (AfC) agreement in Wales.

### New Action

- To implement the new intermediate pay points at Bands 8a, 8b, 8c, 8d and 9 which are effective from 1 April 2024 as they have been formally ratified by the Welsh Partnership Forum Business Committee.
- Further guidance and FAQs will be developed by the Welsh Partnership Forum Business Committee and issued by NHS Wales Employers in due course.

### Previous Actions (20<sup>th</sup> September 2024)

The revised pay scales for 2024/25 as set out in this circular apply from 1 April 2024 and are as follows:

- To increase the pay scales for all bands by 5.5% on top of the pay scales set out in AfC(W) 04/2023.
- To increase the sleeping and on call allowance by 5.5%.

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

The intermediate pay point for Bands 8a and above will be ratified by Welsh Partnership Forum Business Committee in October. A pay circular will be issued to due course with the new step pay point details which will be back dated to 1<sup>st</sup> April 2024 for Band 8a and above.

There is the option for employees to opt to receive their pay arrears over three months in equal payments. A communication will be sent out by your organisations detailing the process to follow and timeline for submission, if staff members wish to receive their arrears in this way.

### 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,



**Helen Arthur**  
Director of Workforce and Corporate Business  
Cyfarwyddwr y Gweithlu a Busnes Corfforaethol

Annex 1 – Agenda for change payscales 2024/2025

Basic Pay							
Band 1*	£	23,970					
		<b>Entry Step Point</b>	<b>Years until eligible for pay progression</b>		<b>Top step point</b>		
Band 2	£	23,970	2	£	23,970		
Band 3	£	24,433	2	£	26,060		
Band 4	£	26,928	3	£	29,551		
		<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	£	30,420	2	£	32,810	2	£ 37,030
Band 6	£	37,898	2	£	39,997	3	£ 45,637
Band 7	£	46,840	2	£	49,254	3	£ 53,602
		<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	£	54,550	2	£	57,295	3	61,412
Band 8b	£	63,150	2	£	67,232	3	73,379
Band 8c	£	75,405	2	£	79,996	3	86,885
Band 8d	£	89,491	2	£	94,975	3	103,203
Band 9	£	106,967	2	£	113,416	3	123,091

\* Band 1 is closed to new entrants.

<b>Allowance</b>	<b>01/04/2024</b>
Sleeping In	£41.87
Wales On Call Public Holiday	£48.66
Wales On Call Weekday/Weekend	£24.33