

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) 02/2024

20 September 2024

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.

Action

1. The pay scales for 2024/25 as set out in this circular apply from 1 April 2024 and are as follows:
 - An increase of 5% on top of the pay scales set out in on top of the pay scales set out in ESP(W) 01/2024
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.

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.

Yours sincerely

Emma Coles

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

Annex A: Section 1
Pay Circular ESP(W) 02/2024

Executive Salary Scale 2024/25:

Pay point	Salary Band	
	Min	Max
20	£230,116	£248,647
19	£211,585	£228,879
18	£199,232	£211,502
17	£186,877	£197,996
16	£180,700	£185,643
15	£168,347	£179,465
14	£155,992	£167,111
13	£143,637	£154,757
12	£137,460	£142,404
11	£131,284	£136,225
10	£125,107	£130,049
9	£118,930	£123,872
8	£112,753	£117,696
7	£106,578	£111,519

Medical Director Salary Scale 2024/25:

NHS Organisation	Salary Band	
	Min	Max
Swansea Bay University Health Board	£205,368	£216,484
Aneurin Bevan University Health Board	£205,368	£216,484
Betsi Cadwaladr University Health Board	£205,368	£216,484
Cardiff and Vale University Health Board	£205,368	£216,484
Cwm Taf Morgannwg University Health Board	£193,016	£204,132
Hywel Dda University Health Board	£193,016	£204,132
NHS Wales Shared Services Partnership	£155,963	£167,079
Powys Teaching Health Board	£155,963	£167,079
Public Health Wales	£155,963	£167,079
Velindre NHS Trust	£155,963	£167,079
Welsh Ambulance Service Trust	£143,559	£154,727
Digital Health Care Wales	£143,559	£154,727
Health Education & Improvement Wales	£143,559	£154,727
Welsh Health Specialised Services Committee	£143,559	£154,727