



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) 04/2023

25<sup>th</sup> May 2023

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 2023/24 as set out in this circular apply from 1 April 2023 and are as follows:

- To increase the pay scales for all bands by 5% on top of the pay scales set out in AfC(W) 03/2022.
- To amend Band 1 and the entry step point of Band 2, so that the salary scales match the top step point of Band 2.
- To increase the sleeping and on call allowance by 5%.

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

### 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,

A handwritten signature in blue ink that reads "Helen Arthur".

**Helen Arthur**

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

Annex 1 – Agenda for change payscales 2023/2024

Basic Pay								
Band 1*	£	22,720						
		<b>Entry Step Point</b>	<b>Years until eligible for pay progression</b>		<b>Top step point</b>			
Band 2	£	22,720	2	£	22,720			
Band 3	£	23,159	2	£	24,701			
Band 4	£	25,524	3	£	28,010			
		<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	£	28,834	2	£	31,099	2	£	35,099
Band 6	£	35,922	2	£	37,911	3	£	43,257
Band 7	£	44,398	2	£	46,686	3	£	50,807
		<b>Entry Step Point</b>	<b>Years until eligible for pay progression</b>		<b>Top step point</b>			
Band 8a	£	51,706	5	£	58,210			
Band 8b	£	59,857	5	£	69,553			
Band 8c	£	71,473	5	£	82,355			
Band 8d	£	84,825	5	£	97,822			
Band 9	£	101,390	5	£	116,673			

\* Band 1 is closed to new entrants.

<b>Allowance</b>	<b>01/04/2023</b>
Sleeping In	£39.69
Wales On Call Public Holiday	£46.12
Wales On Call Weekday/Weekend	£23.06