



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

20 September 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.

### Action

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*

**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						
		Entry Step Point	Years until eligible for pay progression		Top step point			
Band 2	£	23,970	2	£	23,970			
Band 3	£	24,433	2	£	26,060			
Band 4	£	26,928	3	£	29,551			
		Entry Step Point	Years until eligible for pay progression		Intermediate step point	Years until eligible for pay progression		Top step point
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
		Entry Step Point	Years until eligible for pay progression		Top step point			
Band 8a	£	54,550	5	£	61,412			
Band 8b	£	63,150	5	£	73,379			
Band 8c	£	75,405	5	£	86,885			
Band 8d	£	89,491	5	£	103,203			
Band 9	£	106,967	5	£	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