



Chief Executives – NHS Health Boards/Trusts  
Directors, Workforce & Organisational Development – NHS Health Boards/Trusts  
Directors of Finance – NHS Health Boards/Trusts

Our Ref: Pay Letter AfC(W)1/2016

30 March 2016

Dear Colleague

## Summary

This pay circular informs employers of the pay arrangements for employees covered by the Agenda for Change (AfC) agreement in Wales and of the agreement to implement the Living Wage increase.

## Action

1. The living Wage will increase from 1 January 2016 for all directly employed NHS staff to £8.25 per hour. Eligible staff will have their pay for January – March 2016 adjusted and arrears paid accordingly. From 2017 onwards, any future changes to the Living Wage hourly rate, which are accepted for implementation in NHS Wales, will be aligned to the NHS pay award date.
2. The revised pay scales for 2016-17, set out in this circular, apply from 1 April 2016.
  - All pay spine points have increased by one per cent, consolidated
  - The on-call allowance will increase by one per cent to £18.54 per session for weekdays and weekends and £37.09 per session for public holidays with effect from 1 April 2016
  - The sleeping-in allowance will increase by one per cent to £31.93 with effect from 1 April 2016.
3. The provisions of incremental pay progression will continue to apply.
4. All other allowances, fees or payments of the NHS terms and conditions of service handbook remain unchanged from the previous year.

## Enquiries

1. Employees must direct personal enquiries to their employer.
2. Employers should direct enquiries to: [Kevin.Francis@wales.gsi.gov.uk](mailto:Kevin.Francis@wales.gsi.gov.uk)

3. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Julie Rogers', with a large, stylized initial 'J'.

Julie Rogers  
Director, Workforce & OD  
Welsh Government

## Annex

### Pay Circular AfC(W)1/2016

#### Pay Bands and pay points in Wales from 1 April 2016

**Note: There are different pay points which apply across different parts of the UK for staff subject to National Terms and Conditions of Service in England, Scotland and Northern Ireland and the rates below are those which apply to all staff working in NHS Wales.**

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	14,581*	14,581*										
2	14,947*	14,947*										
3	15,314*	15,314*										
4		15,742*										
5		16,170										
6		16,598	16,598									
7		17,149	17,149									
8		17,776	17,776									
9			18,152									
10			18,653									
11			19,217	19,217								
12			19,655	19,655								
13				20,348								
14				21,052								
15				21,692								
16				21,909	21,909							
17				22,458	22,458							
18					23,363							
19					24,304							
20					25,298							
21					26,302	26,302						
22					27,361	27,361						
23					28,462	28,462						
24						29,333						
25						30,357						
26						31,383	31,383					
27						32,407	32,407					
28						33,560	33,560					
29						35,225	35,225					
30							36,250					
31							37,403					
32							38,683					
33							40,028	40,028				
34							41,373	41,373				
35								43,038				
36								44,703				
37								46,625	46,625			
38								48,034	48,034			
39									50,467			
40									53,285			
41									56,104	56,104		
42									57,640	57,640		
43										60,202		
44										63,021		
45										67,247**	67,247	
46										69,168**	69,168	
47											72,051	
48											75,573	
49											79,415**	79,415
50											83,258**	83,258
51												87,254
52												91,442
53												95,832**
54												100,431**

\* These pay points will be adjusted to £16,132 to reflect the incorporation of the living wage £8.25 per hour.

\*\* Pay spine points 45 and 46 at the top of pay band 8C; pay spine points 49 and 50 at the top of pay band 8D and pay spine points 53 and 54 at the top of pay band 9 are annually earned (see paragraphs 1.11 to 1.15 in Section 1(a) (England and Wales). (See relevant policy documents for information on pay in Wales).