



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)1/2015

20 March 2015

Dear Colleague,

### Summary

This pay circular informs employers of the pay arrangements for employees covered by the Agenda for Change (AfC) agreement in Wales. The changes to the pay scales in Wales take effect from 1 April 2015.

### Action

1. The revised pay scales for 2015-16 set out in this circular apply from 1 April 2015.
  - All pay spine points have increased by one per cent, consolidated
  - The On-call allowance will increase by one per cent to £18.36 per session for weekdays and weekends and £36.72 per session for public holidays.
  - The Sleeping In allowance will increase by one per cent to £31.61.
2. The provisions of incremental pay progression will continue to apply.
3. 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: [clarket@wales.gsi.gov.uk](mailto:clarket@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 stylized, cursive script.

Julie Rogers  
Director, Workforce & OD  
Welsh Government

## Annex

### Pay Circular AfC(W)1/2015

#### Pay Bands and pay points in Wales from 1 April 2015

**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  | 14,437* | 14,434* |        |        |        |        |        |         |          |          |          |        |
| 2  | 14,800* | 14,800* |        |        |        |        |        |         |          |          |          |        |
| 3  | 15,163* | 15,163* |        |        |        |        |        |         |          |          |          |        |
| 4  |         | 15,586  |        |        |        |        |        |         |          |          |          |        |
| 5  |         | 16,010  |        |        |        |        |        |         |          |          |          |        |
| 6  |         | 16,434  | 16,434 |        |        |        |        |         |          |          |          |        |
| 7  |         | 16,979  | 16,979 |        |        |        |        |         |          |          |          |        |
| 8  |         | 17,599  | 17,599 |        |        |        |        |         |          |          |          |        |
| 9  |         |         | 17,972 |        |        |        |        |         |          |          |          |        |
| 10 |         |         | 18,468 |        |        |        |        |         |          |          |          |        |
| 11 |         |         | 19,027 | 19,027 |        |        |        |         |          |          |          |        |
| 12 |         |         | 19,461 | 19,461 |        |        |        |         |          |          |          |        |
| 13 |         |         |        | 20,147 |        |        |        |         |          |          |          |        |
| 14 |         |         |        | 20,844 |        |        |        |         |          |          |          |        |
| 15 |         |         |        | 21,477 |        |        |        |         |          |          |          |        |
| 16 |         |         |        | 21,692 | 21,692 |        |        |         |          |          |          |        |
| 17 |         |         |        | 22,236 | 22,236 |        |        |         |          |          |          |        |
| 18 |         |         |        |        | 23,132 |        |        |         |          |          |          |        |
| 19 |         |         |        |        | 24,063 |        |        |         |          |          |          |        |
| 20 |         |         |        |        | 25,047 |        |        |         |          |          |          |        |
| 21 |         |         |        |        | 26,041 | 26,041 |        |         |          |          |          |        |
| 22 |         |         |        |        | 27,090 | 27,090 |        |         |          |          |          |        |
| 23 |         |         |        |        | 28,180 | 28,180 |        |         |          |          |          |        |
| 24 |         |         |        |        |        | 29,043 |        |         |          |          |          |        |
| 25 |         |         |        |        |        | 30,057 |        |         |          |          |          |        |
| 26 |         |         |        |        |        | 31,072 | 31,072 |         |          |          |          |        |
| 27 |         |         |        |        |        | 32,086 | 32,086 |         |          |          |          |        |
| 28 |         |         |        |        |        | 33,227 | 33,227 |         |          |          |          |        |
| 29 |         |         |        |        |        | 34,876 | 34,876 |         |          |          |          |        |
| 30 |         |         |        |        |        |        | 35,891 |         |          |          |          |        |
| 31 |         |         |        |        |        |        | 37,032 |         |          |          |          |        |
| 32 |         |         |        |        |        |        | 38,300 |         |          |          |          |        |
| 33 |         |         |        |        |        |        | 39,632 | 39,632  |          |          |          |        |
| 34 |         |         |        |        |        |        | 40,964 | 40,964  |          |          |          |        |
| 35 |         |         |        |        |        |        |        | 42,612  |          |          |          |        |
| 36 |         |         |        |        |        |        |        | 44,261  |          |          |          |        |
| 37 |         |         |        |        |        |        |        | 46,164  | 46,164   |          |          |        |
| 38 |         |         |        |        |        |        |        | 47,559  | 47,559   |          |          |        |
| 39 |         |         |        |        |        |        |        | 49,968  | 49,968   |          |          |        |
| 40 |         |         |        |        |        |        |        | 52,757  | 52,757   |          |          |        |
| 41 |         |         |        |        |        |        |        | 55,548  | 55,548   |          |          |        |
| 42 |         |         |        |        |        |        |        | 57,069  | 57,069   |          |          |        |
| 43 |         |         |        |        |        |        |        |         | 59,606   |          |          |        |
| 44 |         |         |        |        |        |        |        |         | 62,397   |          |          |        |
| 45 |         |         |        |        |        |        |        |         | 66,581** | 66,581   |          |        |
| 46 |         |         |        |        |        |        |        |         | 68,483** | 68,483   |          |        |
| 47 |         |         |        |        |        |        |        |         |          | 71,337   |          |        |
| 48 |         |         |        |        |        |        |        |         |          | 74,825   |          |        |
| 49 |         |         |        |        |        |        |        |         |          | 78,629** | 78,629   |        |
| 50 |         |         |        |        |        |        |        |         |          | 82,434** | 82,434   |        |
| 51 |         |         |        |        |        |        |        |         |          |          | 86,390   |        |
| 52 |         |         |        |        |        |        |        |         |          |          | 90,536   |        |
| 53 |         |         |        |        |        |        |        |         |          |          | 94,883** |        |
| 54 |         |         |        |        |        |        |        |         |          |          | 99,438** |        |

\* - These pay points will be adjusted to in payment to £15,350 to reflect the incorporation of the living wage.

\*\* 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).