

NHS WALES PAY SCALES
Pay Bands and pay points from
1 April 2021 (Wales)

Band	Spine Point	Min years of experience	Pay
Band 1	50		£18,576 *
Band 2	50	< 1 year	£18,576
	60	1 - 2 years	£18,576
	72	2+ years	£19,918
Band 3	112	< 1 year	£20,330
	132	1 - 2 years	£20,330
	142	2+ years	£21,777
Band 4	182	< 1 year	£22,549
	192	1 - 2 years	£22,549
	200	2 -3 years	£22,549
	220	3+ years	£24,882
Band 5	242	< 1 year	£25,655
	252	1 - 2 years	£25,655
	270	2 -3 years	£27,780
	280	3- 4 years	£27,780
	310	4+ years	£31,534
Band 6	322	< 1 year	£32,306
	342	1 - 2 years	£32,306
	352	2 -3 years	£34,172
	360	3- 4 years	£34,172
	380	4 - 5 years	£34,172
	390	5+ years	£39,027
Band 7	392	< 1 year	£40,057
	402	1 - 2 years	£40,057
	412	2 -3 years	£42,121
	422	3- 4 years	£42,121
	430	4 - 5 years	£42,121
	440	5+ years	£45,839

Band	Spine Point	Min years of experience	Pay
Band 8A	462	< 1 year	£47,126
	472	1 - 2 years	£47,126
	480	2 -3 years	£47,126
	490	3- 4 years	£47,126
	500	4 - 5 years	£47,126
	510	5+ years	£53,219
Band 8B	502	< 1 year	£54,764
	512	1 - 2 years	£54,764
	520	2 -3 years	£54,764
	530	3- 4 years	£54,764
	540	4 - 5 years	£54,764
	550	5+ years	£63,862
Band 8c	542	< 1 year	£65,664
	552	1 - 2 years	£65,664
	560	2 -3 years	£65,664
	570	3- 4 years	£65,664
	580	4 - 5 years	£65,664
	590	5+ years	£75,874
Band 8d	582	< 1 year	£78,192
	592	1 - 2 years	£78,192
	600	2 -3 years	£78,192
	610	3- 4 years	£78,192
	620	4 - 5 years	£78,192
	630	5+ years	£90,387
Band 9	622	< 1 year	£93,735
	632	1 - 2 years	£93,735
	640	2 -3 years	£93,735
	650	3- 4 years	£93,735
	660	4 - 5 years	£93,735
	670	5+ years	£108,075

* Band 1 closed to new entrants