



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) 01/2020 (V2)

07 April 2020

Dear Colleague

### Summary

This pay circular informs employers of the pay arrangements for employees covered by the Agenda for Change (AfC) agreement in Wales. This is the year 3 of the agreement in Wales. It also covers the payment of Living Wage increase.

### Action

1. The Living Wage will increase from 1 April 2020 for all directly employed NHS staff to £9.30 per hour.

Table 1 – spine points affected by living wage increase

	Spine point	2020/21 (Annual salary based on FTE)
<b>Band 1</b>	1*	£18,005
	Additional Wales Point*	£18,005
	3*	£18,005
<b>Band 2</b>	1*	£18,005
	2*	£18,005

\*These pay points will be adjusted to £18,185 to reflect the incorporation of the living wage £9.30 per hour.

2. The revised pay scales for 2020-21, set out in this circular, apply from 1 April 2020;

3. The provisions of incremental pay progression will continue to apply

### Restructure of Bands

April 2020 will see further restructuring of the pay bands:

1. The restructuring of bands 2-4 will be complete from 1 April 2020.
2. One further point will be removed from the bottom of band 5, 6 and 7. From 1 April 2020 these bands will have 4 unique points, but one point in each band will be a transitional point, which will cease to exist on 1 April 2021. For band 5, 6 and 7, the restructuring of these bands will be complete on 1 April 2021, when the transitional points are removed.
3. Two further points are removed from the bottom of band 8a – 9. The restructuring of band 8a-9 will be complete from 1 April 2020.
4. Staff on the following transitional pay points on 31 March 2021 will move to the next pay point up on 1 April 2021:
  - a. £27,416 (Band 5)
  - b. £33,779 (Band 6)
  - c. £41,723 (Band 7)
5. The salary points in Table 2 below, also denoted with an asterisk will in Table 4, will receive additional consolidated payments as set out in the table below, in financial year 2020/21. These will be paid in monthly instalments and pro-rata to the date of the individual moving to the denoted salary points. These payments will cease on 31 March 2021.

Table 2 – spine points to receive consolidated payment

Band	Years of experience	Basic pay as per the pay structure in 2020/21	One off consolidated payments (paid in monthly instalments pro-rata) in 2020/21	Total pay in 2020/21 for existing staff
8a	4	£45,753	£765	£46,518
	5	£45,753	£2,766	£48,519
8b	4	£53,168	£2,282	£55,450
	5	£53,168	£5,215	£58,383
8c	4	£63,751	£1,180	£64,931
	5	£63,751	£5,534	£69,285

8d	4	£75,914	£1,949	£77,863
	5	£75,914	£5,907	£81,821
9	4	£91,004	£3,209	£94,213
	5	£91,004	£7,732	£98,736

## Allowances

The Wales On-Call Allowances and Sleeping In Allowance will increase at the average percentage increase rate of the top of scales as detailed below.

Table 3 – allowances

Allowance	01/04/2020
Sleeping In	£34,34
Wales On Call Public Holiday	£39,90
Wales On Call Weekday/Weekend	£19,95

Work Done payment rates will be in accordance with an individual's normal rate of pay. Individuals paid above Band 7, i.e. Bands 8a, b, c & d and 9, will be paid at time and a half and double time on public holidays at the salary rate of the current maximum of Band 7.

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

## Enquiries

1. Employers should direct enquiries to: [HSSWorkforceOD@gov.wales](mailto:HSSWorkforceOD@gov.wales)
2. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely,



### Helen Arthur

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Cyfarwyddwr Dros Dro y Gweithlu a DS



Annex 1 – Agenda for change paycales 2020/2021

Table 4 – full pay scale 2020/2021

	<u>Band 1</u>	<u>Band 2</u>	<u>Band 3</u>	<u>Band 4</u>	<u>Band 5</u>	<u>Band 6</u>	<u>Band 7</u>	<u>Band 8</u>				<u>Band 9</u>
								<u>Range A</u>	<u>Range B</u>	<u>Range C</u>	<u>Range D</u>	
<u>1</u>	18185	18185	-	-	-	-	-	-	-	-	-	-
<u>2</u>	18185	18185	-	-	-	-	-	-	-	-	-	-
<u>3</u>	18185	<u>19337</u>	-	-	-	-	-	-	-	-	-	-
<u>4</u>	-	<u>19337</u>	-	-	-	-	-	-	-	-	-	-
<u>5</u>	-	<u>19337</u>	-	-	-	-	-	-	-	-	-	-
<u>6</u>	-	<u>19337</u>	<u>19737</u>	-	-	-	-	-	-	-	-	-
<u>7</u>	-	<u>19337</u>	<u>19737</u>	-	-	-	-	-	-	-	-	-
<u>8</u>	-	<u>19337</u>	<u>21142</u>	-	-	-	-	-	-	-	-	-
<u>9</u>	-	-	<u>21142</u>	-	-	-	-	-	-	-	-	-
<u>10</u>	-	-	<u>21142</u>	-	-	-	-	-	-	-	-	-
<u>11</u>	-	-	<u>21142</u>	<u>21892</u>	-	-	-	-	-	-	-	-
<u>12</u>	-	-	<u>21142</u>	<u>21892</u>	-	-	-	-	-	-	-	-
<u>13</u>	-	-	-	<u>21892</u>	-	-	-	-	-	-	-	-
<u>14</u>	-	-	-	<u>24157</u>	-	-	-	-	-	-	-	-
<u>15</u>	-	-	-	<u>24157</u>	-	-	-	-	-	-	-	-
<u>16</u>	-	-	-	<u>24157</u>	<u>24907</u>	-	-	-	-	-	-	-
<u>17</u>	-	-	-	<u>24157</u>	<u>24907</u>	-	-	-	-	-	-	-
<u>18</u>	-	-	-	-	<u>26970</u>	-	-	-	-	-	-	-
<u>19</u>	-	-	-	-	<u>26970</u>	-	-	-	-	-	-	-
<u>20</u>	-	-	-	-	<u>**27416</u>	-	-	-	-	-	-	-
<u>21</u>	-	-	-	-	<u>**27416</u>	<u>31365</u>	-	-	-	-	-	-

<u>22</u>	-	-	-	-	<u>30615</u>	<u>31365</u>	-	-	-	-	-	-
<u>23</u>	-	-	-	-	<u>30615</u>	<u>33176</u>	-	-	-	-	-	-
<u>24</u>	-	-	-	-	-	<u>33176</u>	-	-	-	-	-	-
<u>25</u>	-	-	-	-	-	<u>33176</u>	-	-	-	-	-	-
<u>26</u>	-	-	-	-	-	<u>**33779</u>	<u>38890</u>	-	-	-	-	-
<u>27</u>	-	-	-	-	-	<u>**33779</u>	<u>38890</u>	-	-	-	-	-
<u>28</u>	-	-	-	-	-	<u>37890</u>	<u>40894</u>	-	-	-	-	-
<u>29</u>	-	-	-	-	-	<u>37890</u>	<u>40894</u>	-	-	-	-	-
<u>30</u>	-	-	-	-	-	-	<u>40894</u>	-	-	-	-	-
<u>31</u>	-	-	-	-	-	-	<u>**41723</u>	-	-	-	-	-
<u>32</u>	-	-	-	-	-	-	<u>**41723</u>	-	-	-	-	-
<u>33</u>	-	-	-	-	-	-	<u>44503</u>	<u>45753</u>	-	-	-	-
<u>34</u>	-	-	-	-	-	-	<u>44503</u>	<u>45753</u>	-	-	-	-
<u>35</u>	-	-	-	-	-	-	-	<u>45753</u>	-	-	-	-
<u>36</u>	-	-	-	-	-	-	-	<u>*45753</u>	-	-	-	-
<u>37</u>	-	-	-	-	-	-	-	<u>*45753</u>	<u>53168</u>	-	-	-
<u>38</u>	-	-	-	-	-	-	-	<u>51668</u>	<u>53168</u>	-	-	-
<u>39</u>	-	-	-	-	-	-	-	-	<u>53168</u>	-	-	-
<u>40</u>	-	-	-	-	-	-	-	-	<u>*53168</u>	-	-	-
<u>41</u>	-	-	-	-	-	-	-	-	<u>*53168</u>	<u>63751</u>	-	-
<u>42</u>	-	-	-	-	-	-	-	-	<u>62001</u>	<u>63751</u>	-	-
<u>43</u>	-	-	-	-	-	-	-	-	-	<u>63751</u>	-	-
<u>44</u>	-	-	-	-	-	-	-	-	-	<u>*63751</u>	-	-
<u>45</u>	-	-	-	-	-	-	-	-	-	<u>*63751</u>	<u>75914</u>	-
<u>46</u>	-	-	-	-	-	-	-	-	-	<u>73664</u>	<u>75914</u>	-
<u>47</u>	-	-	-	-	-	-	-	-	-	-	<u>75914</u>	-
<u>48</u>	-	-	-	-	-	-	-	-	-	-	<u>*75914</u>	-
<u>49</u>	-	-	-	-	-	-	-	-	-	-	<u>*75914</u>	<u>91004</u>
<u>50</u>	-	-	-	-	-	-	-	-	-	-	<u>87754</u>	<u>91004</u>

<b>51</b>	-	-	-	-	-	-	-	-	-	-	-	-	<u>91004</u>
<b>52</b>	-	-	-	-	-	-	-	-	-	-	-	-	<u>*91004</u>
<b>53</b>	-	-	-	-	-	-	-	-	-	-	-	-	<u>*91004</u>
<b>54</b>	-	-	-	-	-	-	-	-	-	-	-	-	<u>104927</u>

\*In 2020/21 these points will receive an additional consolidated payment. Payments will be made in monthly instalments and pro rata to the date of the individual moving to the denoted salary points. See table 2 of this document.

\*\*Staff on these transitional points on 31 March 2021 will move to the next pay point up on 1 April 2021.