

**NHS WALES PAY SCALES**  
**Pay Bands and pay points from**  
**1 April 2022 (Wales)**

Band	Spine Point	Min years of experience	Pay
Band 1 * **	50		£20,758
Band 2 **	50	< 1 year	£20,758
	60	1 - 2 years	£20,758
	72	2+ years	£21,318
Band 3	112	< 1 year	£21,730
	132	1 - 2 years	£21,730
	142	2+ years	£23,177
Band 4	182	< 1 year	£23,949
	192	1 - 2 years	£23,949
	200	2 -3 years	£23,949
	220	3+ years	£26,382
Band 5	242	< 1 year	£27,055
	252	1 - 2 years	£27,055
	270	2 -3 years	£29,180
	280	3- 4 years	£29,180
	310	4+ years	£32,934
Band 6	322	< 1 year	£33,706
	342	1 - 2 years	£33,706
	352	2 -3 years	£35,572
	360	3- 4 years	£35,572
	380	4 - 5 years	£35,572
	390	5+ years	£40,588
Band 7	392	< 1 year	£41,659
	402	1 - 2 years	£41,659
	412	2 -3 years	£43,806
	422	3- 4 years	£43,806
	430	4 - 5 years	£43,806
	440	5+ years	£47,673

Band	Spine Point	Min years of experience	Pay
Band 8A	462	< 1 year	£48,526
	472	1 - 2 years	£48,526
	480	2 -3 years	£48,526
	490	3- 4 years	£48,526
	500	4 - 5 years	£48,526
	510	5+ years	£54,619
Band 8B	502	< 1 year	£56,164
	512	1 - 2 years	£56,164
	520	2 -3 years	£56,164
	530	3- 4 years	£56,164
	540	4 - 5 years	£56,164
	550	5+ years	£65,262
Band 8c	542	< 1 year	£67,064
	552	1 - 2 years	£67,064
	560	2 -3 years	£67,064
	570	3- 4 years	£67,064
	580	4 - 5 years	£67,064
	590	5+ years	£77,274
Band 8d	582	< 1 year	£79,592
	592	1 - 2 years	£79,592
	600	2 -3 years	£79,592
	610	3- 4 years	£79,592
	620	4 - 5 years	£79,592
	630	5+ years	£91,787
Band 9	622	< 1 year	£95,135
	632	1 - 2 years	£95,135
	640	2 -3 years	£95,135
	650	3- 4 years	£95,135
	660	4 - 5 years	£95,135
	670	5+ years	£109,475

\* Band 1 closed to new entrants  
 \*\* £1,400 applied **on top** of the Welsh Government funded Real Living Wage top up