



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)1/2018

18 September 2018

Dear Colleague,

Summary

This pay circular informs employers of the pay arrangements for employees covered by the Agenda for Change (AfC) agreement in Wales for the 3 years commencing 1 April 2018.

Action

1. The intention of the reforms to the pay structure is that by the end of the three-year period, and on 1 April of each of the years covered by this agreement, individuals will have basic pay that is of greater value than under current expectations (which are defined as a 1 per cent pay award per annum plus contractual increments).
2. Starting salaries across all pay bands will increase as outlined in **Annex A**.
3. The value of the top points for Bands 3 - 8b will be increased by 6.5% cumulatively over the three-year period. The top of band 1 will see a cumulative increase of 8.97% and the top of band 2 will see a cumulative increase of 7.7% over the three years of the pay deal. The NHS Wales pay points will be aligned to the new values as agreed in the UK NHS Staff Council Framework Agreement for staff in all Bands. The value of all the pay points in Bands 8c, 8d and 9 will be aligned to the new pay points.

The value of the top pay points for Bands 2 – 8b will increase each year as follows:

- 3 per cent in 2018/19 (for band 2 only the top pay point will increase by 4.17 per cent in 2018/19)
- 1.7 per cent in 2019/20
- 1.67 per cent in 2020/21.

4. The effective date for pay awards will remain as 1 April in the relevant year.

5. Existing pay bands will be restructured and the number of pay points will be reduced to 2 points for Bands 2, 3, 4, 8a, 8b, 8c, 8d and 9 and 3 points for Band 5, 6 and 7. Restructuring will be completed by 1 April 2021.
6. Pay Bands 8c, 8d and 9 will continue to include an element of re-earnable pay. In the year after the employee has reached the top of the band, up to 10 per cent of basic salary will become re-earnable subject to performance. This process is described in full in the Framework Agreement – a link to which is included at **Annex C**.
7. No detriment means that your basic pay during the year will at least be equivalent to what you would have received had the 2017/18 salary scales (including increments) been increased by 1% in each of the three years of the pay deal.

Enquiries

1. Employees must direct personal enquiries to their employer.
2. Employers should direct enquiries to: HSSWorkforceOD@gov.wales
3. Copies of this circular can be downloaded from the HOWIS website.
4. A copy of the NHS terms and conditions of service handbook can be downloaded from the NHS Employers website.

Yours sincerely



Helen Arthur

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Cyfarwyddwr Dros Dro y Gweithlu a DS

The new NHS Wales pay structure for 2018/19, 2019/20, & 2020/21

Annex A describes the new structure and pay scales in each year. In each band and year, the number of times a pay value is repeated indicates the length of stay on the pay point.

For staff in post on 31 March 2018 there is a process of transition to the new salary scales and individuals should refer to the Framework Agreement and Pay Journey calculator at **Annex C** on the NHS Wales Employers website for individual transition through to 1 April 2021.

Pay arrangements

The effective date for pay awards will remain as 1 April in the relevant year.

Existing pay bands will be restructured and the number of pay points will be reduced to 2 points for Bands 2, 3, 4, 8a, 8b, 8c, 8d and 9 and 3 points for Band 5, 6 and 7. Restructuring will be completed by 1 April 2021.

Paragraph 2.1 of the Framework sets out the policy intention for the reforms to the pay structure; in the unlikely event that transition to the reformed pay structure results in this policy intention not being met, the principle of 'no detriment' will apply to the individual(s) concerned.

Non-consolidated lump-sum for staff employed on the top points in bands 2 - 8c

In 2019/20 only, a cash lump-sum will be made available to deliver an additional 1.1 per cent to the staff employed on the top points in bands 2 - 8c. For the staff employed on the top pay points in bands 2 - 8c on 31 March 2019 the total in year cash value of the award on basic pay and the additional cash sum in 2019/20 will be 2.8 per cent. The lump sum will be paid out to staff in April pay and will be non-consolidated.

For bands 8d and 9 the cash lump sum will be capped at the value given to band 8c.

'No detriment'

No detriment means that pay during the year will at least be equivalent to what an individual would have received had the 2017/18 salary scales (including increments) been increased by 1% in each of the three years of the pay deal. This will be done at the end of the financial year and if it is found that there has been a detriment, a non-consolidated cash lump sum will be paid. Individuals impacted by this are some staff in bands 8c, 8d and 9 but the impact differs across the three years depending on individual incremental dates. The top points of these bands are not affected. Any staff who reach the top of the band during the three years of the deal would not be affected once they reach the top of the scale. Further detail on this is contained in the FAQs on the NHS Wales Employers website.

Closing of Band 1

Band 1 will be closed to new entrants from 1 December 2018 and there will be a programme of work to up-skill roles currently in band 1 to band 2.

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.

Allowance	1/4/2018(3%)	1/4/2019(1.7%)	1/4/2020(1.67%)
Sleeping In	33.22	33.78	34.34
Wales On Call Public Holiday	38.58	39.27	39.90
Wales On Call Weekday/Weekend	19.29	19.62	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.

Unsocial hours enhancement rates – 2018/19 to 2020/21

Section 2 of the handbook will be adjusted to introduce new percentage rates for Bands 1, 2 and 3. The new percentages will reflect the increase to basic salary levels while preserving the value of the current payment tiers. The percentages will stay at the 2020/21 rates going forward.

The new percentage rates for Unsocial Hours are:

Band	2018/19	2019/20	2020/21
Band 1 All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	Time plus 49%	Time plus 48%	Time plus 47%
Band 1 All time on Sundays and Public Holidays (midnight to midnight)	Time plus 97%	Time plus 95%	Time plus 94%
Band 2 All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	Time plus 43%	Time plus 42%	Time plus 41%
Band 2 All time on Sundays and Public Holidays (midnight to midnight)	Time plus 85%	Time plus 84%	Time plus 83%
Band 3 All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	Time plus 36%	Time plus 35%	Time plus 35%
Band 3 All time on Sundays and Public Holidays (midnight to midnight)	Time plus 72%	Time plus 70%	Time plus 69%

For staff who were in post on 31st March 2018 there are a small number of pay points, particularly in bands 3, where the application of the new percentages would result in a lower amount of enhanced pay than that paid in 2017/18. In such circumstances the 2017/18 value of enhanced pay will be paid together with the new higher plain time hourly rate. Where the new percentages in the table above result in a higher value of enhanced pay then payment will be made on that basis.

The table in **Annex B** of this circular indicates the salaries and pay points affected and the unsocial hours percentage rates which will apply to each pay point across the three years of the agreement.

Annex A

The following table lists the NHS Wales pay structure which will apply from 1 April 2018 and sets out the pay values for 2018/19, 2019/20, & 2020/21.

The pay structure i.e. the pay scales for each of the three years of the agreement is different from the individual pay journeys that people who were in post on 31 March 2018 will experience as they transition to the new pay structure. This is set out in detail in the Pay Journey calculator on the NHS Wales Employers website and in Annex A of the Framework Agreement.

The pay structure table shows what the AfC pay scales will be through the three years of transition. Due to the way these have been constructed, there is a need for the application of consolidated one off payments for some people in bands 8 and 9. These are not shown in the pay structure, which is why some values in the pay structure decrease in year 3. These consolidated one off salaries are shown in the FAQs on the NHS Wales Employers website and are shown in the Individual pay journeys – 2018 to 2021 section of the Framework Agreement. These both show that pay for staff on these points will not reduce.

Band	Spine Point	2017/18 (current)	Years of experience	2018/19 (Year 1)	2019/20 (Year 2)	2020/21 (Year 3)
1	1	£16,523	< 1 year	£17,460	£17,652	£18,005
	Additional Wales point	£16,523	< 1 year	£17,460	£17,652	£18,005
	3	£16,523	1-2years	£17,460	£17,652	£18,005
2	1	£16,523	< 1 year	£17,460	£17,652	£18,005
	2	£16,523	1-2 years	£17,460	£17,652	£18,005
	3	£16,523	2-3 years	£17,460	£17,652	£19,337
	4	£16,523	3-4 years	£17,460	£17,652	£19,337
	Additional Wales point	£16,523	3-4 years	£17,460	£17,652	£19,337
	5	£16,764	4-5 years	£17,460	£17,652	£19,337
	6	£17,321	5-6 years	£17,787	£17,983	£19,337
7	£17,954	6+ years	£18,702	£19,020	£19,337	
3	6	£16,764	< 1 year	£17,787	£18,813	£19,737
	7	£17,321	1-2 years	£17,787	£18,813	£19,737
	8	£17,954	2-3 years	£18,429	£18,813	£21,142
	9	£18,334	3-4 years	£18,608	£18,813	£21,142
	10	£18,840	4-5 years	£19,122	£19,332	£21,142
	11	£19,410	5-6 years	£19,700	£19,917	£21,142
4	12	£19,852	6+ years	£20,448	£20,795	£21,142
	11	£19,410	< 1 year	£20,150	£21,089	£21,892
	12	£19,852	1-2 years	£20,150	£21,089	£21,892
4	13	£20,552	2-3 years	£20,859	£21,089	£21,892

	14	£21,263	3-4 years	£21,582	£21,819	£24,157
	15	£21,909	4-5 years	£22,238	£22,482	£24,157
	16	£22,129	5-6 years	£22,460	£22,707	£24,157
	17	£22,683	6+ years	£23,363	£23,761	£24,157
5	16	£22,129	< 1 year	£23,023	£24,214	£24,907
	17	£22,683	1-2 years	£23,023	£24,214	£24,907
	18	£23,597	2-3 years	£23,951	£24,214	£26,970
	19	£24,548	3-4 years	£24,915	£26,220	£26,970
	20	£25,551	4-5 years	£25,934	£26,220	£27,416
	21	£26,566	5-6 years	£26,963	£27,260	£27,416
	22	£27,635	6-7 years	£28,050	£28,358	£30,615
	23	£28,747	7+ years	£29,608	£30,112	£30,615
6	21	£26,566	< 1 year	£28,050	£30,401	£31,365
	22	£27,635	1-2 years	£28,050	£30,401	£31,365
	23	£28,747	2-3 years	£29,177	£30,401	£33,176
	24	£29,627	3-4 years	£30,070	£32,525	£33,176
	25	£30,661	4-5 years	£31,121	£32,525	£33,176
	26	£31,697	5-6 years	£32,171	£32,525	£33,779
	27	£32,732	6-7 years	£33,222	£33,587	£33,779
	28	£33,896	7-8 years	£34,403	£34,782	£37,890
	29	£35,578	8+ years	£36,644	£37,267	£37,890
7	26	£31,697	< 1 year	£33,222	£37,570	£38,890
	27	£32,732	1-2 years	£33,222	£37,570	£38,890
	28	£33,896	2-3 years	£34,403	£37,570	£40,894
	29	£35,578	3-4 years	£36,111	£37,570	£40,894
	30	£36,613	4-5 years	£37,161	£38,765	£40,894
	31	£37,778	5-6 years	£38,344	£38,765	£41,723
	32	£39,070	6-7 years	£39,656	£40,092	£41,723
	33	£40,429	7-8 years	£41,034	£41,486	£44,503
	34	£41,787	8+ years	£43,041	£43,772	£44,503
8a	33	£40,429	< 1 year	£42,414	£44,606	£45,753
	34	£41,787	1-2 years	£42,414	£44,606	£45,753
	35	£43,469	2-3 years	£44,121	£44,606	£45,753
	36	£45,151	3-4 years	£45,827	£46,331	£45,753
	37	£47,092	4-5 years	£47,798	£48,324	£45,753
	38	£48,515	5+ years	£49,969	£50,819	£51,668
8b	37	£47,092	< 1 year	£49,242	£52,306	£53,168
	38	£48,515	1-2 years	£49,242	£52,306	£53,168
	39	£50,972	2-3 years	£51,737	£52,306	£53,168
	40	£53,818	3-4 years	£54,625	£55,226	£53,168
	41	£56,666	4-5 years	£57,515	£58,148	£53,168
	42	£58,217	5+ years	£59,964	£60,983	£62,001
8c	41	£56,666	< 1 year	£59,090	£61,777	£63,751

	42	£58,217	1-2 years	£59,090	£61,777	£63,751
	43	£60,805	2-3 years	£61,105	£61,777	£63,751
	44	£63,652	3-4 years	£63,966	£64,670	£63,751
	45	£67,920	4-5 years	£68,256	£69,007	£63,751
	46	£69,860	5+ years	£71,243	£72,597	£73,664
8d	45	£67,920	< 1 year	£70,206	£73,936	£75,914
	46	£69,860	1-2 years	£70,206	£73,936	£75,914
	47	£72,772	2-3 years	£73,132	£73,936	£75,914
	48	£76,329	3-4 years	£76,707	£77,550	£75,914
	49	£80,210	4-5 years	£80,606	£81,493	£75,914
	50	£84,091	5+ years	£85,333	£86,687	£87,754
9	49	£80,210	< 1 year	£84,507	£89,537	£91,004
	50	£84,091	1-2 years	£84,507	£89,537	£91,004
	51	£88,127	2-3 years	£88,563	£89,537	£91,004
	52	£92,357	3-4 years	£92,814	£93,835	£91,004
	53	£96,791	4-5 years	£97,269	£98,339	£91,004
	54	£101,436	5+ years	£102,506	£103,860	£104,927

Annex B

Enhancement Table Band 2 2018/19				Enhancement Table Band 2 2019/20				Enhancement Table Band 2 20/21			
Point	Salary	Saturdays/ Weekdays 8 pm - 6 am	Sundays/ Public Holidays	Point	Salary	Saturdays/ Weekdays 8 pm - 6 am	Sundays/ Public Holidays	Point	Salary	Saturdays/ Weekdays 8 pm - 6 am	Sundays/ Public Holidays
1	17460	43%	85%	1	17652	42%	84%	1	19337	41%	83%
2	17460	43%	85%	2	17652	42%	84%	2	19337	41%	83%
3	17460	43%	85%	3	17652	42%	84%	3	19337	41%	83%
4	17460	43%	85%	4	17652	42%	84%	4	19337	41%	83%
5	17460	43%	85%	5	17652	42%	84%	5	19337	41%	83%
6	17460	43%	85%	6	17983	42.3%	84.7%	6	19337	41%	83%
7	17787	43%	85.6%	7	19020	42%	84%	7	19337	41%	83%
8	18702	43%	85%	8	19020	42%	84%	8	19337	41%	83%
Enhancement Table Band 3 2018/19				Enhancement Table Band 3 2019/20				Enhancement Table Band 3 2020/21			
Point	Salary	Saturdays/ Weekdays 8 pm - 6 am	Sundays/ Public Holidays	Point	Salary	Saturdays/ Weekdays 8 pm - 6 am	Sundays/ Public Holidays	Point	Salary	Saturdays/ Weekdays 8 pm - 6 am	Sundays/ Public Holidays
6	17787	36%	72%	6	18813	35%	70%	6	21142	35%	69%
7	17787	36%	72%	7	18813	36%	71%	7	21142	35%	69%
8	18429	36%	72.2%	8	18813	36%	72.2%	8	21142	35%	69%
9	18608	36.5%	72.8%	9	19332	36%	72.1%	9	21142	35%	69%
10	19122	36.4%	72.9%	10	19917	36%	72%	10	21142	35%	69.55%
11	19700	36.6%	73.0%	11	20795	35.4%	70.8%	11	21142	35%	69.55%
12	20448	36%	72%	12	20795	35.4%	71%	12	21142	35%	69.55%

Annex c

Framework agreement on the proposed reform of Agenda for Change - 21 March 2018
Revised for NHS Wales 2 July/22 August 2018:

<http://www.nhsconfed.org/-/media/Confederation/Files/Wales-Confed/Wales-Employers/Framework-agreement-21-March-2018-NHS-Wales.pdf?la=en&hash=BE3124C9B9B48636AFE9876E7A9EA547041BEE4C>

A range of supporting resources such as FAQs and a Pay Journey Calculator are available on the NHS Wales Employers website:

<http://www.nhsconfed.org/regions-and-eu/welsh-nhs-confederation/nhs-wales-employers/our-work/terms-and-conditions/pay-deal-2018>