

Chief Executives – NHS Health Boards/Trusts/Special Health Authorities

Directors, Workforce & Organisational Development – NHS Health Boards/Trusts/Special Health Authorities

Directors of Finance – NHS Health Boards/Trusts/Special Health Authorities

Director of NHS Wales Employers

Our Ref: Pay Letter AfC(W) 02/2026 Correction to Band 3

1 June 2026

Dear Colleague

### Summary

This pay circular informs employers of the payroll correction to the entry step point to Band 3.

### Action

- To increase the entry step point for Band 3 by 1.95% to re-instate the previous differential between the top of Band 2 and entry step of Band 3.

### Enquiries

1. Employees should contact their local payroll or workforce team regarding any queries they may have.
2. Employers should direct enquiries to [HSSWorkforceOD@gov.wales](mailto:HSSWorkforceOD@gov.wales)
3. Copies of this circular can be viewed on the [NHS Wales website](#).

Yours sincerely



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Annex 1 – Agenda for change payscales 2026/2027

|                  |   |                         |                                                 |   |                                |                                                 |   |                       |
|------------------|---|-------------------------|-------------------------------------------------|---|--------------------------------|-------------------------------------------------|---|-----------------------|
| <b>Basic Pay</b> |   |                         |                                                 |   |                                |                                                 |   |                       |
| <b>Band 1*</b>   | £ | 26,300                  |                                                 |   |                                |                                                 |   |                       |
|                  |   |                         |                                                 |   |                                |                                                 |   |                       |
|                  |   | <b>Entry Step Point</b> | <b>Years until eligible for pay progression</b> |   | <b>Top step point</b>          |                                                 |   |                       |
| <b>Band 2</b>    | £ | 26,300                  | 2                                               | £ | 26,300                         |                                                 |   |                       |
| <b>Band 3</b>    | £ | 26,813                  | 2                                               | £ | 27,890                         |                                                 |   |                       |
| <b>Band 4</b>    | £ | 28,819                  | 3                                               | £ | 31,626                         |                                                 |   |                       |
|                  |   |                         |                                                 |   |                                |                                                 |   |                       |
|                  |   | <b>Entry Step Point</b> | <b>Years until eligible for pay progression</b> |   | <b>Intermediate step point</b> | <b>Years until eligible for pay progression</b> |   | <b>Top step point</b> |
| <b>Band 5</b>    | £ | 32,557                  | 2                                               | £ | 35,114                         | 2                                               | £ | 39,631                |
| <b>Band 6</b>    | £ | 40,559                  | 2                                               | £ | 42,805                         | 3                                               | £ | 48,841                |
| <b>Band 7</b>    | £ | 50,129                  | 2                                               | £ | 52,712                         | 3                                               | £ | 57,365                |
|                  |   |                         |                                                 |   |                                |                                                 |   |                       |
|                  |   | <b>Entry Step Point</b> | <b>Years until eligible for pay progression</b> |   | <b>Intermediate step point</b> | <b>Years until eligible for pay progression</b> |   | <b>Top step point</b> |
| <b>Band 8a</b>   | £ | 58,379                  | 2                                               | £ | 61,317                         | 3                                               |   | 65,723                |
| <b>Band 8b</b>   | £ | 67,583                  | 2                                               | £ | 71,952                         | 3                                               |   | 78,530                |
| <b>Band 8c</b>   | £ | 80,698                  | 2                                               | £ | 85,611                         | 3                                               |   | 92,984                |
| <b>Band 8d</b>   | £ | 95,773                  | 2                                               | £ | 101,643                        | 3                                               |   | 110,448               |
| <b>Band 9</b>    | £ | 114,475                 | 2                                               | £ | 121,377                        | 3                                               |   | 131,732               |

\* Band 1 is closed to new entrants.

| Allowance                     | 01/04/2026 |
|-------------------------------|------------|
| Sleeping In                   | £44.82     |
| Wales On Call Public Holiday  | £52.08     |
| Wales On Call Weekday/Weekend | £26.05     |