

Grŵp Iechyd a Gwasanaethau Cymdeithasol

Health and Social Services Group



Llywodraeth Cymru
Welsh Government

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

Chief Executive - Lias

Our Ref: Pay Letter ESP(W) 01/2024

29 February 2024

Dear Colleague

Summary

This pay circular informs employers of the pay arrangements for employees covered by executive and senior pay terms and conditions of service.

Action

1. The pay scales for 2023/24 as set out in this circular apply from 1 April 2023 and are as follows:
 - An increase of 5% on top of the pay scales set out in on top of the pay scales set out in ESP(W) 02/2023
2. This does include those on Welsh Government approved spot salaries above the role's ESP point. Organisations will need to instruct local payroll teams which roles this applies to.

Enquiries

1. **Employees** are to contact their local payroll or workforce team regarding any queries.
2. **Employers** should direct enquiries to HSSWorkforceOD@gov.wales
3. Copies of this circular can be viewed on the NHS Wales website.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Emma Coles'.

Emma Coles

Deputy Director Workforce and Organisational Development
Dirprwy Gyfarwyddwr ar gyfer Gweithlu a Datblygiad Sefydliadol
Llywodraeth Cymru/Welsh Government

Annex A: Section 1
Pay Circular ESP(W) 01/2024

Executive Salary Scale 2023/24:

Pay point	Salary Band	
	Min	Max
20	£219,158	£236,806
19	£201,509	£217,980
18	£189,744	£201,430
17	£177,978	£188,567
16	£172,095	£176,802
15	£160,330	£170,919
14	£148,563	£159,153
13	£136,797	£147,387
12	£130,914	£135,622
11	£125,032	£129,738
10	£119,149	£123,856
9	£113,266	£117,973
8	£107,383	£112,091
7	£101,502	£106,208

Medical Director Salary Scale 2023/24:

NHS Organisation	Salary Band	
	Min	Max
Swansea Bay University Health Board	£195,588	£206,175
Aneurin Bevan University Health Board	£195,588	£206,175
Betsi Cadwaladr University Health Board	£195,588	£206,175
Cardiff and Vale University Health Board	£195,588	£206,175
Cwm Taf Morgannwg University Health Board	£183,824	£194,411
Hywel Dda University Health Board	£183,824	£194,411
NHS Wales Shared Services Partnership	£148,536	£159,122
Powys Teaching Health Board	£148,536	£159,122
Public Health Wales	£148,536	£159,122
Velindre NHS Trust	£148,536	£159,122
Welsh Ambulance Service Trust	£136,772	£147,359
Digital Health Care Wales	£136,772	£147,359
Health Education & Improvement Wales	£136,772	£147,359
Welsh Health Specialised Services Committee	£136,772	£147,359