

Grŵp Iechyd a Gwasanaethau Cymdeithasol

Health and Social Services Group



Llywodraeth Cymru  
Welsh Government

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 ESP(W) 1/2020

29 July 2020

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 revised pay scales for 2020-21 as set out in this circular apply from 1 April 2020 and are as follows:
  - a 2% consolidated increase will be applied to all pay scales for individuals holding executive and senior posts.

### Enquiries

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

Yours sincerely

A handwritten signature in blue ink that reads "Helen Arthur".

**Helen Arthur**

**Cyfarwyddwr y Gweithlu a Busnes Corfforaethol**  
**Director of Workforce and Corporate Business**

**Llywodraeth Cymru/Welsh Government**

**Annex A: Section 1**  
**Pay Circular ESP(W) 1/2020**

Executive Salary Scale 2020/21:

Pay point	Salary Band	
	From	To
20	£198,287	£214,365
19	£182,210	£197,215
18	£171,492	£182,138
17	£160,773	£170,420
16	£155,415	£159,702
15	£144,697	£154,343
14	£133,977	£143,625
13	£123,259	£132,906
12	£117,900	£122,188
11	£112,541	£116,829
10	£107,182	£111,470
9	£101,823	£106,111
8	£96,464	£100,752
7	£91,105	£95,393

Medical Director Salary Scale 2020/21:

NHS Organisation	Pay point	Salary Band	
		From	To
Swansea Bay University Health Board		£176,816	£186,461
Aneurin Bevan University Health Board		£176,816	£186,461
Betsi Cadwaladr University Health Board		£176,816	£186,461
Cardiff and Vale University Health Board		£176,816	£186,461
Cwm Taf Morgannwg University Health Board		£166,100	£175,744
Hywel Dda University Health Board		£166,100	£175,744
Powys Teaching Health Board		£133,952	£143,596
Public Health Wales	MC21 Point 6	Role contained in the Director of Public Health role	
Velindre NHS Trust		£133,952	£143,596
Welsh Ambulance Service Trust		£123,236	£132,880