


UN3728 1 of 2 16 th March 2026	Electronic Staff Record Programme USER NOTICE	
Title	NHS Wales AfC Pay Award 2026	
Purpose	To update all Welsh ESR Organisations on the implementation of the AfC Pay Award 2026	
Intended Audience	All Welsh ESR Organisations	

SUBJECT

Pay Award NHS Wales Agenda for Change – Pay Letter AfC(W) 02/2026.

DETAIL

Users are advised that revised rates of Pay and Allowances as authorised by the above agreement will be introduced onto ESR with an effective date of 1st April 2026. This will be applied in Release 68 over the weekend commencing 27th March 2026.

The following steps are required, and will be executed as part of the Pay Award deployment, in order to implement the 2026 Pay Award for Agenda for Change Staff:

1. New rates of pay from 1st April 2026 as per the attached Pay Award spreadsheet.
2. New rates for Sleep In and On Call elements as per the attached spreadsheet from 1st April 2026.


The NHS Pension contribution tiers will also be uplifted from the 1st April 2026. Details will be provided in the R68 Guide to Enhancements.

ACTION REQUIRED

The central process for Pay Awards to trigger a pension banding reassessment will be run as part of this change.

AfC Pay Awards for both England and Wales are being applied from the 1st April 2026, consideration will need to be given to the processing time required in relation to the scheduled payroll dates, ensuring that a longer run time is taken into account and does not jeopardise payroll completion and BACS dates.

A review of any payments for protections, maternity, adoption etc. should be undertaken to ensure they are updated for the new pay rates.

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FURTHER INFORMATION

Users should note that, and plan for, the potential for significant impact to the overnight ETL processes both immediately after the application of the award and throughout the month, which may mean the data refresh could be delayed.

The implementation of the Pay Award will impact on all areas of processing throughout the month, organisations should bear this in mind and allow for extra run times when planning processing for pay. Interfaces such as the Generic Outbound interface may also be delayed.

In addition, where feasible we advise that online payslips are made available to employees as early as possible.

NEXT UPDATE

None