

UN3783 1 of 2 20 th July 2026	Electronic Staff Record Programme USER NOTICE	
Title	NHS Wales AfC Band 3 Revised Pay Award 2026	
Purpose	To update all Welsh ESR Organisations on the implementation of the revised AfC Pay Award for Band 3 staff 2026	
Intended Audience	All Welsh ESR Organisations	

SUBJECT

Pay Award NHS Wales Agenda for Change – Pay Letter AfC(W) 02/2026 Correction to Band 3.

DETAIL

Users are advised that revised rates of Pay for staff on AfC Band 3 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 69.2 over the weekend commencing 24th July 2026.

Details of the rates being uplifted are as follows:

Band 3	XN03/XR03	
	Entry	
Step Point	1	2
Grade Point	112	132
Salary	26,813	26,813

ACTION REQUIRED

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

To enable the Pay Award and pension arrears to be paid in the same pay period, Payroll Departments are asked to undertake payroll processes in the following order:

1. Process an initial payroll run, once input has been entered for the period but **before** any retro processing, which will pay the new pay rates.
2. Run the Pension Banding Assessment process as part of the initial payroll run. It is essential that this is run before any retro processing, otherwise pension arrears will not be triggered until the following month. A check of the associated output reports should be undertaken to ensure that any changes to bandings that have been applied are correct.
3. Rollback the payroll run.
4. Run the retro process.

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5. Process the payroll run, from this point processing should continue in line with local requirements.

Please note that the retro process should not be run until all payments requiring arrears in August have been processed and should only be run once for the payroll period.

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

FURTHER INFORMATION

The Leavers Dashboard will be made available to ex-employees impacted by the Pay Award for a period of 90 days.

NEXT UPDATE

None