

**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

Director of NHS Wales Employers

Our Ref: Pay Letter M&D(W) 02/2024

28 June 2024

Dear Colleague

**Summary:**

This pay circular informs employers of the pay arrangements applicable from 1 January 2024 for medical and dental consultants employed on the National Consultant Contract in Wales.

**Action:**

The reformed national salaries set out in this circular apply in full to medical and dental consultants on national terms and condition of service in Wales, with effect from 1 January 2024.

**Reform of the consultant (amended Welsh 2003 contract) pay scale from 1 January 2024.**

The reformed pay scales for consultants on the Welsh amended 2003 contract has been modernised to include:

- The removal of commitment awards
- An overall reduction in the number of pay points
- An increase in starting pay
- An increase in all pay points

The new pay scale removes commitment awards bringing them into basic pay instead. The consultant pay scale will be reduced from 14 pay points (including commitment awards) to 8 and reduces the number of years taken to reach the top pay point to 23 years.

Incremental dates will be retained.

Advance Letter M&D(W) 01/2021 included single non-consolidated non pensionable payments to Consultants on the below pay points. The payments would be paid to all those employed on Consultant Terms and Conditions in NHS Wales since 1st April 2020. These payments will now cease with immediate effect. (28 June 2024).

Point 0 - £2,500

Point 1 - £2,500

Point 2 - £500

1. **Employees** must direct personal enquiries to their employer through their local payroll or workforce teams, Welsh Government can not advise on individuals' personal circumstances.

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



**Emma Coles**

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

**Annex A**  
**Consultant basic salary as at 1st January 2024**

Pay point / threshold (ZM81 / ZK81 / ZL81/ZC81)	Years completed as a consultant	Basic Salary (£)	Period before eligibility for next pay point/threshold
1	0	£100,000	1 year
2	1	£105,000	1 year
3	2	£110,000	1 year
4	3	£115,000	1 year
5	4	£123,000	5 years
	5	£123,000	4 years
	6	£123,000	3 years
	7	£123,000	2 years
	8	£123,000	1 year
6	9	£130,000	7 years
	10	£130,000	6 years
	11	£130,000	5 years
	12	£130,000	4 years
	13	£130,000	3 years
	14	£130,000	2 years
	15	£130,000	1 year
7	16	£138,000	7 years
	17	£138,000	6 years
	18	£138,000	5 years
	19	£138,000	4 years
	20	£138,000	3 years
	21	£138,000	2 years
	22	£138,000	1 year
8	23	£146,000	Top

**Annex B****Consultants pay points on transfer to the new reformed pay scale as at 1<sup>st</sup> January 2024**

Current pay point and Commitment Award (ZM81 / ZK81 / ZL81/ZC81)	Current pay value	New pay point	New pay value	Period before eligibility for next pay point/threshold
Min	£91,722	1	£100,000	1 year
01	£94,644	2	£105,000	1 year
02	£99,529	3	£110,000	1 year
03	£105,201	4	£115,000	1 year
04	£111,682	5	£123,000	5 years
05	£115,377	5	£123,000	4 years
06 (year 1)	£119,079	5	£123,000	3 years
06 (year 2)	£119,079	5	£123,000	2 years
06 (year 3)	£119,079	5	£123,000	1 year
06 & CA1	£122,413	6	£130,000	7 years
06 & CA1	£122,413	6	£130,000	6 years
06 & CA1	£122,413	6	£130,000	5 years
06 & CA2	£125,747	6	£130,000	4 years
06 & CA2	£125,747	6	£130,000	3 years
06 & CA2	£125,747	6	£130,000	2 years
06 & CA3	£129,081	6	£130,000	1 year
06 & CA3	£129,081	7	£138,000	7 years
06 & CA3	£129,081	7	£138,000	6 years
06 & CA4	£132,415	7	£138,000	5 years
06 & CA4	£132,415	7	£138,000	4 years
06 & CA4	£132,415	7	£138,000	3 years
06 & CA5	£135,749	7	£138,000	2 years
06 & CA5	£135,749	7	£138,000	1 year
06 & CA5	£135,749	8	£146,000	Top
06 & CA6	£139,083	8	£146,000	Top
06 & CA6	£139,083	8	£146,000	Top
06 & CA6	£139,083	8	£146,000	Top
06 & CA7	£142,417	8	£146,000	Top
06 & CA7	£142,417	8	£146,000	Top
06 & CA7	£142,417	8	£146,000	Top
06 & CA8	£145,751	8	£146,000	Top