

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) 03/2024

28 June 2024

Dear Colleague

Summary:

This pay circular informs employers of the pay arrangements applicable from 1 January 2024 for medical and dental staff employed on national terms and conditions on the 2021 Speciality and Specialist contracts and the closed 2008 Associate Specialist contract in Wales.

Action:

1. The Specialty doctor 2008 TCS was closed to new entrants as of 1 April 2021. The Associate Specialist 2008 contract closed to new entrants on 1 April 2009 and the other SAS grades were closed to new entrants from 31 March 2008.
2. The new pay arrangements and pay codes contained herein will become effective from 1 January 2024, and will apply to staff on the terms and conditions of service for Specialty Doctors (Wales) 2021 and the terms and conditions of service for Specialists (Wales).
3. The new pay arrangements and pay codes contained herein will become effective from 1 January 2024 and will apply to existing staff on the closed 2008 Associate Specialist contract.

Enquiries

1. **Employees** must direct personal enquiries to their employer through their local payroll or workforce teams, Welsh Government cannot advise on individuals' personal circumstances.
2. **Employers** should direct enquiries to 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: Specialty doctors (2021 contract) basic pay

Specialty doctor pay scale:

Pay scale code	Scale Value (2023 – 2024)	Basic Salary (£)
MC75 – 01	1	56,346
MC75 – 02		56,346
MC75 – 03		56,346
MC75 – 04	2	64,915
MC75 – 05		64,915
MC75 – 06		64,915
MC75 – 07	3	72,366
MC75 – 08		72,366
MC75 – 09		72,366
MC75 – 10	4	80,099
MC75 – 11		80,099
MC75 – 12		80,099
MC75 – 13	5	90,000
MC75 – 14		90,000
MC75 – 15		90,000
MC75 – 16		90,000
MC75 – 17		90,000
MC75 – 18		90,000

Annex A: Specialists basic pay

Specialists pay scale

Pay scale code	Scale Value	Basic Salary
MC70 – 01	1	91,500
MC70 – 02		91,500
MC70 – 03		91,500
MC70 – 04	2	95,079
MC70 – 05		95,079
MC70 – 06		95,079
MC70 – 07	3	101,089

Annex A: Associate Specialist (2008 closed contract) basic pay

Associate Specialist pay scale:

Pay scale code	Scale Value (2023 – 2024)	Basic Salary (£)
MC41 – 01	Min	69,054
MC41 – 02	1	74,604
MC41 – 03	2	80,153
MC41 – 04	3	87,481
MC41 – 05	4	93,813
MC41 – 06	5	96,467
MC41 – 07		96,467
MC41 – 08	6	99,908
MC41 – 09		99,908
MC41 – 10	7	103,348

MC41 – 11		103,348
MC41 – 12	8	106,785
MC41 – 13		106,785
MC41 – 14		106,785
MC41 – 15	9	110,226
MC41 – 16		110,226
MC41 – 17		110,226
MC41 – 18	10	113,667