


UN2858 1 of 3 9 th MAR 2020	Electronic Staff Record Programme USER NOTICE	
Title	AfC Pay Award 2020 for Wales	
Purpose	To update all Welsh ESR Organisations on the implementation of the AfC Pay award	
Intended Audience	All Welsh ESR Organisations	

SUBJECT

Information regarding the Agenda for Change Pay Award 2020 for Welsh Trusts, as per the third year agreement of the NHS Wales Terms & Conditions Contract Refresh.


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 2020. This will be applied in Release 44.4 over the weekend commencing 20th March.

The following steps are required, and will be executed as part of the Pay Award deployment, in order to implement the 2020 Pay Award for Agenda for Change Staff:

1. New rates of pay from 1 April 2020 as per the attached Pay Award spreadsheet
2. New rates for Sleep In and On Call elements as per the attached spreadsheet from 1 April 2020
3. New enhanced multipliers as per the attached spreadsheet from 1 April 2020
4. Exception rates for enhanced multipliers for certain Grade Step points on Band 3 as detailed on the spreadsheet from 1 April 2020. These only apply to staff in post on the 31 March 2018
5. A one off consolidated pensionable cash payment will be made available to specific points on Bands 8a – 9, details are on the attached spreadsheet. This will be paid via the Consolidated Payment NHS element
6. The Band 2 payscale will be amended to remove an existing point and replace it with a new spine point, this is detailed in the additional assimilation and grade step change spreadsheet
7. Staff will be assimilated from the old spine point on Band 2 to the new spine point as per the spreadsheet mentioned in 6 above

ESR will also be updating the reporting spine point in all ESR reporting solutions - BI, Discoverer and the Data Warehouse.

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ACTION REQUIRED


In readiness for the assimilation process please ensure all staff are on the correct step point for the grade they are on. Any records that have a spine point that relates to a different grade will error when the assimilation is actioned and require manual intervention.

Users are advised that they must check that the changes made by the assimilation process are as expected. A review of payments for protections, maternity, adoption etc. will also be required to update for the new pay rates.

In line with NHS Pensions guidance on changes to rates of pay, pension contributions will need to be reviewed locally and amended where applicable. This will ensure that the correct banding is applied following the implementation of the Pay Award. The Pension Banding report in BI can assist with this process.

FURTHER INFORMATION

- The annual amount is to be pro-rated into equal monthly payments for the period 1st April 2020 to 31st March 2021
- If the payment is for a weekly or fortnightly employee, it will be pro-rated into equal payments applicable to the pay frequency
- The payment is for Bands 8a -9 with 3-4 and 4-5 years experience, the value paid is to top up their annual salary (see Table 10 (b) Annex 2 NHS Terms and Conditions)
- The payment will be pro-rated for part time employees
- It will be payable in full during sickness and reduced for half pay
- The payment will be included in maternity, adoption etc. payments as part of the average pay calculation
- The annual amount will pro-rate from the date moved to applicable points
- Payment will cease when moved to a point/grade not applicable to receive payment

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- It will be effective for anyone employed on applicable points on or after the 1 April 2020. The system will add the payment to all current staff in post on the relevant points on the 1st April, anyone moving to an applicable point on or after this date, due to an increment or any other reason, will need the element to be added manually
- Payment will be made up to the leaving date and will be reclaimable in the event of a late notification of termination
- Protection and Career Breaks will be for local determination
- For bank staff, payment of the consolidated lump sum will be dependent on whether the local bank contract dynamically links to Annex 2. Where payment is due, the element and cash value will need to be added manually

NEXT UPDATE

None