


UN2907 1 of 2 19 th MAY 2020	Electronic Staff Record Programme USER NOTICE	
Title	AfC Pay Award 2020 – Consolidated payments change	
Purpose	To update all ESR Organisations on a change to the Consolidated payments that formed part of the April 2020 AFC Pay Award	
Intended Audience	All ESR Organisations	

SUBJECT

Information regarding a change required to the Consolidated payments that formed part of the April 2020 AFC Pay Award.

DETAIL

Following discussions with NHS Employers a further change is required to the Consolidated payments (for Band 8 and Band 9) that were introduced with the April 2020 AFC Pay Award.

This has arisen because calculation of any enhancements are using basic pay only rather than basic pay plus the consolidated payment which is being made on an instalment basis. A joint decision has been agreed that the calculations should include basic pay plus the consolidated payments with all elements being shown separately on the payslip.

This is a major and invasive change to the way many enhancements that are linked to basic pay are calculated and will require significant development and testing for a solution to be delivered. A number of options have been discussed and we are now progressing the preferred solution.


Now the approach to address this issue has been agreed we can commence development. However, the scale of development, high degree of testing and requirement for downtime means that this change will not be deployed earlier than 27th June 2020 and in reality could be later, when the full impact is understood.

ACTION REQUIRED

It is intended that the solution will include retrospective calculation or arrears, therefore any organisation making manual adjustments should retain a record to take this into account once the solution is deployed.

FURTHER INFORMATION

Use of the Element Entries BI Dashboard and Web ADI can be used to assist with manual adjustments if required.

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NEXT UPDATE

A further update will be provided once a release date is confirmed.