


UN2947 1 of 3 22 Sept 2020	Electronic Staff Record Programme USER NOTICE	
Title	Shared Parental Pay	
Purpose	To promote the Shared Parental Pay functionality	
Intended Audience	ESR Payroll and HR Users	

SUBJECT

Shared Parental Pay functionality

DETAIL

In line with the AfC Contract Refresh an Occupational Shared Parental Scheme was introduced, details can be found in Section 15 of the NHS Terms & Conditions. In Release 46 at the end of June this year, new functionality to automate the calculation of Shared Parental Leave was introduced onto ESR.

A new national occupational scheme, NHS OSHP Scheme has been created along with a new OSHP form. When the details of the Shared Parental leave have been entered in the Shared Parental Pay form the OSHP form can be accessed. This will automatically calculate the entitlement and payments due:

Shared Parental Pay: 01-JUN-2020(MK OSHP A, Mr. Mark)

Scheme: NHS OSHP SCHEME

Continuous Service Date: 01-JAN-2018

Entitlement	Full	Half	Nil	Total
Available	28	126	168	322
Partner Days				
Days Taken	28	96	0	124
Days Remaining	0	30	168	198

OSHP Qualifying Date: 26-MAY-2019
OSHP Eligibility Date: 26-MAY-2019
Partner in NHS:
Notified of No Return:

Average Earnings


Date From	EEs Pensionable	EEs Non Pensionable	EEs Total	ERs Pensionable
14-AUG-2019	611.98	.00	611.98	623.77

Recalculate

OSHP Entries

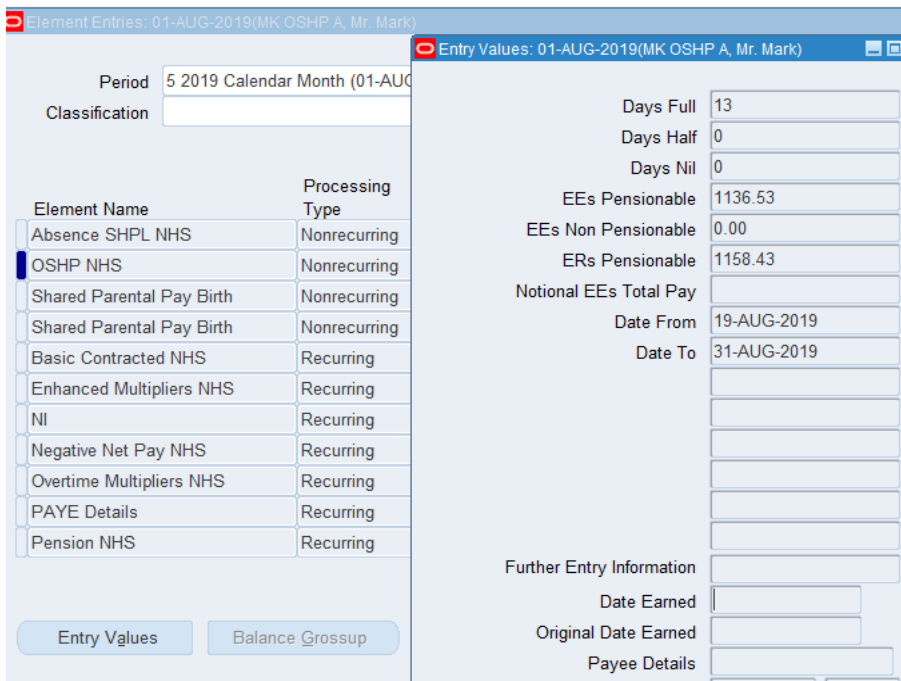
Processed	Pay Period	Element Name	Date From	Date To	Days			Pension Employ	
					Full	Half	Nil		
<input checked="" type="checkbox"/>	5 2019 Calendar Month	OSHP NHS	19-AUG-2019	31-AUG-2019	13	0	0	1,15	
<input checked="" type="checkbox"/>	6 2019 Calendar Month	OSHP NHS	01-SEP-2019	29-SEP-2019	15	14	0	2,58	
<input checked="" type="checkbox"/>	9 2019 Calendar Month	OSHP NHS	02-DEC-2019	31-DEC-2019	0	30	0	2,67	
					Totals	28	96	0	11,04

Others...

UN2947 2 of 3 22 Sept 2020	Electronic Staff Record Programme USER NOTICE	
Title	Shared Parental Pay	
Purpose	To promote the Shared Parental Pay functionality	
Intended Audience	ESR Payroll and HR Users	

The details can be checked in this screen and where required the available days overridden. There is an option to record where the partner also works for the NHS enabling the sharing of the leave and pay.

Once these details have been entered the system will automatically generate the elements to pay the Shared Parental pay for the periods required. There is no longer a requirement for users to manually add the SHPL NHS element to the assignment:



The screenshot shows the 'Element Entries' screen for the period '5 2019 Calendar Month (01-AUG-2019)'. The 'Entry Values' tab is active, displaying a table of elements and their corresponding values.


Element Name	Processing Type	Value
Absence SHPL NHS	Nonrecurring	
OSHP NHS	Nonrecurring	
Shared Parental Pay Birth	Nonrecurring	
Shared Parental Pay Birth	Nonrecurring	
Basic Contracted NHS	Recurring	
Enhanced Multipliers NHS	Recurring	
NI	Recurring	
Negative Net Pay NHS	Recurring	
Overtime Multipliers NHS	Recurring	
PAYE Details	Recurring	
Pension NHS	Recurring	

Summary values on the right side of the screen:

- Days Full: 13
- Days Half: 0
- Days Nil: 0
- EEs Pensionable: 1136.53
- EEs Non Pensionable: 0.00
- ERs Pensionable: 1158.43
- Notional EEs Total Pay: [Empty]
- Date From: 19-AUG-2019
- Date To: 31-AUG-2019

ACTION REQUIRED

Users are advised to use the new functionality for Shared Parental Leave and to not enter the SHPL NHS element on the assignment record as this will lead to inaccurate payments.

UN2947 3 of 3 22 Sept 2020	Electronic Staff Record Programme USER NOTICE	
Title	Shared Parental Pay	
Purpose	To promote the Shared Parental Pay functionality	
Intended Audience	ESR Payroll and HR Users	

FURTHER INFORMATION

Please refer to RN439A Guide to Enhancements and Changes Release 46.0.0.0 and 46.1.0.0 for more details on how to use the new functionality.

NEXT UPDATE

None