


UN3048 1 of 3 23 June 2021	Electronic Staff Record Programme USER NOTICE	
Title	AfC Overtime payments during Annual Leave update	
Purpose	To update all English ESR Organisations on the developments for AfC Overtime during Annual Leave payment	
Intended Audience	All English ESR Organisations	

SUBJECT

Update to the way payment during Annual Leave for AfC staff is managed.

DETAIL

The ESR team have been working with the Department of Health & Social Care, NHS Employers and NHS England and Improvement to ensure there is support to Organisations when implementing the agreements made for the Overtime during Annual leave negotiations, details are available within the Staff Council framework agreement which is available at the following link: ([Annual-leave-and-overtime---Agreed-Framework-signed-12-March-2021.pdf \(nhsemployers.org\)](#)).


The required changes are broken down in to three aspects:

1. Further to User Notice UN3032 a new element, **Ann Leave OT Corr Pay NR NP NHS**, was introduced in Release 49.2 over the weekend commencing the 30th April. This enables users to pay the cash lump sum settlement payment in respect of overtime pay that is due during annual leave, in line with the terms of the recent NHS Staff Council agreement. The value to be paid will need to be calculated locally and is a one off payment using a 'Period Cash Amount' input value.

It is important that **only** this element is used to make the settlement payment as it is required to be reported on at a national level. In line with the NHS Staff Council agreement, Users have until the end of September (i.e. September payroll) to ensure all settlement payments have been made to affected employees.

2. Updates to the existing AFC Average Pay NHS element will be made to include Overtime and Additional Hours elements for all English NHS Organisations. This update will not amend the way the average payment is calculated. In line with the Department of Health & Social Care agreement, this change will be effective from 1st July 2021 and will not be retrospective. Local determination will be required for payments due prior to this date.

The facility to add elements locally is already available to Organisations. Users are therefore advised to check where they have utilised this facility.

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It was anticipated that this change would be available for Release 50, however it is currently undergoing development and testing, and will be made available as soon as this has completed successfully. A further communication will advise users when it will be made available in the system.

3. A longer term discussion continues with the Department of Health & Social Care, NHS England and Improvement and NHS Employers to outline a more detailed revision to the way payments during periods of annual leave are made. From an ESR perspective it is anticipated this will include a review of the AFC Average Pay NHS element and a wider review of how eligibility and qualifying periods are utilised in determining payments due.

As discussions are ongoing and no final position has yet been agreed, further details about the progress and outcome of the review and expected date of delivery will be made available once known. Currently the expected implementation date being worked to by all parties in the discussions is at the earliest April 2022.


ACTION REQUIRED

Users will need to review any elements that they may have added locally to the AFC Average Pay NHS element and take the appropriate action to ensure there is no duplication in payment, once the new elements are added to the calculation.

FURTHER INFORMATION

The full list of national elements that will be included in the AFC Average Pay NHS element are:

Emergency Work NR NP PAY NHS
 Emergency Work NR PAY NHS
 Night Allowance PAY NHS
 Night Duty ENH PAY NHS
 On Call Manual Staff PAY NHS
 On Call PAY NHS

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Rest Day ENH PAY NHS
Saturday ENH PAY NHS
Standby PAY NHS
Sunday ENH PAY NHS
Travelling Time NR NP PAY NHS
Unsocial ENH PAY NHS
Work Done NP PAY NHS
Work Done PAY NHS
Additional Duties NR PAY NHS
Additional Duty NR NP PAY NHS
Additional Basic Pay NHS
Acting Up Adj OT PAY NHS
AfC Shift Payment OT PAY NHS
London Enh Addition OT PAY NHS
London Zone Ambulance OT PAY NHS
Med Stenography OT PAY NHS
Night Duty OT PAY NHS
Nurses Lead Pay OT PAY NHS
Paramedical Skills OT PAY NHS
Plain Time OT PAY NHS
Prescription Pricing OT PAY NHS
RSU Grp C or N OT PAY NHS
Rest Day OT PAY NHS
Saturday OT PAY NHS
Shift Allow OT PAY NHS
Special Allowance OT PAY NHS
Substitution Pay OT PAY NHS
Sunday OT PAY NHS
Unsocial OT PAY NHS
Weekday OT PAY NHS
Night Duty OT PAY NHS

Please note that there will not be any changes made to the WTD elements.

NEXT UPDATE

A further communication will be provided to advise when the update to the AFC Average Pay NHS element, detailed in the second aspect above, is to be applied to the system.