


UN3053 1 of 2 1 July 2021	Electronic Staff Record Programme <b>USER NOTICE</b>	
<b>Title</b>	AfC Overtime payments during Annual Leave further update	
<b>Purpose</b>	<b>To update all English ESR Organisations on the developments for AfC Overtime during Annual Leave payment</b>	
<b>Intended Audience</b>	<b>All English ESR Organisations</b>	

## SUBJECT

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

## DETAIL

Further to UN3048, the change to add overtime and additional hours elements to the AFC Average Pay NHS element calculations will be applied to ESR in Release 50.1.1.0 on Friday 2<sup>nd</sup> July 2021.

For this change the Department of Health and Social Care agreement requires the following to happen:

- Add overtime and additional hours elements to the AFC Average Pay NHS element only
- Make the change effective from 1<sup>st</sup> July 2021 and not backdate it
- The overtime and additional hours elements are not to be added to the WTD elements

The calculation for average pay will continue to work in the same way as it does for the existing elements, there is no requirement to meet eligibility or apply a percentage to this payment.


Please note ESR has not maintained the WTD elements since the introduction of the AFC Average Pay NHS element. In line with the above directive, we are unable to add the overtime and additional hours elements to the WTD elements, any requests for this to happen for AfC staff will be declined.

Discussions are continuing with the relevant bodies to determine a more detailed revision to the payments during periods of annual leave. Once the outcome of the discussions are known, any changes required will be communicated along with the expected date of delivery.

Currently the expected implementation date being worked to by all parties in the discussions is at the earliest April 2022.

---

NOT PROTECTIVELY MARKED

UN3053 2 of 2 1 July 2021	Electronic Staff Record Programme USER NOTICE	
<b>Title</b>	AfC Overtime payments during Annual Leave further update	
<b>Purpose</b>	To update all English ESR Organisations on the developments for AfC Overtime during Annual Leave payment	
<b>Intended Audience</b>	All English ESR Organisations	

### **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.

Local determination will be required for any payments prior to the implementation date of the 1<sup>st</sup> July 2021.

### **FURTHER INFORMATION**

Please refer to UN3048 for further details

### **NEXT UPDATE**

None