


UN3068 1 of 3 19 th AUG 2021	Electronic Staff Record Programme USER NOTICE	
Title	NHS AfC Pay Award 2021 - England	
Purpose	To update all English ESR Organisations on the implementation of the AfC Pay Award 2021	
Intended Audience	All English ESR Organisations	

SUBJECT

Pay Award NHS Agenda for Change – Pay Advisory Notice 02/2021

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 2021. This will be applied in Release 50.3 over the weekend commencing 27th August 2021.

The following steps are required, and will be executed as part of the Pay Award deployment, in order to implement the 2021 Pay Award for Agenda for Change Staff:

1. New rates of pay from 1st April 2021 as per the attached Pay Award spreadsheet
2. New minimum and maximum rates of HCAS from 1st April 2021 as detailed on the attached spreadsheet
3. New rates for the Band 8-9 Consolidated payments from 1st April 2021 as detailed on the attached spreadsheet

In the 2018 Contract Refresh, Section 14 (sickness absence) paragraph 4 of the NHS Terms and Conditions of Service Handbook set a basic salary threshold of £18,160, to enable any staff earning below this limit to be eligible for payment of unsocial hours during occupational sick leave. The 2021 Pay Award sets the lowest salary to £18,546, which will mean that eligibility will now be aligned for all AfC staff and the payment of unsocial hours during sickness will cease.

As the Pay Award is backdated to April, this may result in some employees having received more pay than they are actually due. An adjustment to pay will be made as part of the normal retro processing. Organisations should consider any steps they may need to take ahead of September pay to identify and inform affected employees.

Please note the temporary arrangements in place in respect of sickness absence for COVID-19 are not affected by this and employees will continue to be eligible to receive payment for unsocial hours where applicable.

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As per UN3063, there are 6 Pay Awards being introduced onto ESR in Release 50.3, all of which are backdated to the 1st April 2021. These Pay Awards impact a high proportion of the employees held on ESR, with circa 2.1 million records affected in terms of the initial assignment change and then 5 months and 22 weeks for retrospective payments to be updated. Therefore users should be aware that the processing time for any retro processes that are run and the processing time for the BI ETL will be impacted as a result.

We are advising Users to run retro processes to calculate the Pay Award arrears as soon as possible following the release. A separate User Notice will be issued to advise on the steps organisations will need to take to ensure that retro processing will be completed in time for normal payroll processing.

ACTION REQUIRED


Users will need to schedule retro pay to pay any arrears due in line with the guidance that will be provided.

A review of any payments for protections, maternity, adoption etc. should be undertaken to ensure they are updated for the new pay rates.

The central process for Pay Awards to trigger a pension banding reassessment will be run as part of this change. Users are advised to run the Pension Reassessment process in the next payroll run following the Pay Award implementation. A check of the associated output reports should be undertaken to ensure that any changes to bandings that have been applied are correct.

FURTHER INFORMATION

Users should note that, and plan for, the potential for significant impact to the overnight ETL processes both immediately after the application of the award (meaning the ETL will take several days to catch-up) and throughout the month of September whilst organisations are running retro pay (meaning that the clone of data may not take place until lunchtime on peak retro days). The impact to the ETL is still being modelled, particularly for the week commencing 30th August, and further details will be included in the final User Notice due to be issued around the 25th August.

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The implementation of the Pay Awards will impact on all areas of processing throughout September, organisations should bear this in mind and allow for extra run times when planning processing for pay in September. Interfaces such as the generic outbound interface may also be delayed.

In addition, where feasible we advise that online payslips are made available to employees as early as possible, please refer to UN3063 for further details.

NEXT UPDATE

None