


UN3071 1 of 3 19 th AUG 2021	Electronic Staff Record Programme USER NOTICE	
Title	Pay Award Hospital Medical and Dental Staff (England) – Pay and Conditions Circular (M&D) 3/2021	
Purpose	To update all ESR Organisations in England on the implementation of the NHS Medical & Dental Pay Award	
Intended Audience	All English ESR Organisations	

SUBJECT

Pay Award NHS Medical and Dental Staff – Pay and Conditions Circular (M&D) 3/2021

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 revised GP Educators pay rates effective from 1st April 2021 will also be introduced onto ESR as part of this release.


In line with the SAS Doctors Contract Refresh, Locum rates for the new SAS Doctors grades will be added as part of the release, these are effective from 1st April 2021:

<i>NHS MC71 Specialist Grade Locum</i>	Grade Step	1
	Spine Point	584
	Annual Rate	79,898.41

<i>NHS MC76 Specialty Doctor 2021 Locum</i>	Grade Step	1
	Spine Point	286
	Annual Rate	49,749.45

Details of the new rates can be found on the attached spreadsheet.

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

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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.

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.

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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 planned