


UN3291 1 of 3 19 th April 2023	Electronic Staff Record Programme USER NOTICE	
Title	NHS Wales revised AfC Pay Award 2022	
Purpose	To update all Welsh ESR Organisations on the implementation of the revised AfC Pay Award 2022	
Intended Audience	All Welsh ESR Organisations	

SUBJECT

Revised Pay Award NHS Agenda for Change – Pay and Conditions Circular AfC(W) 02/2023

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 2022. This will be applied in Release 57.2 over the weekend commencing 28th April 2023.

The following steps are required, and will be executed as part of the Pay Award deployment, in order to implement the revised 2022 Pay Award for Agenda for Change Staff:

1. Revised rates of pay from 1st April 2022 as per the attached Pay Award spreadsheet.
2. Revised rates for Sleep In and On Call elements as per the attached spreadsheet from 1st April 2022.
3. Revised rates for the Band 8-9 Consolidated payments from 1st April 2022 as detailed on the attached spreadsheet.

There are 3 Pay Awards being implemented in the release for Wales, AfC and M&D backdated to 1st April 2022, along with the SAS Doctors backdated to 1st April 2023. This will require a significant amount of retro processing. To enable May processing to complete in a timely manner, it is essential that the steps below are followed:


Week commencing 1st May:

- Complete weekly processing as normal – retro for the weekly must **not** be run.
- When the weekly processing is complete, the monthly retro can be set to run, alternatively it can wait until the following week, however weekly retro must not be run at this point.

Week commencing 8th May:

- Complete weekly processing as normal – retro for the weekly must **not** be run.

NOT PROTECTIVELY MARKED

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- If the monthly retro has not yet been run, this can be done as soon as the weekly processing completes. Weekly retro must not be run at this point.

Week commencing 15th May:

- Complete weekly processing as normal – retro for the weekly must **not** be run.
- When all the weekly processing has completed, the weekly retro should be run.

This will enable both weekly and monthly paid staff to be paid their arrears around the same time of the month.

ACTION REQUIRED

Follow the steps for May payroll processing as detailed above.

The central process for Pay Awards to trigger a pension banding reassessment will be run as part of this change. As the AfC and M&D Pay Awards are backdated to April 2022, due to the October 2022 and April 2023 rebanding processes, it is not possible for the Pension Rebanding process to go back to April 2022. The Rebanding process will be effective from the 1st May 2023. Any rebanding changes and arrears will be actioned in June with arrears date-tracked back to the 1st May 2023.


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

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 and throughout the month, which may mean the data refresh could be delayed.

The implementation of the Pay Awards will impact on all areas of processing throughout the month, organisations should bear this in mind and allow for extra run times when planning processing for pay. 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.

NEXT UPDATE

None