


UN3292 1 of 2 19 th April 2023	Electronic Staff Record Programme USER NOTICE	
Title	NHS Wales revised Pay Award Hospital Medical & Dental Staff 2022	
Purpose	To update all Welsh ESR Organisations on the implementation of the revised NHS Medical & Dental Pay Award 2022	
Intended Audience	All Welsh ESR Organisations	

SUBJECT

Revised Pay Award Welsh NHS Medical and Dental Staff – Pay and Conditions Circular M&D(W) 04/2023.

DETAIL

Users are advised that revised rates of Pay and Allowances as authorised by the above pay letter 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.

Details of the new rates can be found 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.
- 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.

NOT PROTECTIVELY MARKED

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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.

In addition, where feasible we advise that online payslips are made available to employees as early as possible.

NEXT UPDATE

None