


UN3293 1 of 3 19 th April 2023	Electronic Staff Record Programme USER NOTICE	
Title	Pay Award SAS Doctors (Wales) – Pay and Conditions Circular M&D(W) 01/2023	
Purpose	To update all ESR Organisations in Wales on the implementation of the SAS Doctors Pay Award	
Intended Audience	All Welsh ESR Organisations	

SUBJECT

Pay Award Welsh SAS Doctors – Pay and Conditions Circular M&D(W) 01/2023

DETAIL

Users are advised that revised rates of pay as authorised by the above pay letter will be introduced onto ESR in Release 57.2 with an effective date of 1st April 2023. This will be applied over the weekend commencing 28th April 2023.

Details of the new rates are as follows:

	Grade Step	1	2	3	4	5	6	7
	Spine Point	581	582	583	625	626	627	648
<i>CYM(MC70) Specialist Grade</i>	Annual Rate	82,722	82,722	82,722	88,305	88,305	88,305	93,887


	Grade Step	1	2	3	4	5	6	7	8	9	10
	Spine Point	235	236	301	355	356	391	441	442	443	481
	Annual Rate	51,765	51,765	51,765	59,637	59,637	59,637	66,482	66,482	66,482	73,587
	Grade Step	11	12	13	14	15	16	17	18		
	Spine Point	482	515	516	517	546	547	548	569		
<i>CYM(MC75) Specialty Doctor 2021</i>	Annual Rate	73,587	73,587	81,200	81,200	81,200	81,200	81,200	81,200		

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.

NOT PROTECTIVELY MARKED

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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.

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.

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.

Unlike the AfC and M&D April 2022 revised Pay Awards, this Pay Award is being applied in the current year and after the rebanding processes for October 2022 and April 2023. This will allow the Rebanding process to be effective from the 1st April 2023 as would be the normal process for a backdated Pay Award.

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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