


UN3300 1 of 3 4 th May 2023	Electronic Staff Record Programme USER NOTICE	
Title	NHS AfC Pay Award 2023 - England	
Purpose	To update all English ESR Organisations on the implementation of the AfC Pay Award 2023	
Intended Audience	All English ESR Organisations	

SUBJECT

England NHS Agenda for Change Pay Award 2023 and non-consolidated award for 2022/23.

DETAIL

Following the recent announcement of the NHS Agenda for Change Pay Award for 2023 and the additional non-consolidated award for 2022/23, Users are advised that the revised rates of Pay and Allowances are planned to be introduced onto ESR in Release 57.3 over the weekend commencing 26th May 2023.

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


1. New rates of pay from 1st April 2023 as per the attached Pay Award spreadsheet.
2. New minimum and maximum rates of HCAS from 1st April 2023 as detailed on the attached spreadsheet.
3. The Band 8-9 Consolidated payments will be ended at the 31st March 2023 as they will no longer apply. Any payments made during April and May for this will be reversed when the Pay Award is applied and adjusted in June pay.
4. Additional non-consolidated (non-pensionable) award for 2022/23 as detailed on the attached spreadsheet.

The non-consolidated award will be shown as 2 separate payments on the payslip:

- 2022 non-con payment
- NHS Backlog payment

These payments will be applied to all substantive staff who had an active (permanent/fixed term) assignment on the 31st March 2023. The amount to be paid will be determined by the band/grade step point that the assignment was on at that date. The payments will be pro-rated for part time staff based on their FTE on the 31st March 2023.

To ensure the appropriate payments can be made to terminated employees, the Final Process Date must be set to on or after 30th June 2023.

UN3300 2 of 3 4 th May 2023	Electronic Staff Record Programme USER NOTICE	
Title	NHS AfC Pay Award 2023 - England	
Purpose	To update all English ESR Organisations on the implementation of the AfC Pay Award 2023	
Intended Audience	All English ESR Organisations	

ACTION REQUIRED

The central process for Pay Awards to trigger a pension banding reassessment will be run as part of this change.


To enable the Pay Award and pension arrears to be paid in the same pay period, Payroll Departments are asked to undertake payroll processes in the following order:

1. Process an initial payroll run, once input for June has been entered but **before** any retro processing, which will pay the new pay rates.
2. Run the Pension Banding Assessment process as part of the initial payroll run. It is essential that this is run before any retro processing, otherwise pension arrears will not be triggered until the following month. A check of the associated output reports should be undertaken to ensure that any changes to bandings that have been applied are correct.
3. Rollback the payroll run.
4. Run the retro process.
5. Process the payroll run, from this point processing should continue in line with local requirements.

Please note that the retro process should not be run until all payments requiring arrears in June have been processed and should only be run once for the payroll period.

Consideration will need to be given to the processing time required in relation to the scheduled payroll dates, ensuring that a longer run time is taken into account and does not jeopardise payroll completion and BACS dates.

Users should ensure that any assignments that were active on the 31st March 2023 but have since terminated, have the Final Process Date set to on or after 30th June 2023. Assignments who were set to Terminate Process Assignment on the 31st March 2023, will not receive the payments.

UN3300 3 of 3 4 th May 2023	Electronic Staff Record Programme USER NOTICE	
Title	NHS AfC Pay Award 2023 - England	
Purpose	To update all English ESR Organisations on the implementation of the AfC Pay Award 2023	
Intended Audience	All English ESR Organisations	

Any active assignments that are not on a band/grade step point as detailed in the 2023/24 Pay Award spreadsheet, will not have the non-consolidated payments applied. Users will need to check any affected assignments and apply the payments manually where applicable.

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