

UN3305 1 of 3 18 th May 2023	Electronic Staff Record Programme USER NOTICE	
Title	Additional information for the NHS AfC Pay Award non-consolidated payments 2022/23 - England	
Purpose	To provide further information for all English ESR Organisations on the non-consolidated payments 2022/23	
Intended Audience	All English ESR Organisations	

SUBJECT

Additional information for the English NHS AfC Pay Award non-consolidated award payments for 2022/23.

DETAIL

Further to UN3300, the following information is provided to assist Users with the non-consolidated award payments for 2022/23. Further information regarding the details and eligibility can be found on NHS Employers website by clicking on the following link: [NHS pay deal in England - frequently asked questions](#)

The non-consolidated payments will be automatically paid to all substantive staff on the AfC Pay scales and Grade Steps as detailed in the accompanying spreadsheets to UN3300. The payments apply to employed staff in post on the 31st March 2023 and will only be pro-rated for part time employees based on their FTE, and for no other reason.

There are a few scenarios that will require manual intervention:

1. Where organisations deem staff are not entitled to payment of the non-consolidated lump sum (further information on eligibility can be found on NHS Employers website).
2. Employees who request the payments to be made in instalments.
3. Payments to Apprentices.
4. Local agreements to pay bank staff or those on a career break.

ACTION REQUIRED

Organisations will need to identify applicable assignments and take the following steps as required:

To prevent the payments from being applied, the elements will need to be deleted from the assignment with a date track date of the 1st June 2023 for monthly paid staff, for weekly paid staff this will be the first day of the next unpaid period following the release implementation.

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To make the payments in instalments, there are 2 options available:

Option 1

- As above delete the elements from the applicable assignments with a date track date of the 1st June 2023 for monthly paid staff, or for weekly paid staff this will be the first day of the next unpaid period following the release implementation.
- Create 2 local elements using the Locally Agreed non-pensionable recurring elements, one for the 2022 non-con payment and one for the NHS Backlog payment. These will need to be added to the assignments with the appropriate payment values, from the agreed start date with a date tracked change to end the element on the agreed end date.

Option 2

- Use the system generated Non Consol Payment NR NP NHS elements and override the amount for June. The elements will then need to be manually added every period with an override value until the agreed end date of the instalments is reached.

Apprentice staff are set up based on local requirements, as such it is not possible for ESR to determine where the non-consolidated payments should be reduced to 75%. Organisations will need to identify affected employees and manually override the values held on the Non Consol Payment NR NP NHS elements in line with percentage of pay the employee receives.

Where the non-consolidated payments have not been made automatically, but there is a local need for them to be paid, the Non Consol Payment NR NP NHS elements can be added manually to the applicable assignments.

FURTHER INFORMATION

None

NEXT UPDATE

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