


UN3316 1 of 2 28 th June 2023	Electronic Staff Record Programme USER NOTICE	
Title	Change to the sickness entitlement for absence due to injury at work	
Purpose	To update all ESR Organisations on the change to sickness entitlement for absences incurred due to an injury at work	
Intended Audience	All ESR Organisations	

SUBJECT

Change in the calculation of sickness entitlement for absences incurred due to an injury at work.

DETAIL

Following discussions with the NHS Staff Council, the calculation of sickness entitlement in ESR is changing when an absence is recorded as being incurred due to an injury at work. Further details can be found on NHS Employers website by clicking on the following link: [Staff Council work related sickness statement](#)

With effect from 1st July 2023, all new sickness absences relating to an injury at work will now take into consideration any non work-related sickness taken in the previous 12 months. The system will look back from the first day of absence and reduce the entitlement accordingly.

This change applies to new periods of absence on or after the 1st July 2023, any ongoing or previous sickness relating to an injury at work will not be affected.

The change will be applied in Release 57.4 over the weekend commencing 30th June 2023.


ACTION REQUIRED

There is no change to the way injury at work absence is recorded in the system and users should continue to manage these types of absences in line with current practices.

Users should ensure that employees are aware of the change in calculation of entitlement should an absence be incurred due to an injury at work.

FURTHER INFORMATION

NOT PROTECTIVELY MARKED

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None

NEXT UPDATE

None