


UN3537 1 of 2 17 th December 2024	Electronic Staff Record Programme USER NOTICE	
Title	NHS English Consultant 2003 Contract - Pay Progression	
Purpose	To provide advance notice to all English ESR Organisations on the planned implementation of Pay Progression for Consultants	
Intended Audience	All English ESR Organisations	

SUBJECT

Pay Progression for English Consultants on the 2003 Contract.

DETAIL

In line with the updates to the Consultant 2003 Contract published on NHS Employers website, Pay Progression will apply from the 1st April 2025. Full details can be found by clicking on the following link: [Updates to the consultant 2003 contract - pay progression | NHS Employers](#)

We are currently developing ESR to enable pay progression rules to be applied from the 1st April 2025 for Consultant staff. Subject to successful development and testing, this is planned to be delivered in Release 64 at the end of March 2025.

The process will work in a similar way to the current functionality for AfC staff and SAS doctors. A successful pay progression will need to be recorded in ESR to enable the employee to progress to the next pay affecting pay point.


As the functionality will not be available to use until after the release has been implemented, there will not be any notifications sent out to advise of upcoming pay progression due in April 2025 for Consultants. To enable the employee to progress, organisations will need to identify staff who require a pay review meeting and manually record the outcome once the functionality becomes available, to ensure that pay is uplifted in April salaries.

Following the release implementation, notifications for pay progression from May 2025 will be produced.

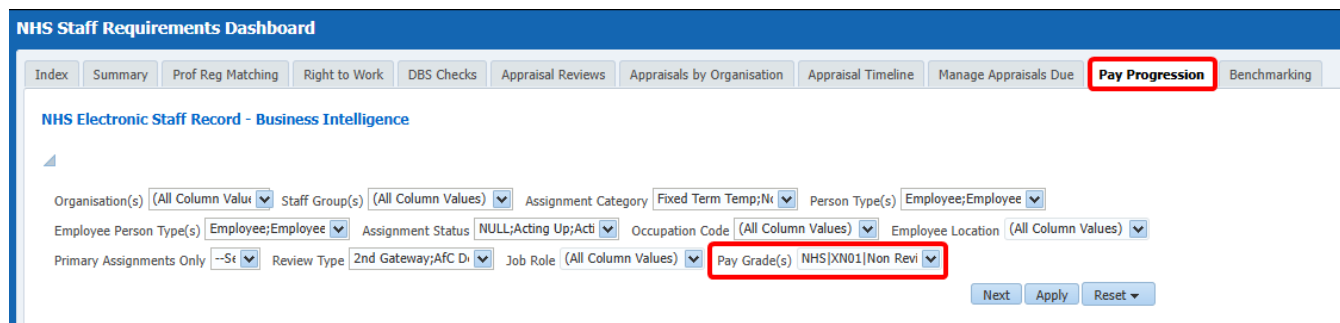
ACTION REQUIRED

Organisations need to prepare for the implementation, by identifying staff that will be due to have a pay review meeting ahead of the 1st April 2025. Managers/HR Teams will need to manually record the outcome in ESR once the functionality has been implemented.

NOT PROTECTIVELY MARKED

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Organisations can use the NHS Staff Requirements Dashboard>Pay Progression page within ESR Business Intelligence to help identify the consultant records where action may be required. The Pay Grade prompt values within the upper dashboard prompt may need to be changed to include consultant pay grades, by default only Agenda for Change pay grades are included within the prompt.



The screenshot shows the NHS Staff Requirements Dashboard with the 'Pay Progression' tab selected. Below the navigation tabs, there is a section for 'NHS Electronic Staff Record - Business Intelligence'. This section contains several filter dropdown menus: Organisation(s), Staff Group(s), Assignment Category (set to 'Fixed Term Temp;Nt'), Person Type(s) (set to 'Employee;Employee'), Employee Person Type(s) (set to 'Employee;Employee'), Assignment Status (set to 'NULL;Acting Up;Acti'), Occupation Code, Employee Location, Primary Assignments Only (set to '--St'), Review Type (set to '2nd Gateway;AFC D'), Job Role, and Pay Grade(s) (set to 'NHS|XN01|Non Revi'). The 'Pay Grade(s)' dropdown is highlighted with a red box. At the bottom right of the filter section are 'Next', 'Apply', and 'Reset' buttons.

FURTHER INFORMATION

Full details of how the process will work and the notifications that will be produced will be provided in the Release 64 user communications.

NEXT UPDATE

None