


UN3579 1 of 1 20 th March 2025	Electronic Staff Record Programme USER NOTICE	
Title	Interim uplift to AfC pay England in line with the National Living Wage Increase from April 2025	
Purpose	To update all English ESR Organisations on the interim change to AfC pay rates for the National Living Wage from April 2025	
Intended Audience	All English ESR Organisations	

SUBJECT

Information regarding the interim uplift in pay rates to AfC staff in England for the National Living Wage from April 2025.

DETAIL

In April 2025, the National Living Wage increases to £12.21 per hour, this rate is higher than the Band 1, Band 2 and minimum of Band 3 salaries. Guidance has been issued on NHS Employers website as to how this is to be addressed until the 2025/26 Pay Award has been agreed. Full details can be found by clicking on the following link: [National Living Wage update | NHS Employers](#)

In line with the guidance, the affected points are to be uplifted in ESR with effect from 1st April 2025. This will be applied in Release 64 over the weekend commencing 28th March 2025.

Details of the changes being made are on the attached spreadsheet.

ACTION REQUIRED

Users are advised to review and update payments for protections, maternity, adoption etc. for the revised pay rates.

FURTHER INFORMATION

None

NEXT UPDATE

None