


UN3696 1 of 1 8 th December 2025	Electronic Staff Record Programme USER NOTICE	
Title	Updates to Competences Inbound Interface	
Purpose	To provide ESR Leads with information on updates to the Competences Inbound Interface	
Intended Audience	All ESR Leads in NHS England	

SUBJECT

This User Notice is to provide ESR Leads with information on the Competences Inbound Interface that will be updated to support the NHS England StatMand Staff Movement Memorandum of Understanding.

DETAIL

For employing organisations that do not use or intend to use ESR for Learning Management, a Competences Inbound Interface is available to operate between ESR and Third Party Learning Management Systems (LMS).

Following the release of the NHS England Stat/Mand Movement Memorandum of Understanding (MOU) to organisations, additional validation has been added to the interface.

The interface will be updated to allow only competences that have the same or a longer validity period than that defined in the MOU. The full list of allowed competences is attached to this User Notice.

These changes will be made on the 12th December.

ACTION REQUIRED

ESR leads are requested to cascade this information to the HR, Learning and Workforce contacts as appropriate.

Organisations will need to work with their Third Party LMS provider to ensure that only valid competences are included in the files for upload into ESR

FURTHER INFORMATION

No further information.

NEXT UPDATE

No further update is required.