


UN3727 1 of 2 16 th March 2026	Electronic Staff Record Programme USER NOTICE	
Title	NHS AfC Pay Award 2026 - England	
Purpose	To update all English ESR Organisations on the implementation of the AfC Pay Award 2026	
Intended Audience	All English ESR Organisations	

SUBJECT

NHS Agenda for Change Pay Award 2026 – England.

DETAIL

Users are advised that revised rates of Pay and Allowances as published on NHS Employers website, which can be accessed by clicking on the following link: [NHS PRB pay award announcement 2026 | NHS Employers](#) will be introduced onto ESR with an effective date of 1st April 2026. This will be applied in Release 68 over the weekend commencing 27th March 2026.

The following steps are required, and will be executed as part of the Pay Award deployment, in order to implement the Pay Award for Agenda for Change Staff:

1. New rates of pay from 1st April 2026 as per the attached Pay Award spreadsheet.
2. New minimum and maximum rates of HCAS from 1st April 2026 as detailed on the attached spreadsheet.

The NHS Pension contribution tiers will also be uplifted from the 1st April 2026. Details will be provided in the R68 Guide to Enhancements.

ACTION REQUIRED

The central process for Pay Awards to trigger a pension banding reassessment will be run as part of this change.

AfC Pay Awards for both England and Wales are being applied from the 1st April 2026, consideration will need to be given to the processing time required in relation to the scheduled payroll dates, ensuring that a longer run time is taken into account and does not jeopardise payroll completion and BACS dates.

A review of any payments for protections, maternity, adoption etc. should be undertaken to ensure they are updated for the new pay rates.

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FURTHER INFORMATION

Users should note that, and plan for, the potential for significant impact to the overnight ETL processes both immediately after the application of the award and throughout the month, which may mean the data refresh could be delayed.

The implementation of the Pay Awards will impact on all areas of processing throughout the month, organisations should bear this in mind and allow for extra run times when planning processing for pay. Interfaces such as the Generic Outbound interface may also be delayed.

In addition, where feasible we advise that online payslips are made available to employees as early as possible.

NEXT UPDATE

None