



ELECTRONIC STAFF RECORD

RN585 Guide to Enhancements and Changes Release 63.3.0.0

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1 **Introduction**

The purpose of this document is to provide details of the enhancements to the ESR system in Release 63.3.0.0. The details are grouped in functionality order.

The changes to functionality outlined in this Release Notice are subject to successful testing. As is normal practice, any amendments to the content of the Release will be communicated in a revised Guide to Enhancement Notice.

NOTE: All Employee data used in this publication is fictional. Any similarity with the names used in this publication with the names of actual persons is purely coincidental and not intentional.

2 **Pregnancy Loss Absence Reason**

A new Absence Reason of 'Pregnancy Loss' is now available to Users for the following Absence Types:

- Special Decreasing Balance
- Special Increasing Balance

The implementation of this new value supports the launch of the national Pregnancy and Baby Loss policy and will allow individuals to accurately reflect the reason for their absence in these circumstances. Additionally, the recording of this more granular information will enable local and national monitoring to help evidence the effectiveness and impact of the policy.

Further information on the national Pregnancy and Baby Loss policy can be found here:

<https://www.england.nhs.uk/future-of-human-resources-and-organisational-development/nhs-people-policy-frameworks/>

3 New National Subjective Codes

The following values have been added to the Subjective Code list of values effective from 01-Jan-1951:

- NHS6372 Patient Safety Partners
- NHS6365 Nursery Nurse - Band 2
- NHS6366 Nursery Nurse - Band 3
- NHS6367 Nursery Nurse - Band 4
- NHS6368 Nursery Nurse - Band 5
- NHS6369 Nursery Nurse - Band 6
- NHS6371 Bank - Nursery Nurse
- NHS6373 Bank AHP Band 7
- NHS6374 Bank AHP Band 8a
- NHS6375 Bank AHP Band 8b
- NHS6376 Bank AHP Band 8c
- NHS6377 Bank Other PTB Band 2
- NHS6378 Bank Other PTB Band 3
- NHS6379 Bank Other PTB Band 4
- NHS6381 Bank Other PTB Band 5
- NHS6382 Bank Other PTB Band 6
- NHS6383 Bank Other PTB Band 7
- NHS6384 Bank Other PTB Band 8a
- NHS6385 Bank Other PTB Band 8b
- NHS6386 Bank Other PTB Band 8c
- NHS6387 Phlebotomist Bank Band 2
- NHS6388 Phlebotomist Bank Band 3
- NHS6389 Phlebotomist Bank Band 4

4 New Non-Pensionable Elements for Locally Agreed Grp 3

A new suite of elements has been created which replicate the Locally Agreed Grp 3 elements but are all non-pensionable.

The elements are as follows and are based on the existing Locally Agreed Grp 3 elements:

- Locally Agreed Grp 3 NP NHS
- Locally Agreed Grp 3 NR NP NHS
- Locally Agreed Grp 3 NP CALC NHS
- Locally Agreed Grp 3 NP PAY NHS
- Locally Agreed Grp 3 NP PAY NHS ARS

These have all been added with an effective date of 1-Mar-2025.