



ELECTRONIC STAFF RECORD

RN611 Guide to Enhancements and Changes Release 67.3.0.0

Information classification: PUBLIC

Revision Date: FEBRUARY 2026

Contents

1 Introduction 3

ESR

2 Amendments to the Apprenticeship Assignment EIT 4

3 New National Subjective Codes 6

PENSIONS

4 Update ER Rate for LGPS Bedfordshire 14

5 Update ER Rate for LGPS Luton 15

1 Introduction

The purpose of this document is to provide details of the enhancements to the ESR system in Release 67.3.0.0. 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 Amendments to the Apprenticeship Assignment EIT

The following 7 updates have been made to the lookup used for Apprenticeship Details - Assignment EIT 'Framework / Standard':

Current Value	New Value
Textile Care Operative	Commercial Laundry Operative
Aerospace Software Development Engineer (Degree)	High Integrity Software Engineer
Mineral Processing Mobile and Static Plant Operator	Material Processing Plant Operator
Passenger Transport Onboard & Station Team Member	Passenger Transport Operative
Workplace Pensions (Administrator or Consultant)	Pensions Administrator
Broadcast Production Assistant	Production Assistant - Screen and Audio
Workboat Crewmember	Small Commercial Vessel Crewmember

The following 45 new values have been added to the lookup used for Apprenticeship Details - Assignment EIT 'Framework / Standard':

New Values
Advanced Digital Forensic Professional
Advanced Paralegal
Advanced Robotics Engineer
Aerospace Engineering Technician
Aircraft Maintenance Technician
Artificial Intelligence (AI) And Automation Practitioner
Barrister
Bulk Storage Terminal Technician
Cold Forming Setter Technician
Collections Technician
Construction Equipment Maintenance Technician
Costs Lawyer
Dental Hygienist
Detection And Protection Working Dog Specialist
Drainage Network Operative

Early Years Teacher (EYTS)
Engineering Maintenance Technician - Dual Discipline
Engineering Maintenance Technician - Single Discipline
Family And Systemic Psychotherapist
Floorlayer Wood Based
Food And Beverage Team Member
Forestry Works Manager
Furniture Finisher
Heat Network Maintenance Technician
Hospitality Accommodation Team Member
Insulation Installation Operative
Machine Learning Engineer
Maritime Pipeworker
Mattress Manufacturing Operative
Multi-Channel Marketer
Orthoptist
Paraplanner And Financial Planner
Professional Taxation Technician
Protective Security Adviser
Senior Florist
Ship's Master – Less Than 500 Gross Tonnage Near Coastal
Spatial Data Specialist
Specialist Teaching Assistant
Steeplejack
Teacher – Undergraduate
Thatcher
Water Industry Asset Maintenance Technician
Wood Machinist
Health And Social Care Foundation Apprenticeship
Craft Technician

All of the above changes will be reflected in BI Reporting and in the Data Warehouse.

3 New National Subjective Codes

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

- NHS6709 Trainee Advanced Practitioner band 5
- NHS6602 Nurse Degree Apprentice Band 5
- NHS6594 Cognitive Behavioural Therapist Band 8A
- NHS6603 Cognitive Behavioural Therapist Band 8B
- NHS511111080 Salary - ESM4
- NHS511111180 Salary - CS Senior civil service
- NHS511112110 Salary - B1 Administrative and clerical Support to CS
- NHS511112120 Salary - B2 Administrative and clerical Support to CS
- NHS511112130 Salary - B3 Administrative and clerical Support to CS
- NHS511112140 Salary - B4 Administrative and clerical Support to CS
- NHS511112150 Salary - B5 Administrative and clerical Support to CS
- NHS511112210 Salary - B1 HCA Estates
- NHS511112220 Salary - B2 HCA Estates
- NHS511112230 Salary - B3 HCA Estates
- NHS511112240 Salary - B4 HCA Estates
- NHS511112310 Salary - B1 Maintenance
- NHS511112330 Salary - B3 Maintenance
- NHS511112340 Salary - B4 Maintenance
- NHS511112350 Salary - B5 Maintenance
- NHS511112360 Salary - B6 Maintenance
- NHS511112370 Salary - B7 Maintenance
- NHS511112381 Salary - B8a Maintenance
- NHS511112382 Salary - B8b Maintenance
- NHS511112383 Salary - B8c Maintenance
- NHS511112384 Salary - B8d Maintenance
- NHS511112390 Salary - B9 Maintenance
- NHS511112410 Salary - B1 Maintenance Support to clinical staff
- NHS511112420 Salary - B2 Maintenance Support to clinical staff
- NHS511112430 Salary - B3 Maintenance Support to clinical staff
- NHS511112440 Salary - B4 Maintenance Support to clinical staff
- NHS511112450 Salary - B5 Maintenance Support to clinical staff
- NHS511112510 Salary - B1 Support worker estates
- NHS511112520 Salary - B2 Support worker estates
- NHS511112530 Salary - B3 Support worker estates
- NHS511112540 Salary - B4 Support worker estates
- NHS511112610 Salary - B1 Ambulance
- NHS511112620 Salary - B2 Ambulance
- NHS511112630 Salary - B3 Ambulance
- NHS511112640 Salary - B4 Ambulance
- NHS511112650 Salary - B5 Ambulance
- NHS511112670 Salary - B7 Ambulance
- NHS511112681 Salary - B8a Ambulance

-
- NHS511112682 Salary - B8b Ambulance
 - NHS511112683 Salary - B8c Ambulance
 - NHS511112684 Salary - B8d Ambulance
 - NHS511112690 Salary - B9 Ambulance
 - NHS511112691 Salary - Trust scale Ambulance qualified
 - NHS511112710 Salary - B1 Control centre
 - NHS511112720 Salary - B2 Control centre
 - NHS511112730 Salary - B3 Control centre
 - NHS511112740 Salary - B4 Control centre
 - NHS511112750 Salary - B5 Control centre
 - NHS511112760 Salary - B6 Control centre
 - NHS511112770 Salary - B7 Control centre
 - NHS511112781 Salary - B8a Control centre
 - NHS511112782 Salary - B8b Control centre
 - NHS511112783 Salary - B8c Control centre
 - NHS511112784 Salary - B8d Control centre
 - NHS511112790 Salary - B9 Control centre
 - NHS511112810 Salary - B1 Patient transport
 - NHS511112820 Salary - B2 Patient transport
 - NHS511112830 Salary - B3 Patient transport
 - NHS511112840 Salary - B4 Patient transport
 - NHS511112850 Salary - B5 Patient transport
 - NHS511112860 Salary - B6 Patient transport
 - NHS511112870 Salary - B7 Patient transport
 - NHS511112881 Salary - B8a Patient transport
 - NHS511112882 Salary - B8b Patient transport
 - NHS511112883 Salary - B8c Patient transport
 - NHS511112884 Salary - B8d Patient transport
 - NHS511112890 Salary - B9 Patient transport
 - NHS511113091 Salary - Trust scale Qualified nurse
 - NHS511113150 Salary - B5 Nurse consultant
 - NHS511113160 Salary - B6 Nurse consultant
 - NHS511113170 Salary - B7 Nurse consultant
 - NHS511113181 Salary - B8a Nurse consultant
 - NHS511113182 Salary - B8b Nurse consultant
 - NHS511113183 Salary - B8c Nurse consultant
 - NHS511113184 Salary - B8d Nurse consultant
 - NHS511113190 Salary - B9 Nurse consultant
 - NHS511113250 Salary - B5 Nurse manager
 - NHS511113260 Salary - B6 Nurse manager
 - NHS511113270 Salary - B7 Nurse manager
 - NHS511113281 Salary - B8a Nurse manager
 - NHS511113282 Salary - B8b Nurse manager
 - NHS511113283 Salary - B8c Nurse manager
 - NHS511113284 Salary - B8d Nurse manager
 - NHS511113290 Salary - B9 Nurse manager

-
- NHS511113350 Salary - B5 Nurse specialists
 - NHS511113360 Salary - B6 Nurse specialists
 - NHS511113370 Salary - B7 Nurse specialists
 - NHS511113381 Salary - B8a Nurse specialists
 - NHS511113382 Salary - B8b Nurse specialists
 - NHS511113383 Salary - B8c Nurse specialists
 - NHS511113384 Salary - B8d Nurse specialists
 - NHS511113390 Salary - B9 Nurse specialists
 - NHS511113450 Salary - B5 Midwives
 - NHS511113460 Salary - B6 Midwives
 - NHS511113470 Salary - B7 Midwives
 - NHS511113481 Salary - B8a Midwives
 - NHS511113482 Salary - B8b Midwives
 - NHS511113483 Salary - B8c Midwives
 - NHS511113484 Salary - B8d Midwives
 - NHS511113490 Salary - B9 Midwives
 - NHS511113610 Salary - B1 HCA Support to Nursing
 - NHS511113691 Salary - Trust scale Support to nursing staff
 - NHS511113710 Salary - B1 Support worker nursing
 - NHS511113720 Salary - B2 Support worker nursing
 - NHS511113730 Salary - B3 Support worker nursing
 - NHS511113740 Salary - B4 Support worker nursing
 - NHS511114010 Salary - B1 Clinical scientists
 - NHS511114020 Salary - B2 Clinical scientists
 - NHS511114030 Salary - B3 Clinical scientists
 - NHS511114081 Salary - B8a Clinical scientists
 - NHS511114082 Salary - B8b Clinical scientists
 - NHS511114083 Salary - B8c Clinical scientists
 - NHS511114084 Salary - B8d Clinical scientists
 - NHS511114090 Salary -B9 Clinical scientists
 - NHS511114091 Salary - Trust scale Qualified HCS
 - NHS511114110 Salary - B1 Dental
 - NHS511114120 Salary - B2 Dental
 - NHS511114130 Salary - B3 Dental
 - NHS511114140 Salary - B4 Dental
 - NHS511114150 Salary - B5 Dental
 - NHS511114160 Salary - B6 Dental
 - NHS511114170 Salary - B7 Dental
 - NHS511114181 Salary - B8a Dental
 - NHS511114182 Salary - B8b Dental
 - NHS511114183 Salary - B8c Dental
 - NHS511114184 Salary - B8d Dental
 - NHS511114190 Salary - B9 Dental
 - NHS511114210 Salary - B1 Other ST and T staff
 - NHS511114220 Salary - B2 Other ST and T staff
 - NHS511114230 Salary - B3 Other ST and T staff

-
- NHS511114250 Salary - B5 Other ST and T staff
 - NHS511114260 Salary - B6 Other ST and T staff
 - NHS511114270 Salary - B7 Other ST and T staff
 - NHS511114281 Salary - B8a Other ST and T staff
 - NHS511114282 Salary - B8b Other ST and T staff
 - NHS511114283 Salary - B8c Other ST and T staff
 - NHS511114284 Salary - B8d Other ST and T staff
 - NHS511114290 Salary - B9 Other ST and T staff
 - NHS511114291 Salary - Trust scale Qualified other ST and T
 - NHS511114410 Salary - B1 Psychology
 - NHS511114420 Salary - B2 Psychology
 - NHS511114430 Salary - B3 Psychology
 - NHS511114481 Salary - B8a Psychology
 - NHS511114482 Salary - B8b Psychology
 - NHS511114483 Salary - B8c Psychology
 - NHS511114484 Salary - B8d Psychology
 - NHS511114490 Salary - B9 Psychology
 - NHS511114510 Salary - B1 Social worker
 - NHS511114520 Salary - B2 Social worker
 - NHS511114581 Salary - B8a Social worker
 - NHS511114582 Salary - B8b Social worker
 - NHS511114583 Salary - B8c Social worker
 - NHS511114584 Salary - B8d Social worker
 - NHS511114590 Salary - B9 Social worker
 - NHS511114610 Salary - B1 Support worker Other clinical staff
 - NHS511114620 Salary - B2 Support worker Other clinical staff
 - NHS511114630 Salary - B3 Support worker Other clinical staff
 - NHS511114640 Salary - B4 Support worker Other clinical staff
 - NHS511114710 Salary - B1 HCA Support to other clinical staff
 - NHS511114720 Salary - B2 HCA Support to other clinical staff
 - NHS511114730 Salary - B3 HCA Support to other clinical staff
 - NHS511114740 Salary - B4 HCA Support to other clinical staff
 - NHS511114791 Salary -Trust scale Support to other clinical staff
 - NHS511114910 Salary - B1 AHP Other
 - NHS511114920 Salary - B2 AHP Other
 - NHS511114930 Salary - B3 AHP Other
 - NHS511114940 Salary - B4 AHP Other
 - NHS511114950 Salary - B5 AHP Other
 - NHS511114960 Salary - B6 AHP Other
 - NHS511114970 Salary - B7 AHP Other
 - NHS511114981 Salary - B8a AHP Other
 - NHS511114982 Salary - B8b AHP Other
 - NHS511114983 Salary - B8c AHP Other
 - NHS511114984 Salary - B8d AHP Other
 - NHS511114990 Salary - B9 AHP Other
 - NHS511114991 Salary - Trust scale Qualified AHP

-
- NHS511115010 Salary - B1 Occupational therapy
 - NHS511115020 Salary - B2 Occupational therapy
 - NHS511115030 Salary - B3 Occupational therapy
 - NHS511115040 Salary - B4 Occupational therapy
 - NHS511115082 Salary - B8b Occupational therapy
 - NHS511115083 Salary - B8c Occupational therapy
 - NHS511115084 Salary - B8d Occupational therapy
 - NHS511115090 Salary - B9 Occupational therapy
 - NHS511115110 Salary - B1 Operating theatres
 - NHS511115120 Salary - B2 Operating theatres
 - NHS511115130 Salary - B3 Operating theatres
 - NHS511115140 Salary - B4 Operating theatres
 - NHS511115150 Salary - B5 Operating theatres
 - NHS511115160 Salary - B6 Operating theatres
 - NHS511115170 Salary - B7 Operating theatres
 - NHS511115181 Salary - B8a Operating theatres
 - NHS511115182 Salary - B8b Operating theatres
 - NHS511115183 Salary - B8c Operating theatres
 - NHS511115184 Salary - B8d Operating theatres
 - NHS511115190 Salary - B9 Operating theatres
 - NHS511115210 Salary - B1 Orthoptist
 - NHS511115220 Salary - B2 Orthoptist
 - NHS511115230 Salary - B3 Orthoptist
 - NHS511115240 Salary - B4 Orthoptist
 - NHS511115250 Salary - B5 Orthoptist
 - NHS511115260 Salary - B6 Orthoptist
 - NHS511115270 Salary - B7 Orthoptist
 - NHS511115281 Salary - B8a Orthoptist
 - NHS511115282 Salary - B8b Orthoptist
 - NHS511115283 Salary - B8c Orthoptist
 - NHS511115284 Salary - B8d Orthoptist
 - NHS511115290 Salary - B9 Orthoptist
 - NHS511115310 Salary - B1 Physiotherapy
 - NHS511115320 Salary - B2 Physiotherapy
 - NHS511115410 Salary - B1 Podiatrist
 - NHS511115420 Salary - B2 Podiatrist
 - NHS511115430 Salary - B3 Podiatrist
 - NHS511115440 Salary - B4 Podiatrist
 - NHS511115482 Salary - B8b Podiatrist
 - NHS511115483 Salary - B8c Podiatrist
 - NHS511115484 Salary - B8d Podiatrist
 - NHS511115490 Salary - B9 Podiatrist
 - NHS511115510 Salary - B1 Radiology
 - NHS511115520 Salary - B2 Radiology
 - NHS511115530 Salary - B3 Radiology
 - NHS511115540 Salary - B4 Radiology

-
- NHS511115550 Salary - B5 Radiology
 - NHS511115560 Salary - B6 Radiology
 - NHS511115570 Salary - B7 Radiology
 - NHS511115581 Salary - B8a Radiology
 - NHS511115582 Salary - B8b Radiology
 - NHS511115584 Salary - B8d Radiology
 - NHS511115590 Salary - B9 Radiology
 - NHS511115610 Salary - B1 Speech therapy
 - NHS511115620 Salary - B2 Speech therapy
 - NHS511115630 Salary - B3 Speech therapy
 - NHS511115683 Salary - B8c Speech therapy
 - NHS511115684 Salary - B8d Speech therapy
 - NHS511115690 Salary - B9 Speech therapy
 - NHS511115710 Salary - B1 Support worker AHPs
 - NHS511115720 Salary - B2 Support worker AHPs
 - NHS511115730 Salary - B3 Support worker AHPs
 - NHS511115740 Salary - B4 Support worker AHPs
 - NHS511115810 Salary - B1 Dietician
 - NHS511115820 Salary - B2 Dietician
 - NHS511115840 Salary - B4 Dietician
 - NHS511115881 Salary - B8a Dietician
 - NHS511115882 Salary - B8b Dietician
 - NHS511115883 Salary - B8c Dietician
 - NHS511115884 Salary - B8d Dietician
 - NHS511115890 Salary - B9 Dietician
 - NHS511115910 Salary - B1 HCA Support to AHPs
 - NHS511115920 Salary - B2 HCA Support to AHPs
 - NHS511115930 Salary - B3 HCA Support to AHPs
 - NHS511115940 Salary - B4 HCA Support to AHPs
 - NHS511115991 Salary - Trust scale Support to AHP
 - NHS511116020 Salary - Locum consultant
 - NHS511116030 Salary - Consultant university recharge
 - NHS511116040 Salary - Consultant other organisation recharges
 - NHS511116070 Salary - Locum dental consultant
 - NHS511116110 Salary - Specialty doctors
 - NHS511116120 Salary - Locum specialty doctors
 - NHS511116130 Salary - Clinical assistant
 - NHS511116150 Salary - Medical and dental Senior lecturer
 - NHS511116170 Salary - Locum general practitioner
 - NHS511116210 Salary - Dental associate specialist (Closed)
 - NHS511116220 Salary - Dental staff grade (Closed)
 - NHS511116230 Salary - Dental clinical assist
 - NHS511116240 Salary - Senior dental officer
 - NHS511116250 Salary - Dental officer
 - NHS511116260 Salary - Dental practitioners
 - NHS511116270 Salary - Locum dental career grade

-
- NHS511116310 Salary - S C M O (Closed)
 - NHS511116320 Salary - Locum S C M O (Closed)
 - NHS511116330 Salary - Associate specialist (Closed)
 - NHS511116340 Salary - Locum associate specialist (Closed)
 - NHS511116350 Salary - Staff grade (Closed)
 - NHS511116360 Salary - Locum staff grade (Closed)
 - NHS511116370 Salary - Hospital practitioner (Closed)
 - NHS511116380 Salary - Locum hospital practitioner (Closed)
 - NHS511116410 Salary - Foundation doctor year 1 (FY1)
 - NHS511116420 Salary - Foundation doctor year 2 (FY2)
 - NHS511116440 Salary - Core training 2 (CT2)
 - NHS511116450 Salary - Core training 3 (CT3)
 - NHS511116460 Salary - Speciality registrar 1 and 2 (ST1&2)
 - NHS511116470 Salary - Speciality registrar 3 - 5 (ST3-5)
 - NHS511116480 Salary - Speciality registrar 6+ (ST6+)
 - NHS511116510 Salary - Dental core training 1 (CT1)
 - NHS511116520 Salary - Dental core training 2 (CT2)
 - NHS511116530 Salary - Dental core training 3 (CT3)
 - NHS511116540 Salary - Dental speciality registrar 1 and 2 (ST1&2)
 - NHS511116550 Salary - Dental speciality registrar 3 - 5 (ST3-5)
 - NHS511116560 Salary - Dental speciality registrar 6+ (ST6+)
 - NHS511116570 Salary - Locum dental trainee grade
 - NHS511116580 Salary - Trust scale Medical trainee higher
 - NHS511116590 Salary - Trust scale Medical trainee lower
 - NHS511116610 Salary - Specialist registrar (Closed)
 - NHS511116620 Salary - Locum specialist registrar (Closed)
 - NHS511116630 Salary - House officer (Closed)
 - NHS511116640 Salary - Senior house officer (Closed)
 - NHS511116720 Salary - Dental specialist registrar (Closed)
 - NHS511116730 Salary - Locum dental specialist registrar (Closed)
 - NHS511116740 Salary - Dental house officer (Closed)
 - NHS511116750 Salary - Dental senior house officer (Closed)
 - NHS511117020 Salary - Bank Unqualified nursing and midwifery B2
 - NHS511117030 Salary - Bank Unqualified nursing and midwifery B3
 - NHS511117040 Salary - Bank Unqualified nursing and midwifery B4
 - NHS511117130 Salary - Bank Healthcare scientists
 - NHS511117140 Salary - Bank Ambulance staff
 - NHS511117150 Salary - Bank Support to AHP
 - NHS511117160 Salary - Bank Support to other clinical staff
 - NHS511117170 Salary - Bank Maintenance
 - NHS511117210 Salary - Bank Administration and clerical B1 - B4
 - NHS511117240 Salary - Bank Administration and clerical B5 - B7
 - NHS511117280 Salary - Bank Administration and clerical B8+
 - NHS511117310 Salary - Bank Career Grades
 - NHS511117320 Salary - Bank Career Grades Dental
 - NHS511117330 Salary - Bank Consultants

-
- NHS511117340 Salary - Bank Consultants dental
 - NHS511117410 Salary - Bank Foundation year doctor
 - NHS511117420 Salary - Bank Foundation year dentist
 - NHS511117430 Salary - Bank Core training
 - NHS511117440 Salary - Bank Core training dentist
 - NHS511117450 Salary - Bank Speciality registrar
 - NHS511117460 Salary - Bank Speciality registrar dentist
 - NHS511717490 Salary - Medical clinical EFTP
 - NHS511717500 Salary - Medical clinical PPV
 - NHS522410250 Chairs allowance
 - NHS522410260 Non-Executive members

4 Update ER Rate for LGPS Bedfordshire

The Employer Rate on the LGPS Standard Cont NHS element has been updated for Bedfordshire County Council.

These changes are effective from 01-Apr-2026.

Contribution Band	EE Rate (not changed)	ER Rate (updated from 10.9)
Band 1	5.5	4.4
Band 2	5.8	4.4
Band 3	6.5	4.4
Band 4	6.8	4.4
Band 5	8.5	4.4
Band 6	9.9	4.4
Band 7	10.5	4.4
Band 8	11.4	4.4
Band 9	12.5	4.4
Band 1 Half	2.75	4.4
Band 2 Half	2.9	4.4
Band 3 Half	3.25	4.4
Band 4 Half	3.4	4.4
Band 5 Half	4.25	4.4
Band 6 Half	4.95	4.4
Band 7 Half	5.25	4.4
Band 8 Half	5.7	4.4
Band 9 Half	6.25	4.4
Protected	5	4.4

5 Update ER Rate for LGPS Luton

The Employer Rate on the LGPS Standard Cont NHS element has been updated for Luton Borough Council. These changes are effective from 01-Apr-2026.

Contribution Band	EE Rate (not changed)	ER Rate (updated from 10.0)
Band 1	5.5	0.0
Band 2	5.8	0.0
Band 3	6.5	0.0
Band 4	6.8	0.0
Band 5	8.5	0.0
Band 6	9.9	0.0
Band 7	10.5	0.0
Band 8	11.4	0.0
Band 9	12.5	0.0
Band 1 Half	2.75	0.0
Band 2 Half	2.9	0.0
Band 3 Half	3.25	0.0
Band 4 Half	3.4	0.0
Band 5 Half	4.25	0.0
Band 6 Half	4.95	0.0
Band 7 Half	5.25	0.0
Band 8 Half	5.7	0.0
Band 9 Half	6.25	0.0
Protected	5	0.0