

NHS ELECTRONIC STAFF RECORD

ESR-NHS0015 - GUIDE TO ESRBI NATIONAL RETURNS DASHBOARD

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DOCUMENT CONTROL

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Design Assumptions

The following design assumptions have been made and can be applied to all analyses and dashboards:

1. All analyses have an export button to enable the user to export to their format of choice.
2. All analyses have an 'Add to Briefing Book' button enabled to allow the user to group national analyses together into a board-report type document.
3. All dashboards are designed on a screen resolution of 1024 x 768 pixels to prevent horizontal scroll bars being displayed (except where wide tables of data are required).

Examples

Where applicable, the examples included in this document contain fictional data only. The names and other personal details are fictional although look realistic enough to provide a useful example.

National Returns Dashboard

Description

This dashboard is designed to enable users to report all analyses which aid in completing centrally required returns together in one place.

This includes:

- Gender Pay Gap (GPG)
- Ethnicity Pay Gap (EPG)
- Disability Pay Gap (DPG)
- Workforce Disability Equality Standard (WDES)
- Workforce Race Equality Standard (WRES)
- Office of National Statistics (ONS)
- Provider Workforce Return
- Staff Survey
- Annual Survey of Hours and Earnings (ASHE)

Allocation

This dashboard is available to the following URPs:

XXX BI Administration

XXX HR Administration

XXX HR Administration (With RA)

XXX HR Management

XXX Payroll Administration (Please see access restrictions below)

XXX Payroll Super Administration (Please see access restrictions below)

Please note that Payroll Administration and Payroll Super Administration URPs only have access to the following pages within the National Returns Dashboard:

- Gender Pay Gap
- GPG Detail
- GPG Bonus
- GPG Bonus Detail
- GPG Analysis
- ONS Return
- Provider Workforce Return
- Ethnicity Pay Gap
- EPG Detail
- EPG Bonus
- EPG Bonus Detail
- Disability Pay Gap
- DPG Detail
- DPG Bonus
- DPG Bonus Detail
- ASHE

Gender Pay Gap

This tab provides reports on the Gender Pay Gap reporting requirement. Full details of the requirements for employers and calculations used are available on the ESR Hub.

Please note that employees on full pay as a result of sickness are returned in this analysis, however other full pay absences (such as Maternity Pay (OMP)) are currently excluded from this report as the elements return a cash value only and it is therefore not possible to return an hourly rate.

Prompts

Snapshot Date
 Employee Number
 Assignment Number
 Gender
 Payroll
 Person Type
 Employee Person Type
 * Session Multiplier
 Assignment Status
 PAYE Reference
 Included Elements
 Elements to include Units Worked
 Included Allowance Types
 Allowance Types to include Units Worked

Data Items

Gender	Quartile 1-4
Avg. Hourly Rate	Female %
Median Hourly Rate	Male %
Gender Difference	Employee Name
Gender Pay Gap %	Employee Number
Units Worked	Hourly Rate
Pay Value	

Example Screenshot

Average & Median Hourly Rates

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	16.1333	16.3144
Female	15.3100	15.2033
Difference	0.8233	1.1111
Pay Gap %	5.1031	6.8106

Number of employees | Q1 = Low, Q4 = High

Quartile	Female	Male	Female %	Male %
1	605.00	71.00	89.50	10.50
2	1304.00		100.00	
3	111.00	454.00	19.65	80.35
4	382.00	1061.00	26.47	73.53

Employee Name	Employee Number	Gender	Units Worked	Pay Value	Hourly Rate	Quartile
Blogs, Mr. Joe	12345678	Female	602,042,603.91	£8,772,741,926.74	£14.57	2
Blogs, Mr. Joe	12345678	Male	285,611,556.81	£4,467,832,513.32	£15.64	4

Gender Pay Gap Detail

Description

This analysis provides a detail view of a range of employee and assignment data items for Gender Pay Gap reporting.

Prompts

- Snapshot Date
- Employee Number
- Assignment Number
- Gender
- Payroll
- Person Type
- Employee Person Type
- * Session Multiplier
- Assignment Status
- PAYE Reference
- Included Elements
- Elements to include Units Worked
- Included Allowance Types
- Allowance Types to include Units Worked

Data Items

Employee Name	Frequency
Employee Number	Element Name
Assignment Number	Allowance Type
Payroll	Units Worked
Gender	Units Worked (Included)
Assignment Category	Pay Value
Position	

Example Screenshot

Employee Name	Employee Number	Assignment Number	Payroll	Gender	Assignment Category	Position	Frequency	Element Name	Allowance Type	Units Worked	Units Worked (Included)	Pay Value
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	176.8600	134.8600	£1,516.11
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	147.7400	147.7400	£1,909.19
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	172.8000	169.8000	£7,124.16
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	162.9500	162.9500	£2,692.42
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	162.9500	162.9500	£2,371.83
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	3.2500	6.5000	£52.12
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	114.5000	114.5000	£1,315.04
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	173.8000	173.8000	£7,968.83
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	104.2900	104.2900	£1,175.38
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	81.4700	81.4700	£935.75
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	162.9500	162.9500	£4,002.83

Gender Pay Gap Bonus

This tab provides reports on the Gender Pay Gap Bonus reporting requirement. Full details of the requirements for employers and calculations used are available on the ESR Hub.

Prompts

- Period End Date Between
- Employee Number

Assignment Number
 Included Elements
 Allowance Type
 Person Type
 Payroll
 Gender
 Assignment Status
 PAYE Reference

Data Items

Gender	Employee Name
Avg. Pay	Employee Number
Median Pay	Employees Paid Bonus
Gender Difference	Total Relevant Employees
Gender Pay Gap %	Percentage
Pay Value	

Example Screenshot

Gender	Avg. Pay	Median Pay
Male	7,568.34	4,196.19
Female	3,526.11	3,234.18
Difference	4,042.22	962.01
Pay Gap %	53.41	22.93

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Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	62.00	3140.00	1.97
Male	34.00	2186.00	1.56

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Employee Name	Employee Number	Gender	Pay Value
Blogs, Mr. Joe	12345678	Female	£218,619.08
Blogs, Mr. Joe		Male	£257,323.49

Gender Pay Gap Bonus Detail

Description

This analysis provides a detail view of a range of employee and assignment data items for Gender Pay Gap Bonus reporting.

Prompts

Period End Date Between
 Employee Number
 Assignment Number
 Included Elements
 Allowance Type
 Person Type
 Payroll
 Gender
 Assignment Status
 PAYE Reference

Data Items

Employee Name	Payroll
Employee Number	Element Name
Assignment Number	Allowance Type
Gender	Pay Value

Example Screenshot

Employee Name	Employee Number	Assignment Number	Gender	Payroll	Element Name	Allowance Type	Pay Value
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£5,135.55
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£817.50
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£2,625.17
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£1,074.52
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£2,556.50
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£7,837.43
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£1,825.11
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£3,281.73
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£1,357.56
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£2,838.40

Gender Pay Gap Analysis

Description

The GPG Analysis is assignment based and enables users the ability to group the gender pay gap figures by assignment based attributes such as organisation and staff group.

Prompts

Snapshot Date Select Date

Employee Number

Assignment Number

Gender

Payroll

Person Type

Employee Person Type

* Session Multiplier

Assignment Status

PAYE Reference

Staff Group

Job Role

Occupation Code

Assignment Category

Assignment Category

Included Elements

Elements to include Units Worked

Included Allowance Types

Allowance Types to include Units Worked

Primary Assignments Only

Data Items

Female	Difference
Male	Pay Gap %
Employee Name	Pay Grade
Assignment Number	Units Worked
Gender	Pay Value
Position Title	Hourly Rate
Staff Group	Quartile
Location	Organisation
Area of Work	Org Level 1-13
Assignment Category	

Example Screenshot

Average Hourly Rates

Org L1	Female	Male
NHS Trust	14.36	16.44

Group by: Org L1

Number of assignments | Q1 = Low, Q4 = High

Org L1	1	1	2	3	3	4	4
Org L1	Female	Male	Female	Female	Male	Female	Male
NHS	552	383	1057	118	890	689	311
Trust							

Employee Name	Assignment Number	Gender	Position Title	Staff Group	Organisation	Pay Grade	Units Worked	Pay Value	Hourly Rate
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Add Prof Scientific and Technic	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	138,704.42	£2,528,710.17	£18.23
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Additional Clinical Services	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	2,869,046.26	£28,428,864.47	£9.91
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Administrative and Clerical	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	272,580,812.40	£3,844,795,790.25	£14.11
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Allied Health Professionals	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	1,288,659.12	£23,409,861.44	£18.17
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Estates and Ancillary	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	327,384.84	£3,335,199.80	£10.19
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Healthcare Scientists	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	743,389.95	£14,700,314.82	£19.77
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Medical and Dental	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	11,601,524.70	£225,164,132.23	£19.41
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Nursing and Midwifery Registered	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	4,511,859.37	£81,383,985.09	£18.04
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Students	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	162.95	£1,376.92	£8.45

WDES Tab

Description

This dashboard provides information to aid organisations in completing the WDES return required by NHS England and is based on the Workforce Disability Equality Standard (WDES) Technical Guidance.

Applicants Appointed from Shortlisting

Description

This analysis is designed to show headcount and ratio of applicants appointed for shortlisting or hired grouped by WDES category as at the user defined date period.

Prompts:

Date Between

Data Items

WDES Category	Headcount (Hired)
Headcount (Shortlisted)	Ratio (Hired)

Example Screenshot

Date Between 26/07/2018 00:00:00 - 26/07/2019 00:00:00

Apply Reset

Disability	Shortlisted	Hired	Ratio
No	1615	706	0.44
Not Declared	18	1	0.06
Prefer Not To Answer	1	0	0.00
Unspecified	430	72	0.17
Yes	80	32	0.40

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Employees Entering the Formal Capability Process

Description

This analysis is designed to show headcount, capability headcount and ratio grouped by WDES category as at the user defined date period.

Prompts:

Include Cases where Creation Date is within X months

Data Items

WDES Category	Capability Headcount
Headcount	Ratio

Example Screenshot

Include Cases where Creation Date is within X months

Employee Disability Description	Headcount	Capability Headcount	Ratio
No	2940	18	0.01
Not Declared	152	2	0.01
Prefer Not To Answer	1	0	0.00
Unspecified	1180	3	0.00
Yes	122	1	0.01

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Board Voting

Description

This analysis is designed to show headcount, headcount percentage, board headcount and board headcount percentage grouped by WDES category.

Board Headcount is defined using the following Job Role values: 'Clinical Director - Dental', 'Clinical Director - Medical', 'Board Level Director', 'Chair', 'Chief Executive', 'Chief Information Officer', 'Chief Operating Officer', 'Chief People Officer', 'Chief Strategy Officer', 'Chief Sustainability Officer', 'Clinical Director', 'Deputy Chief Executive', 'Director of Nursing', 'Estates and Facilities Director', 'Finance Director', 'Improvement Director', 'Medical Director', 'Non Executive Director', 'Other Executive Director'.

Prompts:

Define Board Members using Job Role =

Data Items

WDES Category	Board Headcount
Headcount	Board Headcount %
Headcount %	

Example Screenshot

Define Board Members using Job Role = ▼

▼

Disability	Headcount	Headcount %	Board Headcount	Board Headcount %
No	2939	68.59	10	41.67
Not Declared	159	3.71	1	4.17
Prefer Not To Answer	1	0.02	0	0.00
Unspecified	1059	24.71	13	54.17
Yes	127	2.96	0	0.00

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Employees on AfC Grades 1-9 and VSM

Description

This analysis is designed to show WDES bandings (based on Pay Grades) and headcount of clinical and non-clinical staff grouped by WDES category. This analysis has prompts to allow users to define AfC Bandings, consultants and trainees using Pay Grade.

Prompts:

Band 1
Band 2
Band 3
Band 4
Band 5
Band 6
Band 7
Band 8a
Band 8b
Band 8c
Band 8d
Band 9
Medical & Dental Trainee Grades
Medical & Dental Consultant
Medical & Dental Non-Consultant Career Grade


View Selectors:

Table
Table (including % - shows the headcount percentages of each WDES category based on Pay Grades)

Data Items

Clinical/ Non-Clinical	%
WDES Banding	% (White)
WDES Category	% (Z Null)
Headcount	% (Z Not Stated/ Not Given)
Headcount (BME)	
Headcount (White)	
Headcount (Z Null)	
Headcount (Z Not Stated/ Not Given)	

Example Screenshot

View as 

Clinical / Non-Clinical	Disability	WDES Banding	Headcount	
Clinical	No	Band 2	112	
		Band 3	63	
		Band 4	35	
		Band 5	101	
		Band 6	110	
		Band 7	111	
		Band 8a	35	
		Band 8b	11	
		Band 8c	2	
		Band 8d	4	
		VSM	2	
		Medical & Dental Consultant	36	
		Medical & Dental Non-Consultant Career Grade	3	
		Medical & Dental Trainee Grades	292	
		WQ00	1	
		Not Declared	Band 2	10
			Band 3	6
			Band 4	3
	Band 5		2	
	Band 6		10	
	Band 7		5	
	Band 8a		1	
	Band 9	1		
	Medical & Dental Consultant	1		
	Medical & Dental Trainee Grades	2		

   Rows 1 - 25

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WRES Tab

Description

This dashboard provides figures (within the boundaries of ESR) for indicators 1-4 and 9, and is based on the Workforce Race Equality Standard (WRES) Technical Guidance.

Prompts:

- Organisation(s)
- Staff Group(s)
- Assignment Category
- Person Type(s)
- Assignment Status
- Occupation Code
- Pay Grade(s)
- Job Sharer
- Primary Assignments Only
- Gender
- Effective Date

Applicants Appointed from Shortlisting

Description

This analysis is designed to show headcount and ratio of applicants appointed for shortlisting or hired grouped by WRES category as at the user defined date period.

Prompts:

Date Between

Column Selectors:

Staff Group

Gender

Data Items

WRES Grouping	Headcount (Shortlisted)
Headcount (Hired)	Ratio

Example Screenshot

Applicants Appointed from Shortlisting

Date Between 01/02/2020 00:00:00 - 01/02/2021 00:00:00

Apply

Reset

WRES Grouping	Shortlisted	Hired	Ratio
BME	114	46	0.40
White	1037	604	0.58
Z NULL	619	286	0.46
Z Not Stated/Not Given	13	10	0.77

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Employees Accessing Non-Mandatory Training

Description

This analysis is designed to show headcount, course enrolment headcount and ratio grouped by WRES category as at the user defined date period.

Prompts:

Class Start Date Between

Mandatory Course(s)

Data Items

WRES Category	Enrolment Headcount
Headcount	Ratio

Example Screenshot

Employees Accessing Non-Mandatory Training

Class Start Date Between - Mandatory Course(s)

Use the available dashboard prompt to enter All Mandatory Courses which will then be excluded from the Enrolment Headcount figures.

WRES Category	Headcount	Enrolment Headcount	Ratio
BME	364	356	0.98
White	3840	3801	0.99
Z NULL	640	615	0.96
Z Not Stated/Not Given	118	118	1.00

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Employees Entering the Formal Disciplinary Process

Description

This analysis is designed to show headcount, disciplinary headcount and ratio of employees grouped by WRES category. The analysis has been defaulted to 12 months but users can define the period required.

Prompts:

Include Cases where Creation Date is within X months

Data Items

WRES Category	Disciplinary Headcount
Headcount	Ratio

Example Screenshot

Employees Entering the Formal Disciplinary Process

Include Cases where Creation Date is within X months

WRES Category	Headcount	Disciplinary Headcount	Ratio
BME	364	0	0.00
White	3840	0	0.00
Z NULL	640	0	0.00
Z Not Stated/Not Given	118	0	0.00

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Board Voting

Description

This analysis is designed to show headcount, headcount percentage, board headcount and board headcount percentage grouped by WRES category.

Board Headcount is defined using the following Job Role values: 'Clinical Director - Dental', 'Clinical Director - Medical', 'Board Level Director', 'Chair', 'Chief Executive', 'Chief Information Officer', 'Chief Operating Officer', 'Chief People Officer', 'Chief Strategy Officer', 'Chief Sustainability Officer', 'Clinical Director', 'Deputy Chief Executive', 'Director of Nursing', 'Estates and Facilities Director', 'Finance Director', 'Improvement Director', 'Medical Director', 'Non Executive Director', 'Other Executive Director'.

Prompts:

Define Board Members using Job Role =

Data Items

WRES Category	Board Headcount
Headcount	Board Headcount %
Headcount %	

Example Screenshot

Board Voting

Define Board Members using Job Role = ▼

Apply

Reset ▼

WRES Category	Headcount	Headcount %	Board Headcount	Board Headcount %
BME	364	7.34	1	3.85
White	3840	77.39	18	69.23
Z NULL	640	12.90	6	23.08
Z Not Stated/Not Given	118	2.38	1	3.85

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Employees on AfC Grades 1-9, VSM and Medical and Dental

Description

This analysis is designed to show WRES bandings (based on Pay Grades) and headcount of clinical and non-clinical staff grouped by WRES category. This analysis has prompts to allow users to define AfC Bandings, consultants and trainees using Pay Grade.

Prompts:

Band 1
Band 2
Band 3
Band 4
Band 5
Band 6
Band 7
Band 8a
Band 8b
Band 8c
Band 8d
Band 9
Medical & Dental Trainee Grades
Medical & Dental Consultant
Medical & Dental Non-Consultant Career Grade
Very Senior Managers

Column Selectors:

Staff Group
Gender


View Selectors:

Table
Table (including % - shows the headcount percentages of each WRES category based on Pay Grades)

Data Items

Clinical/ Non-Clinical	%
WRES Banding	% (White)
WRES Category	% (Z Null)
Headcount	% (Z Not Stated/ Not Given)
Headcount (BME)	
Headcount (White)	
Headcount (Z Null)	
Headcount (Z Not Stated/ Not Given)	

Example Screenshot

View as 

Clinical / Non-Clinical	WRES Category	WRES Banding	Headcount	
Clinical	BME	Band 2	4	
		Band 3	4	
		Band 4	1	
		Band 5	14	
		Band 6	13	
		Band 7	6	
		Band 8a	2	
		Band 8b	1	
		VSM	1	
		Medical & Dental Consultant	15	
		Medical & Dental Non-Consultant Career Grade	4	
		Medical & Dental Trainee Grades	163	
		White	Band 2	156
			Band 3	89
	Band 4		51	
	Band 5		129	
	Band 6		147	
	Band 7		144	
	Band 8a		45	
	Band 8b		18	
	Band 8c		4	
	Band 8d		6	
	VSM		2	
	Medical & Dental Consultant	64		
	Medical & Dental Non-Consultant Career Grade	2		

    Rows 1 - 25

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ONS Return Tab

Description

This dashboard provides a headcount grouped by Gender, Location and Gender/Location and split into 'Part Time' and 'Full Time' depending on the contract hours for the employee (total across all assignments). It can assist organisations when completing the ONS Business Register and Employment Survey.

Prompts

Hours per Session

Hours to Split at (where contract hours are in sessions, the number of sessions are multiplied by the 'hours per session' number above to derive the contract hours)

Exclude Staff where hours <0.00

ONS Return Summary

Description

This analysis provides a headcount grouped by Gender, Location and split into 'Part Time' and 'Full Time' (depending on the parameters entered into the prompts provided).

Data Items

Title	Description
Gender	Gender against the Employee Record
Location	Location against the Employee Assignment
City	City from Location
Post Code	Post Code from Location
Part Time	Calculated Item
Full Time	Calculated Item

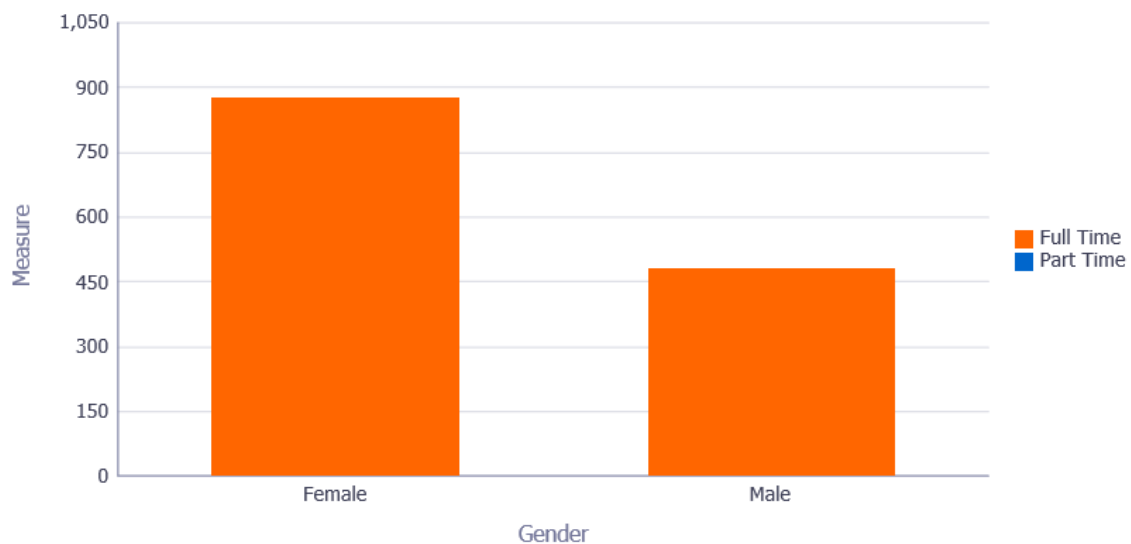
Filters

Exclude Staff where hours <: Users have the option to exclude staff where Hours Worked is less than an entered value.

Example Screenshot

View as

Employee Location	City	Post Code	Full Time	Part Time
504 ESRH	Warwick	CV34 6NZ	1,353	
Grand Total			1,353	



ONS Return Detail

Description

This analysis provides a detail view at assignment level of a range of assignment data items including a Part-Time / Full-Time status depending on the parameters entered into the prompts provided.

Data Items

Employee Number	Total Hours
Assignment Number	Pay Grade
Employee Name	Organisation
Gender	Employee Location
Category (Part-Time / Full-Time)	City
Contract Hours	Post Code
Frequency	Staff Group

Example Screenshot

Employee	Assignment Number	Employee Name	Gender	Assignment Category	Category	Contract Hours	Frequency	Total Hours	Pay Grade	Organisation	Employee Location	City	Post Code	Staff Group
20005574	20005574	Admin01, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005575	20005575	Admin02, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005576	20005576	Admin03, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005577	20005577	Admin04, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005578	20005578	Admin05, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005579	20005579	Admin06, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005580	20005580	Admin07, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005581	20005581	Admin08, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005582	20005582	Admin09, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005583	20005583	Admin10, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical

Provider Workforce Return

Description

This dashboard page provides a set of analyses designed to aid Organisations in the completion of the provider workforce return.

Prompts

Organisation(s)

Assignment Category

Assignment Status

Person Type(s)

Hiring Status

Effective Date

Medical & Dental Trainee Grades

Medical & Dental Non-Consultant Career Grades

Medical & Dental Consultant Grades

FTE by Staff Group

Description

This analysis provides a breakdown and total FTE for specified Staff Groups grouped by Occupation Code.

Data Items

Title	Description
Total non medical - clinical substantive staff	
Total medical and dental substantive staff	
Total non medical - non-clinical substantive staff	
Staff Group	
FTE	breakdown and total FTE for each Staff Group

Example Screenshot

Total non medical - clinical substantive staff	Total medical and dental substantive staff	Total non medical - non-clinical substantive staff
931.17	72.78	432.36

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Staff Group	Of Which	Of Which	FTE
Any other staff			4.99
Any other staff Total			4.99
Medical and dental	of which Career/Staff Grades		3.70
	of which Consultants (including Directors of Public Health)	of which Clinical Radiology	5.10
		of which Medical Oncology	9.00
		of which Palliative Medicine	10.38
			32.62
	of which Trainee grades/Trust Grade	of which Medical Oncology	0.80
			1.80
		of which Clinical Radiology	1.00
		of which Palliative Medicine	0.20
			8.18
Medical and dental Total			72.78

Staff Group	FTE
Community Nursing Staff	1.00

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Staff Group	Of Which	FTE
Critical Care / ICU Nursing	of which are Adult Critical Care/ICU Nurses	277.73
	of which are Neonatal ICU Nurses	132.52
	of which are Paediatric ICU Nurses	58.54
Critical Care / ICU Nursing Total		468.79

WTE Vacancies

Description

This analysis provides a breakdown and total Vacancy FTE for specified Staff Groups grouped by Occupation Code. The Vacancy FTE is based on the variance between the Actual and Budgeted FTE, examples provided in screenshot example below and on the dashboard page.

Data Items

Title	Description
Staff Group	
Vacancy FTE	breakdown and total Vacancy FTE for each Staff Group

Example Screenshot

The Vacancy FTE is the variance between the Actual and Budgeted FTE.
 e.g. 100 (actual FTE) - 90 (budgeted FTE) = 10 (FTE variance)
 100 (actual FTE) - 130 (budgeted FTE) = -30 (FTE variance)

In Month Overall Staff Vacancies

-638.87

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Staff Group	Of Which	Of Which	Vacancy FTE
Medical/Dental (Total) Vacancy WTE	Of which Medical/Dental Consultant Vacancy WTE	of which Clinical Radiology Vacancy WTE	0.75
		of which Medical Oncology Vacancy WTE	1.35
		of which Palliative Medicine Vacancy WTE	-3.90
			-6.43
			-38.36
Medical/Dental (Total) Vacancy WTE Total			-46.59
NHS Infrastructure Vacancy WTE			-255.34
NHS Infrastructure Vacancy WTE Total			-255.34

Staff Group

Vacancy FTE

Community Nursing staff Vacancy WTE -0.22

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Staff Group	Second Column	Vacancy FTE
Critical Care / ICU Nursing	of which are Adult Critical Care/ICU Nurses	-40.09
	of which are Neonatal ICU Nurses	-21.28
	of which are Paediatric ICU Nurses	-23.53

Maternity Breakdown

Description

This FTE analysis provides a breakdown and total FTE for Maternity employees grouped by Occupation Code. The Vacancies version provides a breakdown and total Vacancy FTE for Maternity employees grouped by Occupation Code.

Data Items

Title	Description
Maternity Staff Breakdown	
FTE	breakdown and total Maternity FTE for each Staff Group
Vacancy FTE	breakdown and total Maternity Vacancy FTE for each Staff Group

Example Screenshot

Substantive Maternity Staff Breakdown	Of Which	FTE
Obstetrics and Gynaecology Consultants (including Directors of Public Health)	of which are Gynaecology Consultants	4.20
		20.90
Obstetrics and Gynaecology Consultants (including Directors of Public Health) Total		25.10
Registered Midwives working in Maternity Services	of which are band 5	32.75
	of which are band 6	119.76
	of which are band 7	51.07
	of which are band 8+	8.20
		0.00
Registered Midwives working in Maternity Services Total		211.78
Support workers in Maternity services	of which are band 2	25.52
	of which are band 3	50.93
		6.80
Support workers in Maternity services Total		83.25

Ethnicity Pay Gap

This tab provides reports on the Ethnicity Pay Gap reporting. The reports are based on the same methodology as used for Gender Pay Gap reporting. Details of the calculations used are available on the ESR Hub.

Prompts

Snapshot Date
Employee Number
Assignment Number
Assignment Category
Ethnic Origin
Payroll
Person Type
Employee Person Type
* Session Multiplier (Default: 4)
Staff Group
Assignment Status
PAYE Reference
Included Elements
Elements to include Units Worked
Included Allowance Types

Allowance Types to include Units Worked

Data Items

Ethnic Origin Grouping Summary	Employee Name
Avg. Hourly Rate	Employee Number
Median Hourly Rate	Hourly Rate
Ethnic Origin Grouping	Units Worked
Ethnic Origin	Pay Value
Total Relevant Employees	Quartile 1-4

Example Screenshot

Average & Median Hourly Rates

Ethnic Origin Grouping Summary	Mean Hourly Rate	Median Hourly Rate	Total Relevant Employees
BME	26.3998	19.9809	108
Not Known	21.7300	16.3914	102
White	20.7106	18.2140	1,519
% Diff White - BME	-27.4700	-9.7004	93
% Diff White - Not Known	-4.9222	10.0067	93

Number of employees | Q1 = Low, Q4 = High

Quartile	Asian	Black	Mixed	NULL	Not Stated	Other	White British	White Other
1	9	7	2	14	6	1	297	50
2	11	6	2	30	8	6	361	54
3	17	3	1	13	8	1	332	55
4	30	4	7	16	7	1	320	50

Ethnic Origin Grouping	Mean Hourly Rate	Median Hourly Rate	Total Relevant Employees
Asian	28.6576	22.6915	67
Black	20.3319	15.5470	20
Mixed	29.2565	25.9840	12
NULL	22.1709	14.3245	73
Not Stated	20.6201	18.3715	29

Ethnic Origin	Avg. Hourly Rate	Median Hourly Rate	Total Relevant Employees
A White - British	20.6406	18.1942	1,310
B White - Irish	28.1489	22.7053	19
C White - Any other White background	18.8790	18.3707	33
C2 White Northern Irish	22.1218	22.1218	1
C3 White Unspecified	17.9498	17.9498	1

Employee Name	Employee Number	Ethnic Origin	Ethnic Origin Grouping	Units Worked	Pay Value	Hourly Rate	Quartile	
Blogs, Mr. Joe	12345678	H Asian or Asian British - Indian	Asian		173.80	£10,478.92	£60.29	4
Blogs, Mr. Joe1	23456789	A White - British	White British		173.80	£10,897.16	£62.70	4
Blogs, Mr. Joe2	34567891	A White - British	White British		121.68	£7,918.69	£65.08	4
Blogs, Mr. Joe3	45678910	A White - British	White British		173.80	£10,756.75	£61.89	4
Blogs, Mr. Joe4	56789101	B White - Irish	White Other		173.80	£11,034.58	£63.49	4

Ethnicity Pay Gap Detail

Description

This analysis provides a detail view of a range of employee and assignment data items for Ethnicity Pay Gap reporting.

Prompts

Snapshot Date
 Employee Number
 Assignment Number
 Assignment Category
 Ethnic Origin
 Payroll
 Person Type
 Employee Person Type
 Staff Group
 * Session Multiplier (Default: 4)
 Assignment Status
 PAYE Reference
 Included Elements
 Elements to include Units Worked
 Included Allowance Types
 Allowance Types to include Units Worked

Data Items

Employee Name	Position
Employee Number	Frequency
Assignment Number	Element Name
Payroll	Allowance Type
Ethnic Origin	Units Worked
Ethnic Origin Grouping	Units Worked (Included)
Assignment Category	Pay Value

Example Screenshot

Assignment Number	Payroll	Ethnic Origin	Ethnic Origin Grouping	Assignment Category	Position	Frequency	Element Name	Allowance Type	Units Worked
12345678	120 Monthly	LE Asian Sri Lankan	Asian	Permanent	000000 Business Analyst A2B IT	Sessions/Week	Basic Pay NHS		173.8000
23456789	120 Monthly	CC White Welsh	White Other	Permanent	000000 Business Analyst A2B IT	Week	Additional Basic Pay NHS		1.0000
23456789	120 Monthly	CC White Welsh	White Other	Permanent	000000 Business Analyst A2B IT	Week	Basic Pay NHS		78.2100
23456789	120 Monthly	CC White Welsh	White Other	Permanent	000000 Business Analyst A2B IT	Week	Employer Specified WTD NHS		0.0000
23456789	120 Monthly	CC White Welsh	White Other	Permanent	000000 Business Analyst A2B IT	Week	Unsocial ENH PAY NHS		3.0000
34567891	120 Monthly	A White - British	White British	Permanent	000000 Business Analyst A2B IT	Week	Basic Pay NHS		162.9500
34567891	120 Monthly	A White - British	White British	Permanent	000000 Business Analyst A2B IT	Week	Salary Sacrifice Grp 0 PAY NHS	Personal Lease Car	0.0000
45678910	120 Monthly	A White - British	White British	Permanent	000000 Business Analyst A2B IT	Week	Basic Pay NHS		162.9500
56789101	120 Monthly	J Asian or Asian British - Pakistani	Asian	Permanent	000000 Business Analyst A2B IT	Sessions/Week	Basic Pay NHS		34.7600
67891011	120 Monthly	S Any Other Ethnic Group	Other	Permanent	000000 Business Analyst A2B IT	Week	Basic Pay NHS		97.7700

Ethnicity Pay Gap Bonus

This tab provides reports on the Ethnicity Pay Gap Bonus reporting. Details of the calculations used are available on the ESR Hub.

Please note that the Summary view restricts Ethnic Origin to the latest entry only where Ethnic Origin may have changed in the period. This is to prevent double counting of employees. The detail view will return all values and split the pay values as appropriate. If users require Average Pay values the Detail view should be used and the values calculated manually.

Prompts

Period End Date Between
 Employee Number
 Assignment Number
 Assignment Category
 Included Elements
 Allowance Type
 Person Type
 Payroll
 Employee Person Type
 Ethnic Origin
 Assignment Status
 PAYE Reference

Data Items

Ethnic Origin	Employee Name
Employees Paid Bonus	Employee Number
Total Relevant Employees	Ethnic Origin Grouping
Percentage	Pay Value

Example Screenshot

Ethnic Origin	Employees Paid Bonus	Total Relevant Employees	%
A White - British	19.00	1388.00	1.37
B White - Irish	2.00	20.00	10.00
C White - Any other White background		33.00	
C2 White Northern Irish		1.00	
C3 White Unspecified		1.00	
CA White English	1.00	10.00	10.00
CB White Scottish		5.00	
CC White Welsh		139.00	
CD White Cornish		1.00	
CX White Mixed		1.00	

Rows 1 - 10
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Employee Name	Employee Number	Ethnic Origin	Ethnic Origin Grouping	Pay Value
Blogs, Mr. Joe	12345678	H Asian or Asian British - Indian	Asian	£5,001.00
Blogs, Mr. Joe1	23456789	A White - British	White British	£3,333.96
Blogs, Mr. Joe2	34567891	A White - British	White British	£11,946.87
Blogs, Mr. Joe3	45678910	A White - British	White British	£8,335.02
Blogs, Mr. Joe4	56789101	B White - Irish	White Other	£11,668.98
Blogs, Mr. Joe5	67891011	A White - British	White British	£9,834.64
Blogs, Mr. Joe6	78910111	B White - Irish	White Other	£21,115.32
Blogs, Mr. Joe7	89101122	A White - British	White British	£8,335.02
Blogs, Mr. Joe8	91011121	A White - British	White British	£60,666.00
Blogs, Mr. Joe9	10111213	GD Mixed - Chinese & White	Mixed	£16,357.47

Rows 1 - 10
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Ethnicity Pay Gap Bonus Detail

Description

This analysis provides a detail view of a range of employee and assignment data items for Ethnicity Pay Gap Bonus reporting.

Prompts

Period End Date Between
Employee Number
Assignment Number
Assignment Category
Included Elements
Allowance Type
Person Type
Payroll
Employee Person Type
Ethnic Origin
Assignment Status
PAYE Reference

Data Items

Employee Name	Payroll
Employee Number	Element Name
Assignment Number	Allowance Type
Ethnic Origin	Pay Value
Ethnic Origin Grouping	Staff Group
Occupation Code	Pay Grade

Example Screenshot

Employee Name	Employee Number	Assignment Number	Ethnic Origin	Ethnic Origin Grouping	Payroll	Element Name	Allowance Type	Pay Value
Blogs, Mr. Joe	12345678	12345678	H Asian or Asian British - Indian	Asian	120 Monthly	Commitment Award PAY NHS	Commitment Award 1	£1,666.98
Blogs, Mr. Joe	12345678	12345678	H Asian or Asian British - Indian	Asian	120 Monthly	Commitment Award PAY NHS	Commitment Award 2	£3,334.02
Blogs, Mr. Joe1	23456789	23456789	A White - British	White British	120 Monthly	Commitment Award NP PAY NHS	Commitment Award 1	£3,333.96
Blogs, Mr. Joe2	34567891	34567891	A White - British	White British	120 Monthly	Commitment Award PAY NHS	Commitment Award 5	£11,946.87
Blogs, Mr. Joe3	45678910	45678910	A White - British	White British	120 Monthly	Commitment Award PAY NHS	Commitment Award 2	£3,334.02
Blogs, Mr. Joe3	45678910	45678910	A White - British	White British	120 Monthly	Commitment Award PAY NHS	Commitment Award 3	£5,001.00
Blogs, Mr. Joe4	56789101	56789101	B White - Irish	White Other	120 Monthly	Commitment Award PAY NHS	Commitment Award 3	£5,001.00
Blogs, Mr. Joe4	56789101	56789101	B White - Irish	White Other	120 Monthly	Commitment Award PAY NHS	Commitment Award 4	£6,667.98
Blogs, Mr. Joe5	67891011	67891011	A White - British	White British	120 Monthly	Commitment Award PAY NHS	Commitment Award 2	£6,501.32
Blogs, Mr. Joe5	67891011	67891011	A White - British	White British	120 Monthly	Nat Clin Imp Awd Wales NP PAY NHS	National Level 0 NP	£3,333.32
Blogs, Mr. Joe6	78910111	78910111	B White - Irish	White Other	120 Monthly	Commitment Award PAY NHS	Commitment Award 6	£13,336.00
Blogs, Mr. Joe6	78910111	78910111	B White - Irish	White Other	120 Monthly	Commitment Award PAY NHS	Commitment Award 7	£7,779.32
Blogs, Mr. Joe7	89101122	89101122	A White - British	White British	120 Monthly	Commitment Award PAY NHS	Commitment Award 2	£3,334.02
Blogs, Mr. Joe7	89101122	89101122	A White - British	White British	120 Monthly	Commitment Award PAY NHS	Commitment Award 3	£5,001.00
Blogs, Mr. Joe8	91011121	91011121	A White - British	White British	120 Monthly	Clinical Ex Award PAY NHS	CEA Gold	£60,666.00

Disability Pay Gap

This tab provides reports on the Disability Pay Gap reporting. The reports are based on the same methodology as used for Gender Pay Gap reporting. Details of the calculations used are available on the ESR Hub.

Note: Disability Pay Gap reporting within ESRBI currently contains assignment based prompts (such as Staff Group). Users should be aware that filtering using these prompts may affect an employee's

average hourly rate (for example where an employee has more than one assignment across different Staff Groups). It is therefore advised that organisations use these prompts for analysis only, being mindful of the above.

Prompts

- Snapshot Date
- Employee Number
- Assignment Number
- Assignment Category
- Disability Category
- Payroll
- Person Type
- Employee Person Type
- Staff Group
- * Session Multiplier (Default: 4)
- Assignment Status
- PAYE Reference
- Included Elements
- Elements to include Units Worked
- Included Allowance Types
- Allowance Types to include Units Worked

Data Items

Disability Grouping	Quartile 1-4
Mean Hourly Rate	Employee Name
Median Hourly Rate Grouping	Employee Number
Total Full Pay Relevant Employees	Units Worked
Disability Category	Pay Value
Avg. Hourly Rate	Hourly Rate
Median Hourly Rate	

Example Screenshot

Average & Median Hourly Rates Number of employees | Q1 = Low, Q4 = High

Disability Grouping	Mean Hourly Rate	Median Hourly Rate Grouping	Total Full Pay Relevant Employees	Disability Category	Avg. Hourly Rate	Median Hourly Rate	Total Full Pay Relevant Employees	Quartile	No	Not Declared	Prefer Not To Answer	Unspecified	Yes	
No	22.7367	23.1144	1,547					1	376	12		4	25	45
Not Declared	22.4108	20.1358	48	Learning disability/difficulty	19.5744	18.9375	29	2	358	14		5	36	31
Prefer Not To Answer	20.8413	20.0723	17	Long-standing illness	21.1495	15.5569	32	3	424	11		4	17	29
Unspecified	27.1687	27.4336	115	Mental Health Condition	20.6396	17.8582	26	4	389	11		4	37	24
Yes	19.9951	20.7246	129	No	22.7452	19.6794	1,583							
% Diff No - Yes	12.0583	10.3386	92	Not Declared	21.9345	17.6451	74							
% Diff No - Not Declared	1.4335	12.8861	97	Other	16.5162	13.6397	12							
% Diff No - Prefer Not To Answer	8.3365	13.1610	99	Physical Impairment	16.6155	13.7711	7							
% Diff No - Unspecified	-19.4925	-18.6862	93	Prefer Not to Answer	20.4564	18.8979	19							
				Sensory Impairment	21.8866	14.6947	12							
				Yes - Unspecified	21.6157	17.1257	21							
					26.9716	18.9373	108							

Employee Name	Employee Number	Disability Category	Units Worked	Pay Value	Hourly Rate	Quartile
Blogs, Mr. Joe	12345678	Learning disability/difficulty	6,165.92	£124,380.59	£20.17	2
Blogs, Mr. Joe	12345678	Long-standing illness	7,377.65	£150,490.65	£20.40	2
Blogs, Mr. Joe	12345678	Mental Health Condition	6,238.51	£143,431.61	£22.99	4
Blogs, Mr. Joe	12345678	No	1,573,511.79	£35,869,386.69	£22.80	4
Blogs, Mr. Joe	12345678	Not Declared	25,799.29	£534,648.35	£20.72	3

Disability Pay Gap Detail

Description

This analysis provides a detail view of a range of employee and assignment data items for Disability Pay Gap reporting.

Note: This detail analysis includes all Disabilities an employee has against their employee record in ESR. This may mean an increased number of rows when compared to the GPG or EPG. If users require a single row per employee, please right click on the Disability Category header and select Exclude Column.

Prompts

- Snapshot Date
- Employee Number
- Assignment Number
- Assignment Category
- Disability Category
- Payroll
- Person Type
- Employee Person Type
- Staff Group
- * Session Multiplier (Default: 4)
- Assignment Status
- PAYE Reference
- Included Elements
- Elements to include Units Worked
- Included Allowance Types
- Allowance Types to include Units Worked

Data Items

Employee Name	Position
Employee Number	Frequency
Assignment Number	Element Name
Payroll	Allowance Type
Disability Category	Units Worked
Disability Grouping	Units Worked (Included)
Assignment Category	Pay Value

Example Screenshot

Employee Name	Employee Number	Assignment Number	Payroll	Disability Category	Disability Grouping	Assignment Category	Position	Frequency	Element Name	Allowance Type	Units Worked	Units Worked (Included)	Pay Value
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Bank	000000 Analyst A2B Technology	Week	Additional Basic Pay NHS		14.0000	14.0000	£171.62
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Bank	000000 Analyst A2B Technology	Week	Basic Pay NHS		0.0000	0.0000	£0.00
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Bank	000000 Analyst A2B Technology	Week	Employer Specified WTD NHS		0.0000		£24.34
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Bank	000000 Analyst A2B Technology	Week	Employer Specified WTD NP NHS		0.0000		£0.00
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Bank	000000 Analyst A2B Technology	Week	Sunday ENH PAY NHS		14.0000		£142.45
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Fixed Term Temp	000000 Analyst A2B Technology	Week	Band Supplement NP PAY NHS	Band 1A	173.8100		£1,825.87
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Fixed Term Temp	000000 Analyst A2B Technology	Week	Bank Holiday ENH PAY NHS		0.0000		£0.00
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Fixed Term Temp	000000 Analyst A2B Technology	Week	Basic Pay NHS		955.9700	955.9700	£20,878.61
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Fixed Term Temp	000000 Analyst A2B Technology	Week	Employer Specified WTD NHS		0.0000		£1.55
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Fixed Term Temp	000000 Analyst A2B Technology	Week	Employer Specified WTD NP NHS		0.0000		£0.00
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Fixed Term Temp	000000 Analyst A2B Technology	Week	Night Duty ENH PAY NHS		0.0000		£0.00
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Fixed Term Temp	000000 Analyst A2B Technology	Week	SSP Total		0.0000		£0.00
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Fixed Term Temp	000000 Analyst A2B Technology	Week	Saturday ENH PAY NHS		3.0000		£12.39
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Learning disability/difficulty	Yes	Fixed Term Temp	000000 Analyst A2B Technology	Week	Sunday ENH PAY NHS		0.0000		£0.00

Disability Pay Gap Bonus

This tab provides reports on the Disability Pay Gap Bonus reporting. Details of the calculations used are available on the ESR Hub.

Prompts

Period End Date Between
 Employee Number
 Assignment Number
 Assignment Category
 Included Elements
 Allowance Type
 Person Type
 Payroll
 Staff Group
 Employee Person Type
 Disability Category
 Assignment Status
 PAYE Reference

Data Items

Disability Origin	Employee Name
Employees Paid Bonus	Employee Number
Total Relevant Employees	Disability Category
Percentage	Disability Grouping
	Pay Value

Example Screenshot

Disability Category	Employees Paid Bonus	Total Relevant Employees	%
Learning disability/difficulty			31.00
Long-standing illness			34.00
Mental Health Condition			27.00
No	27.00	1674.00	1.61
Not Declared			75.00
Other			13.00
Physical Impairment			7.00
Prefer Not to Answer			20.00
Sensory Impairment	1.00		12.00 8.33
Yes - Unspecified	1.00		21.00 4.76
	6.00		129.00 4.65

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Employee Name	Employee Number	Disability Category	Disability Grouping	Pay Value
Blogs, Mr. Joe	12345678	No	No	£155,168.01
Blogs, Mr. Joe	12345678	No	Unspecified	£9,203.25
Blogs, Mr. Joe	12345678	Sensory Impairment	Yes	£5,556.65
Blogs, Mr. Joe	12345678	Yes - Unspecified	Yes	£2,778.35
Blogs, Mr. Joe	12345678		Unspecified	£23,260.21

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Disability Pay Gap Bonus Detail

Description

This analysis provides a detail view of a range of employee and assignment data items for Disability Pay Gap Bonus reporting.

Prompts

Period End Date Between

Employee Number

Assignment Number

Assignment Category

Included Elements

Allowance Type

Person Type

Payroll

Staff Group

Employee Person Type

Disability Category

Assignment Status

PAYE Reference

Data Items

Employee Name	Payroll
Employee Number	Element Name
Assignment Number	Allowance Type
Disability Category	Pay Value
Disability Grouping	Staff Group
Occupation Code	Pay Grade

Example Screenshot

Employee Name	Employee Number	Assignment Number	Disability Category	Disability Grouping	Payroll	Element Name	Allowance Type	Pay Value
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Clinical Ex Award PAY NHS	CEA Gold	£25,277.50
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Commitment Award NP PAY NHS	Commitment Award 1	£2,222.64
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Commitment Award PAY NHS	Commitment Award 1	£2,139.30
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Commitment Award PAY NHS	Commitment Award 2	£20,124.18
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Commitment Award PAY NHS	Commitment Award 3	£14,072.71
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Commitment Award PAY NHS	Commitment Award 4	£13,335.96
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Commitment Award PAY NHS	Commitment Award 5	£11,252.27
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Commitment Award PAY NHS	Commitment Award 6	£16,186.05
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Commitment Award PAY NHS	Commitment Award 7	£9,724.15
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Nat Clin Imp Awd Wales NP PAY NHS	National Level 0 NP	£19,999.92
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Nat Clin Imp Awd Wales NP PAY NHS	National Level 2 NP	£17,500.00
Blogs, Mr. Joe	12345678	12345678	No	No	000 Monthly	Nat Clin Imp Awd Wales NP PAY NHS	National Level 3 NP	£3,333.33
Blogs, Mr. Joe	12345678	12345678	No	Unspecified	000 Monthly	Commitment Award PAY NHS	Commitment Award 2	£2,778.35
Blogs, Mr. Joe	12345678	12345678	No	Unspecified	000 Monthly	Commitment Award PAY NHS	Commitment Award 5	£6,424.90

Staff Survey

Description

This dashboard page provides analyses designed to aid Organisations in the completion of the yearly NHS Staff Survey. This has been developed in collaboration with the Survey Coordination Centre and NHS England.

Prompts

Organisation(s)
Staff Group(s)
Exclude Role(s)
Person Type(s)
Employee Person Type(s)
Assignment Status
Occupation Code
Employee Location
Effective Date

Column Selectors

Organisation Level 1-13
Organisation Name

Substantive / Bank Description

There are two analyses on this page with the same number of fields but designed differently to return a list of employees eligible for the Substantive survey and Bank survey.

Further information including the criteria used is available via the dashboard page help link.

Data Items

Organisation Name	Assignment Status
Employee Number	Assignment Category
Employee Last Name	Employee Address Line 1
Employee First Name	Employee Address Line 2
Title	Employee Address Line 3
Latest Start Date	City
Employee Person Type	Region
Ethnic Code	Postal Code
Gender	Employee Email Address
Position Title	Personal Email
Staff Group	Mobile
Occupation Code	Absence Category
Role	Absence Start Date
Area of Work	Absence End Date
Location	Absence Days

Example Screenshot

Org 12	Org 13	Organisation Name	Employee Number	Employee Last Name	Employee First Name	Title	Latest Start Date	Employee Person Type	Ethnic Code	Position Title	Staff Group
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	07/06/1978	Employee	A	Human Resources Advisor	Administrative and Clerical
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	07/08/1978	Employee	A	Human Resources Advisor	Additional Clinical Services
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	02/01/1979	Employee	C	Human Resources Advisor	Additional Clinical Services
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	27/10/1980	Employee	C	Human Resources Advisor	Healthcare Scientists
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	27/04/1981	Employee	C	Human Resources Advisor	Additional Clinical Services
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	30/11/1981	Employee	A	Human Resources Advisor	Administrative and Clerical
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	12/07/1982	Employee	C	Human Resources Advisor	Healthcare Scientists
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	05/03/1984	Employee	A	Human Resources Advisor	Additional Clinical Services
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	15/10/1984	Employee	C	Human Resources Advisor	Additional Clinical Services
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	22/07/1985	Employee	Z	Human Resources Advisor	Additional Clinical Services
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	05/08/1985	Employee	C	Human Resources Advisor	Healthcare Scientists
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	03/11/1985	Employee	A	Human Resources Advisor	Nursing and Midwifery Registered
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	10/02/1986	Employee	C	Human Resources Advisor	Healthcare Scientists
000 NHS	000 NHS	000 NHS Organisation	12345678	Blogs	Joe	Mr.	07/07/1986	Employee	C	Human Resources Advisor	Additional Clinical Services

ASHE

Description

This dashboard page provides a set of analyses designed to assist Organisations with the Annual Survey of Hours and Earnings (ASHE) return for the Office for National Statistics (ONS).

For pay affecting absences, users can refer to the Absence Detail analysis within the NHS Absence Dashboard.

For Apprenticeships, users can use the Apprenticeship Detail analysis within the NHS Learning Administration Dashboard or NHS Staff in Post Dashboard.

Further information is available via the Dashboard page help link.

Prompts

Person Type(s)

Employee Person Type(s)

Assignment Category

Assignment Status

NI Number

ASHE Report Required Date

Assignments

ASHE Employee Detail

Data Items

Assignment Number	Start Date in Position
Employee Last Name	Assignment Category
NI Number	Contract Hours
Gender	Pay Scale
Assignment Status	Manager Role
Date of Birth	Work - Postcode 1
Employee Latest Start Date	Work - Postcode 2
Position	Home - Postcode 1
Role	Home - Postcode 2
Position Year	

Example Screenshot

Position	Role	Position Year	Start Date in Position	Assignment Category	Contract Hours	Pay Scale	Manager Role	Work - Postcode 1	Work - Postcode 2	Home - Postcode 1	Home - Postcode 2
Business Analyst	Analyst	Y	18/09/2022	Permanent	37.5	XR06	N	CV2	2TL	CV1	6DQ
Business Analyst	Analyst	N	01/10/2025	Permanent	37.5	XR06	N	CV2	9WB	CV1	9GR
Business Analyst	Analyst	Y	14/10/2024	Permanent	37.5	XR05	N	CV2	2TL	CV1	3EA
Business Analyst	Analyst	N	01/12/2025	Permanent	37.5	XR06	N	CV2	2TL	CV1	4UR
Business Analyst	Analyst	Y	31/12/2023	Permanent	37.5	XR04	N	CV2	2TL	CV1	0JR
Business Analyst	Analyst	Y	31/12/2023	Bank	0.0	XR02	N	CV2	2TL	CV1	0JR
Business Analyst	Analyst	Y	17/12/2008	Permanent	18.8	XR06	N	CV2	2TL	CV1	1SE
Business Analyst	Analyst	Y	01/07/2019	Permanent	37.5	XR07	Y	CV2	9WB	CV1	7NN
Business Analyst	Analyst	Y	24/12/2014	Permanent	37.5	XR05	Y	CV2	2TL	CV1	2DA
Business Analyst	Analyst	Y	19/09/2023	Fixed Term Temp	30.0	XR04	N	CV2	2TL	CV1	2JB
Business Analyst	Analyst	N	01/10/2025	Permanent	30.0	XR02	N	CV2	2TL	CV1	5AE
Business Analyst	Analyst	Y	02/12/2024	Permanent	37.5	XR05	N	CV2	2TL	CV1	4HZ
Business Analyst	Analyst	Y	01/09/2023	Locum	0.0	MQ00	N	CV2	2TL	CV1	3AT
Business Analyst	Analyst	Y	01/07/2022	Permanent	27.5	XR03	N	CV2	9WB	CV1	5DD

ASHE Annual Leave

Data Items

Assignment Number	Entitlement
NI Number	Units
Employee Last Name	Include Bank Holidays
Previous Year Carryover	

Example Screenshot

Assignment Number	NI Number	Employee Last Name	Previous Year Carryover	Entitlement	Units (Days or Hours)	Include Bank Holidays
12345678	NH101010B	Blogs		0.00	165.00 Hours	Yes (As they fall)
12345678	NH101010B	Blogs		0.00	180.00 Hours	Yes (As they fall)
12345678	NH101010B	Blogs		0.00	228.00 Hours	Yes (As they fall)
12345678	NH101010B	Blogs		0.00	285.00 Hours	Yes (As they fall)
12345678	NH101010B	Blogs		0.00	286.75 Hours	Yes (As they fall)
12345678	NH101010B	Blogs		0.00	291.75 Hours	Yes (As they fall)
12345678	NH101010B	Blogs		0.00	304.75 Hours	Yes (As they fall)
12345678	NH101010B	Blogs		0.00	317.00 Hours	Yes (As they fall)
12345678	NH101010B	Blogs		0.00	330.00 Hours	Yes (As they fall)

Payroll & Pension

Prompts

Element Name (Basic)

Element Name (OT)

Element Name (Enhanced)

Element Name (Bonus)

Element Name (Other Pay)

ASHE Payroll

Data Items

Employee Number	Premium Pay
Employee Last Name	Bonus/Incentive Pay
NI Number	Other Pay
Pay Period	Gross Pay - Pay Period
Period Start Date	Pensionable Pay
Basic Pay	Pension EEs
Basic Hours	Pension ERs
Overtime Pay	Gross Pay - Annual
Overtime Hours	Gross Pay - Annual (Bonus)

Example Screenshot

NI Number	Pay Period	Period Start Date	Basic Pay	Basic Hours	Overtime Pay	Overtime Hours	Premium Pay	Bonus/Incentive Pay	Other Pay	Gross Pay - Pay Period	Pensionable Pay	Pension EEs	Pension ERs	Gross Pay - Annual	Gross Pay - Annual (Bonus)
NH101010B														E24,203.19	
NH101010B														E27,788.72	
NH101010B														E26,137.13	
NH101010B														E29,565.72	
NH101010B														E22,582.52	
NH101010B														£0.00	
NH101010B														E19,728.36	
NH101010B														E48,035.17	
NH101010B														E27,881.76	
NH101010B														E17,131.69	
NH101010B														E8,598.08	
NH101010B														E25,958.55	
NH101010B														£0.00	
NH101010B														E14,072.23	
NH101010B														E23,488.15	
NH101010B														E14,024.89	
NH101010B														E17,389.69	
NH101010B														E22,817.90	

ASHE Pension Schemes

Data Items

Assignment Number	NI Number
Employee Last Name	Scheme Name

Example Screenshot

Assignment Number	Employee Last Name	NI Number	NHS Pension Scheme
12345678	Blogs	NH101010B	NHS Pension
12345678	Blogs	NH101010B	NHS Pension
12345678	Blogs	NH101010B	NHS Pension
12345678	Blogs	NH101010B	NHS Pension
12345678	Blogs	NH101010B	NHS Pension
12345678	Blogs	NH101010B	NHS Pension
12345678	Blogs	NH101010B	NHS Pension
12345678	Blogs	NH101010B	NHS Pension
12345678	Blogs	NH101010B	NHS Pension