



ELECTRONIC STAFF RECORD

RN624 Guide to Enhancements and Changes Release 69.3.0.0

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1 Introduction

The purpose of this document is to provide details of the enhancements to the ESR system in Release 69.3.0.0. 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 New National Subjective Codes

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

- NHS6730 Advanced Clinical Fellow
- NHS6731 Junior Clinical Fellow

3 **Revised Rates for Simply Health**

The following changes to the Simply Health Scheme have been applied to ESR with an effective date of 1st May 2026.

Change of Name

Element Name	Scheme	Deduction Type	New Rate
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 1 and partner (M)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 1 and partner (W)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 1 (M)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 1 (W)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 2 and partner (M)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 2 and partner (W)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 2 (M)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 2 (W)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 3 and partner (M)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 3 and partner (W)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 3 (M)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 3 (W)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 4 and partner (M)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 4 and partner (W)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 4 (M)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 4 (W)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 5 and partner (M)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 5 and partner (W)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 5 (M)	No Change
Hospital Fund NHS	CYM	NHS Simply Cash Plan Level 5 (W)	No Change

Change of Name and Rate Uplift

Element Name	Scheme	Deduction Type	New Rate
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 1 and partner (M)	337.20
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 1 and partner (W)	336.96
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 1 (M)	182.40
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 1 (W)	182.52
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 2 and partner (M)	398.40
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 2 and partner (W)	398.32
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 2 (M)	238.20
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 2 (W)	238.16
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 3 and partner (M)	519.00
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 3 and partner (W)	518.96

Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 3 (M)	294.00
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 3 (W)	293.80
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 4 and partner (M)	703.20
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 4 and partner (W)	703.04
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 4 (M)	372.00
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 4 (W)	371.80
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 5 and partner (M)	997.20
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 5 and partner (W)	997.36
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 5 (M)	597.00
Hospital Fund NHS	NHS	NHS Simply Cash Plan Level 5 (W)	596.96

New Rates

Element Name	Scheme	Deduction Type	New Rate
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Basic (M)	98.64
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Basic (W)	98.80
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Basic and partner (M)	197.28
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Basic and partner (W)	197.60
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Standard (M)	222.24
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Standard (W)	222.04
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Standard and partner (M)	444.48
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Standard and partner (W)	444.08
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Extra (M)	378.12
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Extra (W)	378.04
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Extra and partner (M)	756.24
Hospital Fund NHS	CYM	NHS Corporate Standard Plan Extra and partner (W)	756.08

4 New Adjustment Element for TAS Mileage Claims to Reset the PAYE Calculation

Background

An initial change to update the Approved Mileage Allowance Payment (AMAP) within ESR was deployed in release R69.0 at the end of June. This further change will provide users with a mechanism to correct the PAYE calculated for any mileage processed before the change was applied.

User Actions

Actions are only required for assignments which have had their mileage paid on any of the Tax at Source (TAS) mileage elements

There are 2 options available to employers for the Taxable Pay adjustment:

Option 1

Where the employee claims regularly throughout the year there may not be a need to do an adjustment as the PAYE calculation for the TAS elements works on a cumulative amount. The revised rates will mean that no further PAYE will be calculated until the assignment has returned to a profit.

Each assignment will have to do an extra 10 miles for every mile already processed to return to a profit for miles done on the original NHS rate of £0.56. For miles done on the updated rate with effect from 1st June of £0.59 they have to do a further 7 miles per every mile originally claimed.

Option 2

A new element has been created called TAS Taxable Pay Adjustment NHS to enable Users to adjust the Taxable Pay on TAS Payments already processed where employees do not regularly claim mileage. Users need to enter the adjusted cash amount for the profit originally processed to reset the calculation based on the updated AMAP rate.

Checking the Mileage Rate Applied

How to check if the mileage rate was higher.

Mileage processed prior to rate change being applied:

NHS Mileage rate 150 miles x £0.56 = £84.00 (rate applicable up to 31st May)

NHS Mileage rate 150 miles x £0.59 = £88.50 (rate applicable from 1st June)

Previous AMAP rate = 150 miles x £0.45 = £67.50

Updated AMAP rate = 150 miles x £0.55 = £82.50

Profit based on £0.56 rate:

Original profit value = £84.00 - £67.50 = £16.50

Updated profit value = £84.00 - £82.50 = £1.50

Difference in the profit processed = £16.50 - £1.50 = £15.00 PAYE adjustment due.

Profit based on £0.59 rate:

Original profit value = £88.50 - £67.50 = £21.00

Updated profit value = £88.50 - £82.50 = £6.00

Difference in the profit processed = £21.00 - £6.00 = £15.00.

A PAYE adjustment will not be required if the mileage was processed in the payroll run after the AMAP rate had been uplifted.

This calculation will have to be done for all periods where the original AMAP rate was used for miles paid on or after 06 April 2026 but processed and paid in ESR before R69.0.0.0.

If the Assignment had already exceeded the 3,500 miles threshold before April 2026, then no assessment will be required.

Although the calculation will have to be done on an individual basis to assess the miles already claimed, the elements can be entered via batch element entry if required.

5 **Update ER Rate for LGPS Bath & Northeast Somerset Council**

The Employer Rate on the LGPS Standard Cont NHS element has been updated for Bath & Northeast Somerset Council.

These changes are effective from 01-Apr-2026.

Contribution Band	EE Rate (not changed)	ER Rate (updated from 26.0)
Band 1	5.5	25.3
Band 2	5.8	25.3
Band 3	6.5	25.3
Band 4	6.8	25.3
Band 5	8.5	25.3
Band 6	9.9	25.3
Band 7	10.5	25.3
Band 8	11.4	25.3
Band 9	12.5	25.3
Band 1 Half	2.75	25.3
Band 2 Half	2.9	25.3
Band 3 Half	3.25	25.3
Band 4 Half	3.4	25.3
Band 5 Half	4.25	25.3
Band 6 Half	4.95	25.3
Band 7 Half	5.25	25.3
Band 8 Half	5.7	25.3
Band 9 Half	6.25	25.3
Protected	5	25.3

Any Employer arrears will be generated when NHS Retro-Pay is run.

6 Update ER Rate for LGPS Derbyshire County Council

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

These changes are effective from 01-Apr-2026.

Contribution Band	EE Rate (not changed)	ER Rate (updated from 6.2)
Band 1	5.5	18.9
Band 2	5.8	18.9
Band 3	6.5	18.9
Band 4	6.8	18.9
Band 5	8.5	18.9
Band 6	9.9	18.9
Band 7	10.5	18.9
Band 8	11.4	18.9
Band 9	12.5	18.9
Band 1 Half	2.75	18.9
Band 2 Half	2.9	18.9
Band 3 Half	3.25	18.9
Band 4 Half	3.4	18.9
Band 5 Half	4.25	18.9
Band 6 Half	4.95	18.9
Band 7 Half	5.25	18.9
Band 8 Half	5.7	18.9
Band 9 Half	6.25	18.9
Protected	5	18.9

Any Employer arrears will be generated when NHS Retro-Pay is run.

7 Update ER Rate for LGPS Gloucester County Council

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

These changes are effective from 01-Apr-2026.

Contribution Band	EE Rate (not changed)	ER Rate (updated from 24.1)
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

Any Employer arrears will be generated when NHS Retro-Pay is run.

8 Update ER Rate for LGPS Merseyside Pension Fund

The Employer Rate on the LGPS Standard Cont NHS element has been updated for Merseyside Pension Fund.

These changes are effective from 01-Apr-2026.

Contribution Band	EE Rate (not changed)	ER Rate (updated from 6.2)
Band 1	5.5	6.3
Band 2	5.8	6.3
Band 3	6.5	6.3
Band 4	6.8	6.3
Band 5	8.5	6.3
Band 6	9.9	6.3
Band 7	10.5	6.3
Band 8	11.4	6.3
Band 9	12.5	6.3
Band 1 Half	2.75	6.3
Band 2 Half	2.9	6.3
Band 3 Half	3.25	6.3
Band 4 Half	3.4	6.3
Band 5 Half	4.25	6.3
Band 6 Half	4.95	6.3
Band 7 Half	5.25	6.3
Band 8 Half	5.7	6.3
Band 9 Half	6.25	6.3
Protected	5	6.3

Any Employer arrears will be generated when NHS Retro-Pay is run.