

UN3794 1 of 3 19 th August 2026	Electronic Staff Record Programme USER NOTICE	
Title	NHS Pay Award and changes to Resident Doctors (England) – Pay and Conditions Circular (M&D) 1/2026 R2	
Purpose	To update all English ESR Organisations on the implementation of the England Resident Doctors Pay Award and changes	
Intended Audience	All English ESR Organisations	

SUBJECT

Pay Award and changes to Resident Doctors in England – Pay and Conditions Circular (M&D) 1/2026 R2.

DETAIL

Users are advised that revised rates of Pay and Allowances as authorised by the above agreement will be introduced onto ESR with an effective date of 1st April 2026. These will be applied in Release 69.3 over the weekend commencing 21st August 2026.

The following changes will be made with effect from 1st April 2026:

- Uplift of rates for Resident Doctors.
- New grade step points for some of the payscales where the rates no longer share the same values.
- Introduction of new payscales, elements and annual leave plans for Trust Grade staff.
- Uplift to existing On Call rates.
- Rename of Flex Pay Premia GP NP NHS to GP Registrar Enhancement NP NHS.

Please Note:

The rename of the element has been done as a correction meaning that all references to the old name will be replaced. This includes all element entries, GRR, run result entries (including previous run results) and any payslips or reports generated after the release.

There will be a requirement for Users to set up new Local GL Mapping codes with the new element name.

Details of the changes can be found on the attached spreadsheet.

ACTION REQUIRED

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

To enable the Pay Award and pension arrears to be paid in the same pay period, Payroll Departments are asked to undertake payroll processes in the following order:

1. Process an initial payroll run, once input for the period has been entered but **before** any retro processing, which will pay the new pay rates.
2. Run the Pension Banding Assessment process as part of the initial payroll run. It is essential that this is run before any retro processing, otherwise pension arrears will not be triggered until the following month. A check of the associated output reports should be undertaken to ensure that any changes to bandings that have been applied are correct.
3. Rollback the payroll run.
4. Run the retro process.
5. Process the payroll run, from this point processing should continue in line with local requirements.

Please note that the retro process should not be run until all payments requiring arrears in September have been processed and should only be run once for the payroll period.

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.

Where required, set up new Local GL mapping codes for the renamed GP Registrar Enhancement NP NHS element.

FURTHER INFORMATION

UN3794 3 of 3 19 th August 2026	Electronic Staff Record Programme USER NOTICE	
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The Leavers Dashboard will be made available to ex-employees impacted by the Pay Award for a period of 90 days.

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