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**From:** Gemma Hames

**Sent:** 25 April 2025 12:49

**To:** Gary Palmer (SO) <gary.palmer@gmb.org.uk>

**Subject:** ACA Dispute

Hi Gary

Please accept my apologies for not coming back to you yesterday – I was in a hearing for most of the day which meant I was away from my emails.

I have today and late yesterday afternoon spoken with Deena at EMED regarding some of the pay queries that have been raised by those that have transferred across, and I have agreed to double check and confirm all rates of pay are correct on the ELI that was sent by COP today paying particular attention to the names that have raised concerns their end.

I have checked with the HR Admin team regarding the 12 individuals where it was not possible to make the changes due to ESR preventing changes being made and sadly there hasn't been an update on this from the ESR team to allow the changes to be actioned, so for now the status remains the same for these individuals. I plan on writing to these individuals to let them know this and that we aim to correct this ASAP hopefully for May pay date. I had hoped that I could have communicated with them before today however time has gotten away with me this week and so I will action this next week. Today my focus is on checking the ELI data for EMED to ensure the pay is correct.

The payments received by staff will vary depending on the criteria, their hours, the claims and when their dates changed as they all started at different times.

The HR Systems team are not aware (haven't seen) of anyone at the moment with over £600 – it would be good to find out who has had thousands so we can check this?

I am aware a Comms was being worked on but I don't believe that this has gone out and so this may be why there are so many queries coming forward. I will follow this up to ensure communication is sent as a matter of urgency.

In relation to the USH - The deductions on the payslips are the offset of the USH.

AfC states for section 2 USH that there are different percentages of USH depending on banding as shown in the table below

**Table 2**

**Unsocial hours payments**

**From 1 April 2020 onwards**

Pay band	All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	All time on Sundays and Public Holidays (midnight to midnight)
1	Time plus 47%	Time plus 94%
2	Time plus 41%	Time plus 83%
3	Time plus 35%	Time plus 69%
4 - 9	Time plus 30%	Time plus 60%

There will have been some overpayments where the USH rates would have been paid based on the band 2 USH percentages rather than band 3. We as a Trust have decided not to recover such overpayments, however these amounts still have to show on wageslips as being offset which is why the minus figures on USH are shown.

It is also worth noting that any current USH for March which would be paid in April will be paid at the lower USH percentage too.

Any queries individuals have need to be directed to the HR systems email address [hssystemenquiries@scas.nhs.uk](mailto:hssystemenquiries@scas.nhs.uk)

I hope this helps to clarify

**Kind Regards**

**Gemma**

**HR Advisor**