

Table 1: Basic Pay and Earnings for broad non-medical occupational groups

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average FTE in sample ⁴
Administration and estates staff	£23,600	£25,400	£18,400	£20,600	226,595
Healthcare Assistants and other support staff	£14,800	£18,200	£14,100	£17,000	102,578
Nursing, midwifery and health visiting staff	£25,900	£29,800	£25,100	£29,300	349,604
Nursing, midwifery and health visiting learners ⁵	£19,000	£20,500	£19,900	£20,500	2,074
Scientific, therapeutic and technical staff	£29,400	£31,800	£29,100	£31,300	100,579
Healthcare Scientists	£27,500	£31,600	£26,100	£28,900	36,916
Qualified Ambulance Staff: ⁶					
London	£24,300	£41,800	£23,500	£39,000	2,461
Non-London	£25,000	£36,200	£26,100	£34,200	13,305
Unqualified Ambulance Staff ⁶					
London	£17,500	£27,800	£17,700	£25,400	399
Non-London	£17,000	£21,700	£16,800	£19,900	5,226

Source: Information Centre for Health and Social Care 2008 NHS Staff Earnings Estimates, October to December 2008

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at February 2009.

1. Mean basic salary is calculated by dividing the total amount of basic pay earned by staff in the group by the total worked FTE for those staff

2. Calculated as mean basic salary, but for all earnings. This includes basic salary, plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods

3. The median is calculated by ranking individuals' FTE basic pay, and taking the midpoint. It is considered a more robust indicator of 'typical' pay than the mean

4. This is the average monthly FTE used in the calculation for the period, to give an indication of sample size.

5. This only includes learners who are on Agenda for Change terms and conditions. A proportion of this staff group are not on AfC paycales, and bursaries paid to nurse learners are not included within the data

6. When earnings estimates were first published, London Ambulance staff were over-represented in the sample. To eliminate potential bias in an overall 'ambulance staff' figure, figures for London and elsewhere were presented separately. This split remains now for ease of comparison over time

7. These figures represent payments made using the Electronic Staff Record to NHS Staff who are on Agenda for Change Paycales

8. Figures rounded to the nearest £100

9. Figures based on data from all NHS organisations who are using ESR (Two Foundation Trusts have not taken up ESR)

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Table 2: Basic Pay and Earnings for 'NHS Pay Review Body' staff groups

	Mean Basic Salary per Full Time Equivalent	Mean Total Earnings per Full Time Equivalent	Median Full Time Equivalent Basic Salary	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample
All Nurses, Midwives and health visiting staff	£25,900	£29,800	£25,100	£29,300	349,604
Of Which: Qualified	£28,200	£32,300	£26,100	£31,600	282,207
Unqualified	£16,000	£19,200	£16,000	£18,500	67,397
ST&T Staff: Allied Health Professionals	£29,100	£31,400	£30,000	£32,700	61,523
Of Which: Qualified	£31,000	£33,500	£32,700	£33,600	53,504
Unqualified	£16,600	£17,600	£16,300	£17,000	8,019
ST&T Staff: Other ⁵	£28,700	£32,000	£26,100	£29,100	75,972
Of Which: Qualified	£32,900	£36,700	£30,000	£34,200	55,803
Unqualified	£17,000	£18,700	£16,000	£17,300	20,169
London Ambulance Staff ⁶	£23,400	£39,900	£23,500	£37,600	2,860
Of Which: Qualified	£24,300	£41,800	£23,500	£39,000	2,461
Unqualified	£17,500	£27,800	£17,700	£25,400	399
Outside London Ambulance Staff ⁶	£22,700	£32,100	£21,400	£31,400	18,531
Of Which: Qualified	£25,000	£36,200	£26,100	£34,200	13,305
Unqualified	£17,000	£21,700	£16,800	£19,900	5,226
Former Pay Negotiating Council Groups	£23,600	£25,400	£18,400	£20,600	226,595
Managers ⁷	£44,400	£46,500	£43,200	£44,300	33,199
Admin & Clerical	£20,000	£21,500	£17,700	£19,000	183,785
Maintenance & works	£21,000	£27,500	£20,200	£25,200	9,611

Source: Information Centre for Health and Social Care 2008 NHS Staff Earnings Estimates, October to December 2008.

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at February 2009.

Notes:

1. Mean basic salary is calculated by dividing the total amount of basic pay earned by staff in the group by the total worked FTE for those staff
2. Calculated as mean basic salary, but for all earnings. This includes basic salary, plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods
3. The median is calculated by ranking individuals' FTE basic pay, and taking the midpoint. It is considered a more robust indicator of 'typical' pay than the mean
4. This is the total FTE for all payments made in the quarterly period, divided by 3 to give a monthly average.
5. This group includes healthcare scientists, as requested for NOHPRB needs. Social service staff are removed from the census group as they are not in the NOHPRB remit
6. When earnings estimates were first published, London Ambulance staff were over-represented in the sample. To eliminate potential bias in an overall 'ambulance staff' figure, figures for London and elsewhere were presented separately. This split remains now for ease of comparison over time
7. Note that this only contains managers on Agenda for change T&C's (up to and inc Band 9). This is due to needing a fixed payscale to assess validity of records against
8. These figures represent payments made using the Electronic Staff Record to NHS Staff who are on Agenda for Change Payscales
9. Figures rounded to the nearest £100
10. Figures based on data from all NHS organisations who are using ESR (Two Foundation Trusts have not taken up ESR)

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Table 3: Basic Pay and Earnings for Agenda for Change bands

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	£13,300	£16,100	£13,300	£15,100	30,230
Band 2	£14,600	£17,100	£14,400	£16,000	133,648
Band 3	£16,500	£19,100	£16,600	£17,700	110,531
Band 4	£19,400	£21,600	£19,600	£20,800	77,149
Band 5	£23,300	£27,700	£23,500	£26,500	195,453
Band 6	£29,200	£33,100	£29,100	£32,700	142,593
Band 7	£34,900	£38,100	£35,900	£37,400	93,590
Band 8a	£41,100	£43,600	£41,100	£43,200	29,693
Band 8b	£48,900	£51,300	£49,400	£50,900	15,455
Band 8c	£58,700	£61,200	£58,400	£60,800	7,933
Band 8d	£70,400	£73,400	£70,100	£73,000	4,123
Band 9	£84,600	£89,100	£84,800	£87,900	974

Agenda for Change Payscales for Reference

	Band Minimum Effective from 1st April 2008 (implemented July 08)	Band Maximum Effective from 1st April 2008 (implemented July 08)
Band 1	£12,517	£13,617
Band 2	£12,922	£15,950
Band 3	£14,834	£17,732
Band 4	£17,316	£20,818
Band 5	£20,225	£26,123
Band 6	£24,103	£32,653
Band 7	£29,091	£38,352
Band 8a	£37,106	£44,527
Band 8b	£43,221	£53,432
Band 8c	£52,007	£64,118
Band 8d	£62,337	£77,179
Band 9	£73,617	£93,098

Source: Information Centre for Health and Social Care 2008 NHS Staff Earnings Estimates, October to December 2008.

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at February 2009.

Notes:

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 3. The median is calculated by ranking individuals' FTE basic pay, and taking the midpoint. It is considered a more robust indicator of 'typical' pay than the mean
 4. This is the total FTE for all payments made in the quarterly period, divided by 3 to give a monthly average.
 5. These figures represent payments made using the Electronic Staff Record to NHS Staff who are on Agenda for Change Payscales
 6. Figures rounded to the nearest £100
 7. Figures based on data from all NHS organisations who are using ESR (Two Foundation Trusts have not taken up ESR)
- of 'typical' earnings. Estimates of the impact changes over time should wait until quarters being compared do not contain back pay
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Table 4: Basic Pay and Earnings for NHSPRB groups, broken down by Agenda for Change Band

NHSPRB Qualified Nurses

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£19,000	£21,100	£19,000	£20,800	709
Band 5	£23,500	£28,100	£23,500	£27,200	135,180
Band 6	£29,600	£33,600	£30,000	£32,700	85,243
Band 7	£35,100	£38,400	£35,900	£37,800	47,886
Band 8a	£40,600	£43,100	£39,900	£42,300	9,084
Band 8b	£47,600	£50,300	£46,800	£49,400	3,029
Band 8c	£56,700	£59,700	£55,800	£58,400	872
Band 8d	£67,800	£72,800	£65,000	£69,500	180
Band 9	-	-	-	-	-

NHSPRB Unqualified Nurses

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	£13,000	£14,900	£12,900	£14,100	141
Band 2	£14,600	£17,800	£14,400	£17,100	31,666
Band 3	£16,600	£20,200	£16,800	£19,400	28,956
Band 4	£18,900	£20,800	£19,000	£20,200	5,701
Band 5	£22,600	£25,700	£22,100	£24,700	739
Band 6	£28,700	£31,100	£28,100	£31,100	121
Band 7	-	-	-	-	-
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

NHSPRB Qualified AHPs

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£19,300	£20,200	£19,300	£19,700	1,519
Band 5	£21,600	£24,100	£21,100	£22,700	10,424
Band 6	£28,700	£31,500	£29,100	£31,700	18,839
Band 7	£35,300	£37,700	£36,300	£37,100	16,448
Band 8a	£41,000	£43,300	£39,900	£42,500	4,216
Band 8b	£48,600	£51,100	£46,800	£50,500	1,492
Band 8c	£57,700	£61,600	£55,800	£59,400	440
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

NHSPRB Unqualified AHPs

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	-	-	-	-	-
Band 2	£14,600	£15,600	£14,600	£15,500	2,259
Band 3	£16,400	£17,300	£16,500	£17,000	3,946
Band 4	£18,900	£19,900	£18,600	£19,300	1,599
Band 5	£22,200	£24,000	£21,500	£23,000	148
Band 6	-	-	-	-	-
Band 7	-	-	-	-	-
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

NHSPRB Qualified ST&Ts

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£19,000	£20,600	£19,000	£20,300	3,963
Band 5	£22,800	£25,400	£22,100	£24,500	11,276
Band 6	£28,300	£33,300	£28,100	£31,800	15,103
Band 7	£34,000	£38,700	£34,500	£37,100	12,169
Band 8a	£41,300	£44,700	£41,400	£44,300	6,184
Band 8b	£48,700	£51,900	£49,400	£52,000	3,460
Band 8c	£58,900	£61,900	£58,400	£62,300	1,938
Band 8d	£71,200	£74,200	£73,600	£73,600	1,395
Band 9	£85,100	£89,700	£84,800	£88,800	313

NHSPRB Unqualified ST&Ts

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	£13,000	£14,900	£12,500	£13,600	239
Band 2	£14,300	£15,900	£14,000	£15,400	8,565
Band 3	£16,200	£18,000	£16,000	£17,300	5,408
Band 4	£18,600	£20,400	£18,400	£19,900	2,623
Band 5	£21,400	£23,000	£20,800	£22,100	2,137
Band 6	£27,600	£29,600	£27,200	£29,500	944
Band 7	£31,600	£33,300	£30,400	£32,700	208
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

NHSPRB Qualified Ambulance Staff (london) ⁵

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£18,200	£32,900	£17,700	£30,400	428
Band 5	£23,900	£41,700	£23,500	£38,600	1,662
Band 6	£29,800	£50,200	£30,000	£46,600	202
Band 7	£35,000	£53,700	£35,900	£49,300	134
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

NHSPRB Unqualified Ambulance Staff (London) ⁵

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	£16,700	£26,400	£17,700	£24,900	280
Band 4	-	-	-	-	-
Band 5	-	-	-	-	-
Band 6	-	-	-	-	-
Band 7	-	-	-	-	-
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

NHSPRB Qualified Ambulance Staff (non London) ⁵

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£20,100	£28,800	£20,800	£27,200	3,302
Band 5	£24,500	£36,100	£26,100	£34,100	6,712
Band 6	£29,600	£43,100	£29,100	£40,800	2,636
Band 7	£34,200	£46,700	£33,600	£44,500	520
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

NHSPRB Unqualified Ambulance Staff (Non-London) ⁵

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	-	-	-	-	-
Band 2	£14,700	£16,400	£14,400	£16,000	200
Band 3	£16,300	£20,300	£16,300	£19,200	3,848
Band 4	£18,600	£25,600	£18,900	£24,500	563
Band 5	£19,800	£28,200	£19,600	£26,900	582
Band 6	-	-	-	-	-
Band 7	-	-	-	-	-
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

Former PNC groups: Managers ⁶

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£19,500	£22,300	£19,900	£20,800	249
Band 5	£23,400	£25,800	£22,800	£25,600	1,041
Band 6	£28,800	£30,700	£29,100	£30,500	3,554
Band 7	£34,800	£36,900	£34,700	£37,100	7,349
Band 8a	£41,500	£43,400	£41,400	£43,200	7,397
Band 8b	£49,500	£51,500	£49,400	£52,000	6,273
Band 8c	£59,100	£61,200	£58,400	£61,700	4,300
Band 8d	£70,300	£73,200	£70,100	£71,600	2,320
Band 9	£84,600	£88,800	£84,800	£86,800	585

Former PNC groups: Admin & Clerical

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	£13,200	£14,900	£13,300	£13,600	1,574
Band 2	£14,800	£16,200	£14,900	£15,900	42,484
Band 3	£16,500	£17,700	£16,500	£17,300	41,314
Band 4	£19,500	£20,700	£19,600	£20,800	49,650
Band 5	£23,100	£25,000	£22,800	£24,300	22,478
Band 6	£28,600	£30,400	£28,100	£30,000	14,737
Band 7	£34,400	£36,400	£34,700	£36,000	7,732
Band 8a	£41,400	£43,600	£41,400	£43,200	2,443
Band 8b	£49,000	£51,100	£49,400	£51,100	977
Band 8c	£58,300	£62,200	£58,400	£59,400	288
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

Former PNC groups: Maintenance & works

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	£13,300	£16,100	£13,600	£14,600	426
Band 2	£14,800	£18,200	£14,700	£16,600	1,471
Band 3	£16,900	£21,000	£17,300	£19,300	1,430
Band 4	£20,300	£28,600	£20,800	£26,900	3,771
Band 5	£24,400	£35,100	£24,800	£32,700	1,373
Band 6	£30,200	£35,200	£31,100	£32,800	541
Band 7	£36,200	£40,100	£37,100	£38,400	434
Band 8a	£42,800	£46,500	£44,500	£44,700	102
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

Source: Information Centre for Health and Social Care 2008 NHS Staff Earnings Estimates, October to December 2008.

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at February 2009.

Notes:

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 2. Calculated as mean basic salary, but for all earnings. This includes basic salary, plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods
 3. The median is calculated by ranking individuals' FTE basic pay, and taking the midpoint. It is considered a more robust indicator of 'typical' pay than the mean
 4. This is the total FTE for all payments made in the quarterly period, divided by 3 to give a monthly average.
 5. Currently London Ambulance staff are over-represented in the sample. To eliminate potential bias in an overall 'ambulance staff' figure, figures for London and elsewhere will be presented separately until full roll out.
 6. Note that this only contains managers on Agenda for change T&C's (up to and inc Band 9). This is due to needing a fixed payscale to assess validity of records against
 7. These figures represent payments made using ESR to NHS Staff who are on Agenda for Change Payscales
 8. Figures rounded to the nearest £100
 9. Figures based on data from all NHS organisations who are using ESR (Two Foundation Trusts have not taken up ESR) of 'typical' earnings. Estimates of the impact changes over time should wait until quarters being compared do not contain back pay
- ' indicates data suppressed due to sample size less than 100. Below this point, data is subject to fluctuation which means a robust estimate cannot be provided
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Table 5: Basic Pay and Earnings for Medical Staff Groups

	Mean Basic Salary per Full Time Equivalent ¹	Mean Total Earnings per Full Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Foundation Yr 1 / House Officer	£22,000	£31,400	£21,900	£31,800	5,550
Foundation Yr 2 / Sen House Officer	£29,100	£42,200	£27,100	£40,700	6,859
Registrar Group	£37,000	£56,600	£36,500	£54,700	28,171
Consultants (Old Contract)	£85,400	£101,900	£79,000	£90,100	1,645
Consultants (New Contract)	£89,000	£119,400	£88,100	£110,300	28,296
Associate Specialist	£76,700	£83,700	£70,100	£72,600	2,572
Staff Grade	£59,100	£65,200	£54,400	£57,800	4,584

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2. Calculated as mean basic salary, but for all earnings. This includes basic salary, plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods
3. The median is calculated by ranking individuals' FTE basic pay, and taking the midpoint. It is considered a more robust indicator of 'typical' pay than the mean
4. This is the total FTE for all payments made in the quarterly period, divided by 3 to give a monthly average.
5. Inspection of data suggest that discretionary point payments are sometimes included with basic pay for Consultants
6. These figures represent payments made using The Electronic Staff Record to NHS Staff who are directly paid by NHS organisations. It does not include, for example, elements of pay for clinical staff which are paid to the individual by universities, or other non-NHS organisations providing NHS care
7. Figures rounded to the nearest £100
8. Figures based on data from all NHS organisations who are using ESR (Two Foundation Trusts have not taken up ESR)

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