

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	£21,600	£23,500	£17,000	£18,800	122,158
Healthcare Assistants and other support staff	£13,800	£17,000	£13,200	£15,900	57,182
Nursing, midwifery and health visiting staff	£23,800	£27,700	£23,700	£27,400	211,955
Nursing, midwifery and health visiting learners ⁵	£17,500	£18,800	£15,900	£17,400	1,582
Scientific, therapeutic and technical staff	£27,500	£29,900	£27,600	£29,700	57,158
Healthcare Scientists	£25,400	£29,700	£23,800	£26,900	20,894
Qualified Ambulance Staff: ⁶					
London	£22,600	£35,200	£21,000	£34,700	2,326
Non-London	£23,800	£33,500	£24,800	£32,200	5,241
Unqualified Ambulance Staff ⁶					
London	£15,900	£23,300	£14,800	£22,200	591
Non-London	£16,400	£20,700	£15,900	£19,000	2,330

Source: Information Centre for Health and Social Care 2007 NHS Staff Earnings Estimates, April to June 2007.

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at August 2007.

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. Around 25% of this staff group are not on AfC payscales, and bursaries paid to nurse learners are not included within the data

6. 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.

London Ambulance Trust has a higher proportion of unqualified staff than the national average for ambulance trusts. Figures are best looked at by qualified / non qualified status, as in table 2.

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

8. Figures rounded to the nearest £100

9. Figures based on a sample of 72% of NHS organisations. Organisations included are those which were paying staff via ESR by June 2007

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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 ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
All Nurses, Midwives and health visiting staff	£23,800	£27,700	£23,700	£27,400	211,955
Of Which: Qualified	£26,100	£30,200	£24,800	£29,500	168,642
Unqualified	£14,800	£17,900	£14,500	£17,100	43,313
ST&T Staff: Allied Health Professionals	£27,400	£29,700	£28,500	£31,000	35,170
Of Which: Qualified	£29,100	£31,700	£30,800	£32,100	30,751
Unqualified	£15,400	£16,200	£15,100	£15,700	4,418
ST&T Staff: Other⁵	£26,500	£29,900	£24,800	£27,300	43,093
Of Which: Qualified	£30,300	£34,400	£27,600	£31,900	31,914
Unqualified	£15,500	£17,100	£14,500	£15,700	11,179
London Ambulance Staff⁶	£21,200	£32,800	£21,000	£32,600	2,917
Of Which: Qualified	£22,600	£35,200	£21,000	£34,700	2,326
Unqualified	£15,900	£23,300	£14,800	£22,200	591
Outside London Ambulance Staff⁶	£21,600	£29,600	£19,700	£29,800	7,571
Of Which: Qualified	£23,800	£33,500	£24,800	£32,200	5,241
Unqualified	£16,400	£20,700	£15,900	£19,000	2,330
Former Pay Negotiating Council Groups					
Managers ⁷	£40,800	£43,800	£38,400	£41,000	15,806
Admin & Clerical	£18,700	£20,100	£16,600	£17,700	100,624
Maintenance & works	£20,000	£26,700	£18,200	£24,100	5,728

Source: Information Centre for Health and Social Care 2007 NHS Staff Earnings Estimates, April to June 2007.

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at August 2007.

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. 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.
 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 a sample of 72% of NHS organisations. Organisations included are those which were paying staff via ESR by June 2007
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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 Time Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	£12,400	£15,200	£12,500	£14,200	16,278
Band 2	£13,700	£15,900	£13,800	£15,100	81,282
Band 3	£15,400	£18,000	£15,400	£16,800	62,261
Band 4	£18,300	£20,700	£18,600	£19,700	43,731
Band 5	£21,900	£26,300	£21,600	£25,200	114,676
Band 6	£27,400	£31,200	£27,600	£31,000	82,643
Band 7	£32,500	£35,700	£32,900	£34,800	52,675
Band 8a	£38,300	£41,200	£37,900	£39,900	14,730
Band 8b	£45,200	£48,600	£44,400	£46,900	7,974
Band 8c	£54,100	£57,900	£53,000	£55,500	3,795
Band 8d	£64,600	£68,600	£63,400	£66,500	1,847
Band 9	£76,400	£81,200	£76,800	£78,700	357

Agenda for Change Payscales for Reference

	Band Minimum (includes transition point where applicable)	Band Maximum
Band 1	£11,782	£12,853
Band 2	£12,177	£15,107
Band 3	£12,853	£16,799
Band 4	£15,107	£19,730
Band 5	£17,475	£24,803
Band 6	£20,970	£31,004
Band 7	£24,803	£36,416
Band 8a	£32,921	£42,278
Band 8b	£37,881	£50,733
Band 8c	£44,420	£60,880
Band 8d	£52,988	£73,281
Band 9	£63,417	£88,397

Source: Information Centre for Health and Social Care 2007 NHS Staff Earnings Estimates, April to June 2007.

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at August 2007.

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. 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 a sample of 72% of NHS organisations. Organisations included are those which were paying staff via ESR by June 2007
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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	£18,000	£20,400	£18,000	£19,700	527
Band 5	£22,000	£26,600	£21,600	£25,700	82,237
Band 6	£27,600	£31,400	£28,200	£31,000	51,369
Band 7	£32,400	£35,600	£32,900	£35,000	27,800
Band 8a	£37,300	£39,800	£36,400	£38,600	4,589
Band 8b	£43,600	£46,300	£42,300	£44,400	1,605
Band 8c	£51,400	£55,800	£50,700	£53,000	425
Band 8d	-	-	-	-	-
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	£12,300	£14,000	£12,200	£12,500	160
Band 2	£13,700	£16,500	£13,600	£15,900	20,725
Band 3	£15,300	£19,000	£15,400	£18,200	18,754
Band 4	£17,500	£19,500	£17,400	£18,800	2,991
Band 5	£20,900	£24,000	£20,300	£23,500	527
Band 6	£26,700	£28,600	£26,700	£28,500	101
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	£18,100	£19,300	£18,000	£18,800	969
Band 5	£21,000	£23,700	£20,300	£22,300	5,852
Band 6	£27,500	£30,200	£28,500	£30,400	11,015
Band 7	£32,800	£35,200	£33,200	£34,200	9,419
Band 8a	£37,700	£40,300	£36,500	£38,600	2,321
Band 8b	£44,500	£47,400	£42,700	£45,300	835
Band 8c	£52,900	£56,200	£50,700	£53,000	278
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	£14,000	£14,800	£14,000	£14,700	1,350
Band 3	£15,200	£15,900	£15,200	£15,700	2,202
Band 4	£17,500	£18,400	£17,400	£17,800	758
Band 5	-	-	-	-	-
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	£17,800	£19,600	£18,000	£19,000	2,280
Band 5	£21,600	£24,500	£21,300	£23,700	6,576
Band 6	£26,200	£31,400	£25,800	£29,500	8,769
Band 7	£31,800	£36,700	£31,900	£35,200	7,212
Band 8a	£38,400	£42,200	£38,500	£41,000	3,153
Band 8b	£44,200	£47,900	£44,400	£46,200	1,923
Band 8c	£53,900	£57,300	£53,000	£55,500	1,065
Band 8d	£64,700	£68,300	£63,400	£66,500	788
Band 9	£74,600	£79,500	£73,300	£76,800	147

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	£12,300	£13,900	£12,200	£12,700	167
Band 2	£13,400	£14,800	£13,200	£14,200	5,035
Band 3	£15,000	£16,700	£15,100	£16,100	2,908
Band 4	£17,300	£18,800	£17,400	£18,300	1,325
Band 5	£19,400	£21,500	£19,200	£20,000	1,380
Band 6	£25,200	£27,700	£25,100	£27,100	272
Band 7	-	-	-	-	-
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	£18,600	£29,100	£19,700	£28,600	411
Band 5	£22,300	£35,400	£21,000	£34,700	1,607
Band 6	£27,000	£40,400	£27,600	£38,800	211
Band 7	-	-	-	-	-
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	£16,100	£22,100	£16,400	£20,800	212
Band 4	£15,300	£23,400	£14,800	£22,400	340
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	£19,300	£27,800	£19,700	£26,300	1,582
Band 5	£24,200	£34,200	£24,800	£32,400	2,491
Band 6	£27,800	£39,200	£27,600	£37,500	909
Band 7	£31,600	£41,200	£31,900	£39,200	189
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	£13,700	£16,000	£12,900	£15,100	155
Band 3	£15,500	£17,700	£15,900	£16,700	1,189
Band 4	£17,700	£24,400	£17,400	£24,700	827
Band 5	£18,600	£27,100	£18,600	£25,700	137
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	£18,700	£21,700	£19,700	£20,000	131
Band 5	£23,100	£24,900	£23,800	£24,800	560
Band 6	£28,500	£30,900	£28,900	£29,900	2,167
Band 7	£33,600	£36,100	£34,000	£35,200	3,609
Band 8a	£39,600	£42,300	£41,000	£41,600	3,305
Band 8b	£46,800	£50,100	£46,900	£49,400	2,989
Band 8c	£55,000	£59,000	£55,500	£56,200	1,877
Band 8d	£65,000	£69,400	£63,400	£66,500	882
Band 9	£78,400	£82,100	£76,800	£80,500	184

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	£12,500	£13,700	£12,700	£13,000	768
Band 2	£14,000	£15,100	£14,200	£14,500	26,795
Band 3	£15,700	£16,800	£15,900	£16,100	21,319
Band 4	£18,500	£19,800	£19,200	£19,700	27,767
Band 5	£22,100	£24,100	£22,300	£23,700	11,414
Band 6	£27,400	£29,700	£27,600	£28,500	7,054
Band 7	£33,000	£35,700	£32,900	£34,500	3,653
Band 8a	£39,300	£42,900	£39,300	£41,000	1,163
Band 8b	£46,200	£50,900	£46,900	£49,400	522
Band 8c	£55,500	£58,600	£55,500	£58,600	125
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	£12,500	£14,600	£12,500	£13,500	206
Band 2	£14,200	£17,500	£13,900	£15,700	850
Band 3	£15,900	£19,300	£15,500	£18,100	829
Band 4	£19,200	£28,300	£19,700	£25,600	2,264
Band 5	£22,400	£32,600	£22,300	£29,800	800
Band 6	£28,600	£32,800	£29,500	£31,000	393
Band 7	£34,300	£39,000	£35,200	£36,400	269
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

Source: Information Centre for Health and Social Care 2007 NHS Staff Earnings Estimates, April to June 2007.

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at August 2007.

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 paymer 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' earnings
 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 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 calculate earnings
 7. These figures represent payments made using the Electronic Staff Record to NHS Staff who are on Agenda for Change Payscales
 8. Figures rounded to the nearest £100
 9. Figures based on a sample of 72% of NHS organisations. Organisations included are those which were paying staff via ESR by June 2007.
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- 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	£21,200	£32,500	£21,100	£31,600	2,796
Foundation Yr 2 / Sen House Officer	£30,100	£46,700	£29,800	£44,700	12,013
Registrar Group	£38,900	£60,900	£39,200	£59,900	9,106
Consultants (Old Contract)	£82,900	£94,800	£77,300	£85,400	1,301
Consultants (New Contract)	£85,100	£113,400	£80,800	£105,400	15,318
Associate Specialist	£71,100	£76,000	£66,200	£68,600	1,542
Staff Grade	£55,000	£59,900	£50,400	£54,700	2,905

Source: Information Centre for Health and Social Care 2007 NHS Staff Earnings Estimates, April to June 2007.

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at August 2007.

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. 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 a sample of 72% of NHS organisations. Organisations included are those which were on ESR by June 2007

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