

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

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average FTE in sample <sup>4</sup>
Administration and estates staff	£24,000	£25,900	£19,100	£20,800	219,992
Healthcare Assistants and other support staff	£15,100	£18,700	£14,700	£17,500	100,506
Nursing, midwifery and health visiting staff	£26,300	£30,500	£26,000	£30,000	345,014
Nursing, midwifery and health visiting learners <sup>5</sup>	£18,900	£20,400	£17,700	£20,200	1,988
Scientific, therapeutic and technical staff	£30,000	£32,500	£29,400	£32,200	96,995
Healthcare Scientists	£27,900	£32,200	£26,100	£29,300	36,215
Qualified Ambulance Staff: <sup>6</sup>					
London	£24,700	£43,400	£23,500	£40,700	2,461
Non-London	£25,400	£36,400	£26,100	£34,800	13,181
Unqualified Ambulance Staff <sup>6</sup>					
London	£18,000	£29,000	£17,700	£26,000	375
Non-London	£17,200	£21,800	£17,200	£20,100	5,041

**Source: Information Centre for Health and Social Care 2008 NHS Staff Earnings Estimates, July to September 2008**

**- Processed using data taken from the Electronic Staff Record Data Warehouse, as at November 2008.**

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. 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 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)

10. Estimates for non medical staff include back-dated pay increases as part of the Agenda for Change award. As such they are likely to be an over-estimate 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 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 <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
<b>All Nurses, Midwives and health visiting staff</b>	£26,300	£30,500	£26,000	£30,000	345,014
Of Which: Qualified	£28,800	£33,100	£27,200	£32,400	277,799
Unqualified	£16,300	£19,700	£16,000	£19,000	67,215
<b>ST&amp;T Staff: Allied Health Professionals</b>	£29,700	£32,200	£31,100	£33,000	59,642
Of Which: Qualified	£31,700	£34,300	£32,700	£34,700	51,814
Unqualified	£17,000	£18,000	£16,700	£17,300	7,829
<b>ST&amp;T Staff: Other<sup>5</sup></b>	£29,200	£32,600	£26,100	£29,600	73,568
Of Which: Qualified	£33,500	£37,500	£31,100	£35,100	54,098
Unqualified	£17,100	£19,000	£16,000	£17,500	19,470
<b>London Ambulance Staff<sup>6</sup></b>	£23,800	£41,500	£22,800	£39,100	2,836
Of Which: Qualified	£24,700	£43,400	£23,500	£40,700	2,461
Unqualified	£18,000	£29,000	£17,700	£26,000	375
<b>Outside London Ambulance Staff<sup>6</sup></b>	£23,100	£32,400	£22,500	£31,700	18,222
Of Which: Qualified	£25,400	£36,400	£26,100	£34,800	13,181
Unqualified	£17,200	£21,800	£17,200	£20,100	5,041
<b>Former Pay Negotiating Council Groups</b>	£24,000	£25,900	£19,100	£20,800	219,992
Managers <sup>7</sup>	£45,100	£47,500	£43,200	£44,500	31,793
Admin & Clerical	£20,400	£22,000	£17,700	£19,500	178,719
Maintenance & works	£21,400	£28,000	£20,200	£25,900	9,480

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

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at November 2008.

**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)
11. Estimates for non medical staff include back-dated pay increases as part of the Agenda for Change award. As such they are likely to be an over-estimate of 'typical' earnings. Estimates of the impact changes over time should wait until quarters being compared do not contain back pay

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

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	£13,600	£16,700	£13,600	£15,400	29,926
Band 2	£14,900	£17,500	£14,800	£16,500	132,234
Band 3	£16,800	£19,600	£16,800	£18,400	108,091
Band 4	£19,800	£22,200	£19,900	£20,800	75,438
Band 5	£23,800	£28,400	£23,500	£27,400	190,498
Band 6	£29,700	£33,800	£30,000	£32,800	139,644
Band 7	£35,500	£38,800	£35,900	£38,300	91,538
Band 8a	£41,800	£44,400	£41,400	£43,600	28,513
Band 8b	£49,500	£52,200	£49,400	£51,500	15,059
Band 8c	£59,500	£62,500	£58,400	£61,700	7,658
Band 8d	£71,400	£74,600	£70,100	£73,600	4,004
Band 9	£85,300	£90,300	£84,800	£87,900	912

**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, July to September 2008.**

**- Processed using data taken from the Electronic Staff Record Data Warehouse, as at November 2008.**

**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 data from all NHS organisations who are using ESR (Two Foundation Trusts have not taken up ESR)
8. Estimates for non medical staff include back-dated pay increases as part of the Agenda for Change award. As such they are likely to be an over-estimate 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 <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£19,500	£21,900	£19,600	£20,800	670
Band 5	£24,000	£28,800	£23,900	£28,100	132,656
Band 6	£30,100	£34,300	£30,900	£33,500	84,454
Band 7	£35,600	£39,100	£35,900	£38,400	47,209
Band 8a	£41,100	£43,800	£40,100	£43,100	8,769
Band 8b	£48,100	£50,500	£46,800	£49,400	2,990
Band 8c	£57,200	£60,500	£56,200	£58,400	851
Band 8d	£69,200	£72,300	£67,300	£70,100	182
Band 9	-	-	-	-	-

**NHSPRB Unqualified Nurses**

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	£13,400	£15,100	£13,500	£14,300	131
Band 2	£15,000	£18,300	£15,100	£17,600	31,606
Band 3	£16,900	£20,700	£16,800	£19,800	29,031
Band 4	£19,300	£21,300	£19,000	£20,700	5,463
Band 5	£23,000	£26,300	£22,700	£25,400	753
Band 6	£29,400	£31,700	£29,700	£31,400	150
Band 7	-	-	-	-	-
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

**NHSPRB Qualified AHPs**

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£19,600	£20,600	£19,600	£20,200	1,527
Band 5	£22,200	£24,900	£21,900	£23,500	9,556
Band 6	£29,400	£32,300	£30,000	£32,400	18,418
Band 7	£35,900	£38,300	£36,000	£37,600	16,137
Band 8a	£41,500	£43,800	£40,600	£43,000	4,125
Band 8b	£49,000	£51,600	£48,100	£50,500	1,468
Band 8c	£58,400	£61,700	£56,200	£60,000	452
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

**NHSPRB Unqualified AHPs**

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	-	-	-	-	-
Band 2	£15,000	£16,000	£15,000	£15,900	2,230
Band 3	£16,700	£17,600	£16,600	£17,300	3,811
Band 4	£19,300	£20,300	£19,000	£19,900	1,575
Band 5	£22,700	£24,400	£22,100	£23,400	153
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 <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£19,400	£21,100	£19,500	£20,800	3,838
Band 5	£23,300	£26,100	£22,800	£25,100	10,931
Band 6	£28,700	£33,900	£28,200	£32,500	14,543
Band 7	£34,600	£39,500	£34,700	£38,400	11,864
Band 8a	£42,000	£45,600	£41,400	£44,500	5,947
Band 8b	£49,100	£52,300	£49,400	£51,800	3,358
Band 8c	£59,600	£62,700	£58,400	£62,600	1,907
Band 8d	£72,000	£75,200	£72,000	£74,200	1,396
Band 9	£84,900	£90,300	£84,800	£88,400	314

#### NHSPRB Unqualified ST&Ts

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	£13,400	£15,700	£13,300	£14,400	232
Band 2	£14,600	£16,300	£14,400	£15,500	8,462
Band 3	£16,500	£18,500	£16,300	£17,700	5,289
Band 4	£18,900	£20,900	£18,900	£20,200	2,473
Band 5	£21,700	£23,500	£21,200	£22,300	2,104
Band 6	£27,800	£30,300	£27,200	£30,000	682
Band 7	£31,800	£33,900	£31,100	£33,500	187
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

#### NHSPRB Qualified Ambulance Staff (london) <sup>5</sup>

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£18,700	£34,300	£17,700	£32,100	437
Band 5	£24,300	£43,400	£23,800	£40,200	1,648
Band 6	£29,900	£51,100	£30,000	£47,600	206
Band 7	£35,300	£54,700	£34,700	£51,200	135
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

#### NHSPRB Unqualified Ambulance Staff (London) <sup>5</sup>

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	£17,200	£27,300	£17,700	£25,300	262
Band 4	-	-	-	-	-
Band 5	-	-	-	-	-
Band 6	-	-	-	-	-
Band 7	-	-	-	-	-
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

# NHSPRB Qualified Ambulance Staff (non London) <sup>5</sup>

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	£20,500	£29,200	£20,800	£28,100	3,592
Band 5	£25,200	£36,900	£26,100	£35,200	6,581
Band 6	£29,800	£43,200	£29,900	£41,000	2,386
Band 7	£34,900	£46,300	£34,700	£44,800	483
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

# NHSPRB Unqualified Ambulance Staff (Non-London) <sup>5</sup>

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	-	-	-	-	-
Band 2	£14,900	£17,000	£15,200	£16,200	209
Band 3	£16,600	£20,400	£16,600	£19,300	3,653
Band 4	£18,500	£25,600	£18,400	£24,600	611
Band 5	£20,200	£28,900	£19,600	£27,600	536
Band 6	-	-	-	-	-
Band 7	-	-	-	-	-
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

# Former PNC groups: Managers <sup>6</sup>

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	£16,600	£20,600	£16,600	£19,400	148
Band 4	£20,100	£22,300	£20,600	£20,900	251
Band 5	£24,000	£26,300	£24,000	£26,100	1,012
Band 6	£29,500	£31,700	£30,000	£31,100	3,520
Band 7	£35,600	£37,800	£35,900	£37,500	7,024
Band 8a	£42,500	£44,400	£43,100	£44,500	6,920
Band 8b	£50,500	£52,900	£50,500	£52,800	6,048
Band 8c	£60,000	£63,100	£60,100	£62,300	4,097
Band 8d	£71,300	£74,400	£70,100	£72,900	2,198
Band 9	£85,700	£90,300	£84,800	£88,100	532

# Former PNC groups: Admin & Clerical

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	£13,500	£15,500	£13,600	£14,400	1,640
Band 2	£15,100	£16,600	£15,400	£15,900	42,226
Band 3	£16,900	£18,200	£17,000	£17,500	39,767
Band 4	£20,000	£21,300	£20,200	£20,800	48,327
Band 5	£23,700	£25,700	£23,500	£25,100	21,709
Band 6	£29,200	£31,100	£29,100	£30,500	14,033
Band 7	£35,200	£37,400	£35,300	£37,100	7,351
Band 8a	£42,200	£44,400	£41,400	£44,200	2,362
Band 8b	£49,900	£52,700	£49,400	£52,000	951
Band 8c	£59,300	£61,600	£58,400	£60,700	253
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

**Former PNC groups: Maintenance & works**

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Band 1	£13,600	£16,500	£13,600	£14,700	397
Band 2	£15,100	£18,400	£14,700	£17,100	1,467
Band 3	£17,300	£21,600	£16,800	£19,800	1,385
Band 4	£20,800	£29,000	£20,800	£27,200	3,749
Band 5	£24,600	£35,500	£24,100	£32,700	1,346
Band 6	£30,700	£35,200	£31,200	£33,900	545
Band 7	£37,000	£40,800	£38,400	£39,500	422
Band 8a	£43,500	£46,800	£44,300	£45,900	102
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

**Source: Information Centre for Health and Social Care 2008 NHS Staff Earnings Estimates, July to September 2008.**  
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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' 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 :
  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 data from all NHS organisations who are using ESR (Two Foundation Trusts have not taken up ESR)
  10. Estimates for non medical staff include back-dated pay increases as part of the Agenda for Change award. As such they are likely to 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

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**Table 5: Basic Pay and Earnings for Medical Staff Groups**

	Mean Basic Salary per Full Time Equivalent <sup>1</sup>	Mean Total Earnings per Full Time Equivalent <sup>2</sup>	Median Full Time Equivalent Basic Salary <sup>3</sup>	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample <sup>4</sup>
Foundation Yr 1 / House Officer	£22,100	£31,700	£21,900	£32,800	4,947
Foundation Yr 2 / Sen House Officer	£29,500	£43,300	£27,100	£40,700	6,875
Registrar Group	£37,100	£57,100	£36,500	£54,700	26,771
Consultants (Old Contract)	£85,300	£101,800	£79,000	£90,100	1,728
Consultants (New Contract)	£88,900	£118,700	£88,100	£110,200	27,593
Associate Specialist	£75,700	£82,500	£70,100	£72,500	2,705
Staff Grade	£58,400	£64,500	£54,400	£57,000	4,895

**Source: Information Centre for Health and Social Care 2008 NHS Staff Earnings Estimates, July to September 2008.**

**- Processed using data taken from the Electronic Staff Record Data Warehouse, as at November 2008.**

**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. 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)