

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	£23,000	£24,900	£18,500	£20,000	176,767
Healthcare Assistants and other support staff	£14,600	£17,800	£14,300	£16,800	81,781
Nursing, midwifery and health visiting staff	£25,200	£29,200	£24,800	£28,900	298,800
Nursing, midwifery and health visiting learners ⁵	£18,000	£19,400	£17,300	£19,200	1,945
Scientific, therapeutic and technical staff	£29,100	£31,700	£28,500	£31,300	80,969
Healthcare Scientists	£27,100	£31,400	£25,400	£28,600	31,146
Qualified Ambulance Staff: ⁶					
London	£23,800	£38,100	£22,800	£36,900	2,406
Non-London	£24,400	£35,400	£24,800	£33,700	10,987
Unqualified Ambulance Staff ⁶					
London	£17,100	£25,700	£16,800	£24,500	458
Non-London	£16,700	£21,000	£16,400	£18,900	3,967

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

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

8. Figures rounded to the nearest £100

9. Figures based on a sample of 88% of NHS organisations. Organisations included are those which were paying staff via ESR by December 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	£25,200	£29,200	£24,800	£28,900	298,800
Of Which: Qualified	£27,600	£31,800	£26,100	£31,000	238,709
Unqualified	£15,700	£18,900	£15,500	£18,200	60,091
ST&T Staff: Allied Health Professionals	£28,900	£31,400	£30,200	£32,200	49,889
Of Which: Qualified	£30,700	£33,400	£31,800	£33,500	43,590
Unqualified	£16,300	£17,300	£16,100	£16,800	6,299
ST&T Staff: Other⁵	£28,300	£31,800	£25,600	£28,900	62,226
Of Which: Qualified	£32,400	£36,500	£29,500	£34,000	46,267
Unqualified	£16,500	£18,300	£15,500	£16,900	15,960
London Ambulance Staff⁶	£22,700	£36,100	£22,200	£35,600	2,864
Of Which: Qualified	£23,800	£38,100	£22,800	£36,900	2,406
Unqualified	£17,100	£25,700	£16,800	£24,500	458
Outside London Ambulance Staff⁶	£22,400	£31,600	£21,700	£31,000	14,954
Of Which: Qualified	£24,400	£35,400	£24,800	£33,700	10,987
Unqualified	£16,700	£21,000	£16,400	£18,900	3,967
Former Pay Negotiating Council Groups					
Managers ⁷	£43,100	£46,000	£41,100	£42,900	24,146
Admin & Clerical	£19,700	£21,300	£17,300	£18,900	144,406
Maintenance & works	£20,900	£27,200	£19,600	£25,200	8,215

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

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at February 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. 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 88% of NHS organisations. Organisations included are those which were paying staff via ESR by December 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 Equivalent ²	Median Full Time Equivalent Basic Salary ³	Median Full Time Equivalent Total Earnings	Average Worked FTE in sample ⁴
Band 1	£13,100	£15,900	£12,900	£14,900	23,850
Band 2	£14,400	£16,700	£14,500	£15,900	110,776
Band 3	£16,200	£18,900	£16,300	£17,900	90,146
Band 4	£19,200	£21,800	£19,700	£20,300	63,809
Band 5	£23,000	£27,500	£22,900	£26,600	163,424
Band 6	£28,800	£32,800	£29,200	£31,900	117,514
Band 7	£34,300	£37,700	£34,300	£36,900	77,249
Band 8a	£40,300	£43,400	£40,300	£42,300	22,448
Band 8b	£47,700	£50,800	£47,700	£50,000	12,089
Band 8c	£57,300	£61,200	£56,900	£59,800	6,001
Band 8d	£68,500	£72,800	£68,200	£70,800	2,991
Band 9	£81,300	£86,400	£80,500	£84,200	641

Agenda for Change Payscales for Reference

	Band Minimum (includes transition point where applicable) 2006- 07 scale	Band Maximum (Effective from 1st Nov 2007)
Band 1	£11,782	£13,253
Band 2	£12,177	£15,623
Band 3	£12,853	£17,257
Band 4	£15,107	£20,261
Band 5	£17,475	£25,424
Band 6	£20,970	£31,779
Band 7	£24,803	£37,326
Band 8a	£32,921	£43,335
Band 8b	£37,881	£52,002
Band 8c	£44,420	£62,402
Band 8d	£52,988	£75,114
Band 9	£63,417	£90,607

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

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at February 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 a sample of 88% of NHS organisations. Organisations included are those which were paying staff via ESR by December 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	£18,900	£21,000	£19,000	£20,300	583
Band 5	£23,100	£27,800	£22,900	£27,100	115,342
Band 6	£29,000	£33,100	£29,500	£32,400	72,338
Band 7	£34,300	£37,800	£34,000	£37,100	40,325
Band 8a	£39,500	£42,400	£38,900	£41,400	6,868
Band 8b	£46,200	£49,300	£45,500	£47,800	2,437
Band 8c	£55,000	£59,800	£54,300	£57,200	683
Band 8d	£65,400	£69,000	£63,400	£67,400	126
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	£14,400	£12,900	£13,900	152
Band 2	£14,500	£17,300	£14,600	£16,800	27,492
Band 3	£16,300	£19,900	£16,300	£19,100	26,960
Band 4	£18,500	£20,800	£18,500	£19,900	4,594
Band 5	£22,100	£25,200	£21,600	£24,500	668
Band 6	£28,300	£30,500	£28,500	£30,500	146
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	£19,100	£20,100	£19,000	£19,700	1,280
Band 5	£21,700	£24,400	£21,100	£23,100	8,221
Band 6	£28,600	£31,600	£29,500	£31,600	15,375
Band 7	£34,700	£37,300	£34,900	£36,500	13,530
Band 8a	£39,900	£42,600	£39,400	£41,600	3,428
Band 8b	£47,100	£50,600	£46,200	£49,100	1,253
Band 8c	£56,000	£60,900	£54,300	£57,800	404
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	£15,500	£14,600	£15,300	1,912
Band 3	£16,100	£17,000	£16,100	£16,700	3,000
Band 4	£18,500	£19,600	£18,500	£19,200	1,197
Band 5	£21,700	£23,700	£21,100	£22,900	138
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	£18,700	£20,400	£18,900	£20,000	3,304
Band 5	£22,600	£25,500	£22,300	£24,700	9,202
Band 6	£27,600	£33,000	£27,400	£31,400	12,268
Band 7	£33,400	£38,400	£33,700	£37,000	10,554
Band 8a	£40,500	£44,500	£40,600	£43,300	4,871
Band 8b	£47,100	£50,500	£46,900	£49,700	2,891
Band 8c	£57,200	£61,000	£56,800	£60,400	1,688
Band 8d	£68,900	£72,300	£68,200	£71,400	1,232
Band 9	£81,200	£87,000	£80,500	£84,300	258

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	£12,900	£15,100	£12,500	£14,100	230
Band 2	£14,100	£15,700	£14,000	£15,100	7,019
Band 3	£15,900	£17,800	£15,900	£17,200	4,129
Band 4	£18,100	£20,100	£18,200	£19,600	2,059
Band 5	£20,600	£22,500	£20,200	£21,300	1,788
Band 6	£26,400	£29,100	£25,900	£28,800	515
Band 7	£29,500	£31,600	£28,700	£30,900	187
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	£18,700	£30,500	£18,600	£29,400	445
Band 5	£23,600	£38,400	£23,600	£37,200	1,644
Band 6	£28,900	£45,000	£28,500	£43,100	209
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	£16,800	£23,900	£16,800	£23,200	229
Band 4	£16,600	£26,400	£15,400	£25,200	186
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	£20,000	£30,000	£20,300	£27,500	3,554
Band 5	£24,900	£36,000	£25,400	£34,600	5,307
Band 6	£29,300	£42,300	£29,200	£40,500	1,674
Band 7	£33,400	£44,400	£33,000	£42,600	356
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	£14,500	£16,900	£14,900	£15,900	192
Band 3	£16,200	£19,500	£16,200	£18,000	2,718
Band 4	£17,600	£24,700	£17,500	£23,600	706
Band 5	£18,500	£24,400	£18,200	£23,600	287
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	£16,200	£19,800	£16,400	£19,100	127
Band 4	£19,600	£22,500	£19,700	£21,500	200
Band 5	£23,600	£26,100	£24,400	£25,400	898
Band 6	£29,500	£31,800	£30,300	£31,100	2,821
Band 7	£34,900	£37,500	£35,400	£36,800	5,603
Band 8a	£41,300	£43,900	£42,100	£42,900	5,136
Band 8b	£49,000	£51,700	£50,100	£50,700	4,578
Band 8c	£58,100	£61,600	£58,200	£60,700	2,960
Band 8d	£68,400	£73,600	£68,200	£70,200	1,458
Band 9	£81,600	£86,200	£80,500	£83,800	332

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	£13,100	£14,300	£13,000	£13,500	1,031
Band 2	£14,700	£15,900	£14,900	£15,300	35,842
Band 3	£16,400	£17,600	£16,500	£17,000	30,903
Band 4	£19,400	£20,800	£19,700	£20,300	40,128
Band 5	£23,100	£25,200	£22,900	£24,700	17,261
Band 6	£28,500	£30,800	£28,500	£30,200	10,898
Band 7	£34,400	£36,900	£34,900	£36,400	5,547
Band 8a	£41,000	£44,000	£41,600	£42,900	1,800
Band 8b	£48,600	£51,400	£49,400	£50,700	729
Band 8c	£57,700	£61,000	£56,900	£60,700	196
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	£13,100	£16,300	£12,900	£14,600	395
Band 2	£14,700	£18,000	£14,500	£16,800	1,248
Band 3	£16,700	£20,700	£16,800	£19,300	1,144
Band 4	£20,100	£28,200	£19,700	£26,600	3,193
Band 5	£23,900	£34,100	£23,800	£31,200	1,178
Band 6	£29,900	£34,500	£31,000	£33,200	519
Band 7	£35,800	£39,400	£36,400	£38,400	367
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

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

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at February 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
 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 88% of NHS organisations. Organisations included are those which were paying staff via ESR by December 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	£21,400	£31,200	£21,400	£31,600	4,094
Foundation Yr 2 / Sen House Officer	£29,200	£43,000	£26,500	£40,600	7,360
Registrar Group	£36,100	£55,800	£35,700	£53,600	24,059
Consultants (Old Contract)	£82,900	£96,900	£77,300	£86,900	1,792
Consultants (New Contract)	£85,600	£114,300	£80,800	£106,000	23,051
Associate Specialist	£72,600	£78,200	£66,200	£70,500	2,253
Staff Grade	£55,600	£60,900	£50,700	£55,400	4,311

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

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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 88% of NHS organisations. Organisations included are those which were on ESR by December 2007

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