

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	£22,700	£24,600	£17,900	£19,700	191,766
Healthcare Assistants and other support staff	£14,400	£17,800	£13,600	£16,600	86,777
Nursing, midwifery and health visiting staff	£24,900	£29,000	£24,400	£28,600	314,523
Nursing, midwifery and health visiting learners ⁵	£17,800	£19,200	£17,300	£19,500	2,003
Scientific, therapeutic and technical staff	£28,600	£31,100	£28,300	£30,700	86,254
Healthcare Scientists	£26,600	£31,000	£25,400	£28,300	32,218
Qualified Ambulance Staff: ⁶					
London	£23,400	£38,200	£22,200	£36,700	2,475
Non-London	£24,100	£34,200	£25,400	£32,800	11,695
Unqualified Ambulance Staff ⁶					
London	£17,100	£26,700	£17,300	£24,000	412
Non-London	£16,400	£20,500	£15,900	£18,400	4,187

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

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

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 99% of NHS organisations. Organisations included are those which were paying staff via ESR by March 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	£24,900	£29,000	£24,400	£28,600	314,521
Of Which: Qualified	£27,200	£31,500	£25,400	£30,800	251,809
Unqualified	£15,500	£18,700	£15,500	£18,000	62,713
ST&T Staff: Allied Health Professionals	£28,300	£30,700	£29,200	£31,800	53,421
Of Which: Qualified	£30,100	£32,800	£31,800	£32,800	46,493
Unqualified	£16,100	£17,000	£15,800	£16,400	6,928
ST&T Staff: Other⁵	£27,900	£31,400	£25,400	£28,300	65,051
Of Which: Qualified	£31,900	£36,000	£29,200	£33,500	48,369
Unqualified	£16,200	£18,000	£15,100	£16,700	16,682
London Ambulance Staff⁶	£22,500	£36,500	£22,200	£35,600	2,887
Of Which: Qualified	£23,400	£38,200	£22,200	£36,700	2,475
Unqualified	£17,100	£26,700	£17,300	£24,000	412
Outside London Ambulance Staff⁶	£22,100	£30,600	£20,300	£30,600	15,882
Of Which: Qualified	£24,100	£34,200	£25,400	£32,800	11,695
Unqualified	£16,400	£20,500	£15,900	£18,400	4,187
Former Pay Negotiating Council Groups					
Managers ⁷	£42,700	£45,400	£40,300	£42,800	26,900
Admin & Clerical	£19,400	£20,900	£17,300	£18,400	156,207
Maintenance & works	£20,500	£27,100	£19,100	£25,000	8,659

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

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at May 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 99% of NHS organisations. Organisations included are those which were paying staff via ESR by March 2008
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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	£13,000	£15,900	£12,900	£14,800	25,599
Band 2	£14,200	£16,600	£14,000	£15,500	177,605
Band 3	£16,000	£18,600	£15,900	£17,300	96,061
Band 4	£18,900	£21,200	£19,100	£20,300	67,230
Band 5	£22,700	£27,200	£22,800	£26,100	172,418
Band 6	£28,300	£32,300	£28,300	£31,800	124,813
Band 7	£33,700	£37,100	£34,200	£36,100	82,145
Band 8a	£39,700	£42,500	£38,800	£41,900	24,476
Band 8b	£47,000	£49,900	£46,400	£48,700	13,071
Band 8c	£56,500	£60,000	£55,900	£58,000	6,573
Band 8d	£67,700	£71,500	£68,200	£69,200	3,324
Band 9	£80,600	£88,000	£78,700	£82,600	738

Agenda for Change Payscales for Reference

	Band Minimum Effective from 1st Nov 2007 (includes transition point where applicable)	Band Maximum (Effective from 1st Nov 2007)
Band 1	£12,182	£13,253
Band 2	£12,577	£15,623
Band 3	£14,437	£17,257
Band 4	£16,853	£20,261
Band 5	£19,683	£25,424
Band 6	£23,458	£31,779
Band 7	£28,313	£37,326
Band 8a	£36,112	£43,335
Band 8b	£42,064	£52,002
Band 8c	£50,616	£62,402
Band 8d	£60,669	£75,114
Band 9	£71,646	£90,607

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

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

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. 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 99% of NHS organisations. Organisations included are those which were paying staff via ESR by March 2008

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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	£18,500	£20,700	£18,500	£20,100	618
Band 5	£22,700	£27,500	£22,800	£26,700	121,263
Band 6	£28,600	£32,700	£29,200	£31,800	76,269
Band 7	£33,800	£37,300	£34,700	£36,600	42,713
Band 8a	£38,900	£41,500	£38,800	£40,400	7,434
Band 8b	£45,600	£48,500	£43,300	£47,000	2,639
Band 8c	£54,300	£57,800	£52,000	£56,400	717
Band 8d	£65,100	£69,000	£62,400	£66,400	145
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	£12,800	£14,300	£12,900	£13,300	152
Band 2	£14,300	£17,300	£14,300	£16,600	28,611
Band 3	£16,000	£19,700	£15,900	£18,900	28,087
Band 4	£18,300	£20,400	£17,900	£19,700	4,966
Band 5	£21,700	£24,900	£21,500	£24,000	677
Band 6	£28,000	£30,000	£28,300	£30,100	142
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	£18,600	£19,700	£18,500	£19,100	1,376
Band 5	£21,200	£24,000	£20,800	£22,600	8,725
Band 6	£28,000	£31,000	£28,700	£30,900	16,390
Band 7	£34,000	£36,500	£34,200	£35,400	14,480
Band 8a	£39,200	£41,700	£37,800	£40,300	3,696
Band 8b	£46,400	£48,900	£45,500	£48,100	1,307
Band 8c	£55,200	£60,800	£52,000	£56,400	411
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	£14,300	£15,200	£14,200	£15,100	2,059
Band 3	£15,800	£16,600	£15,900	£16,300	3,323
Band 4	£18,200	£19,300	£17,900	£18,600	1,334
Band 5	£21,500	£23,400	£20,800	£22,300	159
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	£18,400	£20,100	£18,500	£19,700	3,408
Band 5	£22,300	£25,100	£21,500	£24,100	9,603
Band 6	£27,100	£32,500	£26,500	£30,700	12,937
Band 7	£32,900	£37,900	£32,700	£36,400	10,894
Band 8a	£39,900	£43,800	£40,200	£43,100	5,180
Band 8b	£46,500	£49,900	£45,500	£48,700	3,039
Band 8c	£56,400	£59,600	£55,700	£58,700	1,759
Band 8d	£68,000	£71,400	£68,200	£69,700	1,278
Band 9	£80,100	£85,700	£78,700	£83,000	273

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	£12,700	£14,600	£12,200	£13,300	232
Band 2	£13,900	£15,500	£13,600	£14,900	7,453
Band 3	£15,700	£17,600	£15,500	£16,900	4,354
Band 4	£18,000	£19,900	£17,900	£19,200	2,109
Band 5	£20,500	£22,300	£19,700	£20,800	1,804
Band 6	£26,200	£28,700	£25,400	£28,300	540
Band 7	£30,100	£32,300	£28,300	£30,900	164
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	£18,000	£30,700	£16,900	£29,200	454
Band 5	£23,000	£38,200	£22,200	£36,500	1,644
Band 6	£28,300	£45,100	£29,000	£42,700	207
Band 7	£33,500	£48,100	£33,700	£46,200	136
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	£16,600	£24,900	£17,300	£23,100	231
Band 4	£16,700	£28,100	£15,200	£25,400	139
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	£19,600	£27,900	£20,300	£26,600	3,357
Band 5	£24,200	£34,800	£25,400	£33,100	5,910
Band 6	£28,500	£40,800	£28,300	£39,400	1,910
Band 7	£33,100	£43,400	£32,700	£41,400	405
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	£14,200	£16,400	£13,900	£15,500	191
Band 3	£15,900	£18,800	£15,900	£17,700	3,072
Band 4	£17,700	£24,500	£17,900	£23,700	606
Band 5	£19,000	£30,100	£19,100	£25,900	265
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	£15,900	£19,300	£15,900	£18,000	133
Band 4	£19,000	£21,500	£19,700	£20,300	221
Band 5	£23,100	£25,300	£23,500	£25,400	957
Band 6	£28,500	£30,600	£29,200	£30,300	3,181
Band 7	£34,200	£36,600	£34,900	£36,100	5,975
Band 8a	£40,600	£42,900	£40,300	£42,800	5,813
Band 8b	£48,200	£50,700	£48,100	£50,600	5,074
Band 8c	£57,200	£60,700	£56,900	£58,600	3,390
Band 8d	£67,900	£71,900	£68,200	£69,500	1,712
Band 9	£80,900	£89,700	£80,300	£82,500	410

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	£12,900	£14,500	£12,900	£13,300	1,482
Band 2	£14,400	£15,700	£14,900	£14,900	38,335
Band 3	£16,100	£17,200	£16,300	£16,900	33,698
Band 4	£19,000	£20,300	£19,100	£20,300	42,720
Band 5	£22,700	£24,600	£22,200	£24,100	18,668
Band 6	£28,000	£30,000	£28,300	£29,200	11,955
Band 7	£33,700	£36,000	£33,700	£35,700	6,265
Band 8a	£40,300	£43,000	£40,300	£42,100	1,993
Band 8b	£47,600	£50,400	£48,100	£49,600	801
Band 8c	£56,600	£59,500	£56,900	£58,400	209
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	£12,900	£16,400	£12,900	£14,400	393
Band 2	£14,400	£17,900	£14,300	£16,500	1,347
Band 3	£16,500	£20,600	£16,300	£19,000	1,207
Band 4	£19,800	£28,200	£20,300	£26,600	3,367
Band 5	£23,400	£34,000	£23,500	£31,200	1,239
Band 6	£29,300	£33,800	£30,300	£32,100	537
Band 7	£35,100	£38,800	£36,100	£37,300	393
Band 8a	£41,300	£45,200	£42,100	£44,000	102
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

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

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at May 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 99% of NHS organisations. Organisations included are those which were paying staff via ESR by March 2008
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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	£21,600	£31,500	£21,400	£32,100	4,293
Foundation Yr 2 / Sen House Officer	£29,100	£43,000	£26,500	£40,300	7,100
Registrar Group	£36,200	£56,100	£35,700	£53,600	24,557
Consultants (Old Contract)	£83,600	£98,900	£77,300	£87,200	1,768
Consultants (New Contract)	£85,900	£115,400	£80,800	£106,300	24,438
Associate Specialist	£73,000	£79,400	£66,200	£70,700	2,450
Staff Grade	£56,100	£61,900	£51,500	£55,800	4,570

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

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at May 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 a sample of 99% of NHS organisations. Organisations included are those which were on ESR by March 2008

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