

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	£21,800	£23,700	£17,300	£19,200	148,965
Healthcare Assistants and other support staff	£14,000	£17,100	£13,600	£15,900	70,057
Nursing, midwifery and health visiting staff	£23,900	£27,700	£23,800	£27,400	254,755
Nursing, midwifery and health visiting learners ⁵	£17,000	£18,300	£15,700	£17,400	1,753
Scientific, therapeutic and technical staff	£27,700	£30,200	£27,600	£29,800	68,651
Healthcare Scientists	£25,500	£29,900	£23,800	£27,300	26,321
Qualified Ambulance Staff: ⁶					
London	£22,500	£35,700	£21,000	£34,700	2,377
Non-London	£23,500	£33,200	£24,800	£31,800	8,507
Unqualified Ambulance Staff ⁶					
London	£16,100	£23,800	£16,400	£22,500	487
Non-London	£15,900	£19,500	£15,900	£17,800	3,035

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

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at January 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 80% of NHS organisations. Organisations included are those which were paying staff via ESR by September 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	£23,900	£27,700	£23,800	£27,400	254,755
Of Which: Qualified	£26,200	£30,200	£24,800	£29,500	203,061
Unqualified	£14,900	£17,900	£15,100	£17,100	51,694
ST&T Staff: Allied Health Professionals	£27,500	£29,900	£28,500	£31,000	42,192
Of Which: Qualified	£29,200	£31,900	£30,800	£32,300	36,843
Unqualified	£15,500	£16,400	£15,300	£15,700	5,349
ST&T Staff: Other⁵	£26,700	£30,200	£24,800	£27,600	53,006
Of Which: Qualified	£30,600	£34,700	£28,000	£32,300	39,252
Unqualified	£15,500	£17,200	£14,500	£15,900	13,755
London Ambulance Staff⁶	£21,400	£33,700	£21,000	£33,200	2,865
Of Which: Qualified	£22,500	£35,700	£21,000	£34,700	2,377
Unqualified	£16,100	£23,800	£16,400	£22,500	487
Outside London Ambulance Staff⁶	£21,500	£29,600	£19,700	£30,000	11,541
Of Which: Qualified	£23,500	£33,200	£24,800	£31,800	8,507
Unqualified	£15,900	£19,500	£15,900	£17,800	3,035
Former Pay Negotiating Council Groups					
Managers ⁷	£41,100	£44,200	£39,300	£41,000	19,468
Admin & Clerical	£18,800	£20,300	£16,600	£17,900	122,509
Maintenance & works	£20,400	£27,000	£19,700	£24,800	6,988

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

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at January 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 80% of NHS organisations. Organisations included are those which were paying staff via ESR by September 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	£12,800	£15,500	£12,500	£14,400	20,345
Band 2	£13,700	£15,900	£13,800	£15,100	96,259
Band 3	£15,400	£17,900	£15,400	£16,800	76,433
Band 4	£18,400	£20,800	£18,600	£19,700	53,486
Band 5	£22,000	£26,300	£21,600	£25,200	138,198
Band 6	£27,300	£31,100	£27,600	£31,000	99,430
Band 7	£32,500	£35,800	£32,900	£34,900	65,177
Band 8a	£38,200	£41,500	£37,900	£40,200	18,680
Band 8b	£45,100	£48,500	£44,400	£46,900	10,080
Band 8c	£54,100	£58,100	£53,000	£55,500	4,900
Band 8d	£64,400	£68,700	£63,400	£66,500	2,438
Band 9	£76,600	£81,800	£76,800	£78,900	489

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, July to September 2007.

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

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 a sample of 80% of NHS organisations. Organisations included are those which were paying staff via ESR by September 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	£20,300	£18,000	£19,700	509
Band 5	£22,000	£26,500	£21,600	£25,600	98,437
Band 6	£27,500	£31,300	£27,700	£31,000	61,419
Band 7	£32,400	£35,600	£32,900	£35,000	34,217
Band 8a	£37,300	£40,200	£36,400	£39,200	5,783
Band 8b	£43,500	£46,900	£42,300	£44,400	2,022
Band 8c	£51,600	£55,500	£50,700	£53,000	560
Band 8d	£61,000	£65,300	£59,200	£61,600	104
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	£12,500	£14,000	£12,500	£12,900	173
Band 2	£13,700	£16,400	£13,600	£15,800	23,920
Band 3	£15,400	£18,800	£15,400	£18,000	23,052
Band 4	£17,600	£19,700	£17,400	£19,000	3,753
Band 5	£20,900	£24,300	£20,300	£23,400	604
Band 6	£27,000	£29,200	£27,600	£29,100	129
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	£18,600	1,144
Band 5	£20,900	£23,500	£20,300	£22,100	6,767
Band 6	£27,400	£30,200	£28,500	£30,100	13,057
Band 7	£32,800	£35,200	£33,200	£34,300	11,490
Band 8a	£37,700	£40,200	£36,700	£39,200	2,872
Band 8b	£44,300	£48,500	£42,700	£45,600	1,073
Band 8c	£52,800	£56,700	£50,700	£53,600	356
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	£13,900	£14,700	£14,000	£14,600	1,586
Band 3	£15,300	£16,100	£15,400	£15,700	2,656
Band 4	£17,500	£18,500	£17,400	£18,000	974
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	£19,200	2,773
Band 5	£21,500	£24,200	£21,000	£23,300	7,745
Band 6	£26,100	£31,400	£25,800	£29,500	10,588
Band 7	£31,700	£36,800	£31,900	£35,200	8,973
Band 8a	£38,400	£42,600	£37,900	£41,000	4,094
Band 8b	£44,100	£47,600	£44,300	£46,300	2,451
Band 8c	£53,900	£57,700	£53,000	£55,700	1,385
Band 8d	£64,700	£68,800	£63,400	£66,500	1,044
Band 9	£75,400	£81,000	£76,800	£78,100	198

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	£12,400	£14,400	£12,200	£13,100	187
Band 2	£13,400	£14,800	£13,200	£14,200	6,173
Band 3	£15,100	£16,800	£15,100	£16,100	3,634
Band 4	£17,300	£19,100	£17,400	£18,600	1,671
Band 5	£19,400	£21,500	£19,200	£20,000	1,559
Band 6	£25,300	£28,000	£25,100	£27,500	363
Band 7	£28,300	£31,500	£27,600	£29,500	137
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	£18,100	£29,200	£18,700	£28,500	428
Band 5	£22,200	£35,900	£21,000	£34,900	1,641
Band 6	£27,100	£41,500	£27,600	£39,700	203
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	£22,500	£16,400	£21,500	205
Band 4	£15,500	£23,900	£14,800	£22,700	246
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	£19,200	£27,300	£19,700	£25,800	2,660
Band 5	£24,000	£34,200	£24,800	£32,400	4,143
Band 6	£27,900	£39,400	£27,600	£38,100	1,331
Band 7	£31,800	£41,800	£31,900	£39,800	290
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	£13,800	£16,400	£13,600	£15,200	201
Band 3	£15,400	£18,000	£15,400	£16,800	1,951
Band 4	£16,900	£22,800	£16,800	£21,900	665
Band 5	£18,300	£25,400	£18,600	£24,000	207
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	£15,500	£19,200	£15,700	£17,500	103
Band 4	£18,700	£22,000	£19,700	£20,200	157
Band 5	£22,800	£24,700	£23,800	£24,800	646
Band 6	£28,200	£30,500	£28,500	£29,500	2,341
Band 7	£33,300	£35,900	£34,000	£35,200	4,468
Band 8a	£39,500	£42,700	£39,300	£41,300	4,133
Band 8b	£46,600	£49,700	£46,900	£49,400	3,784
Band 8c	£55,000	£59,100	£53,700	£56,000	2,398
Band 8d	£64,800	£68,800	£63,400	£66,500	1,161
Band 9	£77,900	£82,500	£76,800	£80,500	251

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	£12,600	£13,800	£12,600	£13,000	891
Band 2	£14,000	£15,100	£14,200	£14,500	31,324
Band 3	£15,600	£16,800	£15,900	£16,100	26,000
Band 4	£18,500	£19,800	£18,900	£19,700	33,825
Band 5	£22,100	£24,100	£22,300	£23,700	14,239
Band 6	£27,300	£29,600	£27,600	£28,500	9,060
Band 7	£32,800	£35,600	£32,900	£34,500	4,760
Band 8a	£39,100	£42,200	£39,300	£41,000	1,568
Band 8b	£46,000	£50,000	£46,900	£48,400	620
Band 8c	£54,700	£58,500	£53,000	£55,600	163
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	£12,800	£15,700	£12,500	£14,600	276
Band 2	£14,400	£17,800	£14,400	£16,500	1,061
Band 3	£16,400	£20,200	£16,800	£18,800	980
Band 4	£19,800	£28,400	£19,700	£26,200	2,752
Band 5	£23,000	£33,900	£22,900	£30,200	1,004
Band 6	£28,500	£33,100	£29,500	£31,000	453
Band 7	£34,000	£37,600	£34,500	£36,400	325
Band 8a	-	-	-	-	-
Band 8b	-	-	-	-	-
Band 8c	-	-	-	-	-
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

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

- Processed using data taken from the Electronic Staff Record Data Warehouse, as at January 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 80% of NHS organisations. Organisations included are those which were paying staff via ESR by September 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	£31,300	£21,100	£31,600	3,456
Foundation Yr 2 / Sen House Officer	£29,700	£45,000	£28,000	£43,000	9,220
Registrar Group	£36,300	£56,300	£35,600	£55,300	17,004
Consultants (Old Contract)	£83,000	£96,200	£77,300	£86,000	1,540
Consultants (New Contract)	£85,300	£113,800	£80,800	£105,800	19,342
Associate Specialist	£71,300	£76,500	£66,200	£69,300	1,895
Staff Grade	£55,200	£60,400	£50,400	£54,800	3,556

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

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

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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 80% of NHS organisations. Organisations included are those which were on ESR by September 2007

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