

Agenda for Change pay bands

Table 1 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

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.

Table 2 Basic pay and earnings for NHSPRB groups, broken down by Agenda for Change band

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	–	–	–	–	–

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.

Table 3 Basic pay and earnings for medical staff groups

	Mean basic salary per full-time equivalent¹	Mean total earnings per full-time equivalent²	Median full-time equivalent basic salary³	Median full-time equivalent total earnings	Average worked FTE in sample⁴
Foundation Year 1/House Officer	21,400	31,200	21,400	31,600	4,094
Foundation Year 2/Senior 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. 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 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 per cent of NHS organisations. Organisations included are those which were paying staff via ESR by December 2007.