

Agenda for Change pay bands

Table 1 Basic pay and earnings for NHSPRB groups, broken down by Agenda for Change band

Unqualified and 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
Unqualified nurses					
Band 1	13,400	15,800	13,200	15,100	171
Band 2	14,900	18,700	14,600	18,000	32,535
Band 3	17,200	21,100	17,700	20,300	27,929
Qualified nurses					
Band 4	19,500	21,900	19,500	21,300	568
Band 5	24,300	29,300	24,700	28,400	138,725
Band 6	30,500	34,700	30,800	33,600	89,048
Band 7	36,300	39,800	36,700	39,300	50,745
Band 8a	42,300	44,900	42,400	44,300	10,042
Band 8b	49,900	52,400	49,600	52,100	3,105
Band 8c	59,100	62,300	57,100	60,800	1,000
Band 8d	70,400	73,300	68,400	72,000	223
Band 9	—	—	—	—	—

Source: Information Centre for Health and Social Care (2010) NHS Staff Earnings Estimates, January to March 2010. Processed using data taken from the Electronic Staff Record Data Warehouse, as at June 2010.

Table 2 Qualified allied health professionals

This group includes qualified scientific, therapeutic and technical staff within: chiropody/podiatry, dietetics, occupational therapy, orthoptics/optics, physiotherapy, radiography, art, music and drama therapy, speech and language therapy.

	Mean basic salary per full-time equivalent	Mean total earnings per full-time equivalent	Median full-time equivalent basic salary	Median full-time equivalent total earnings	Average worked FTE in sample
Band 1	-	-	-	-	-
Band 2	-	-	-	-	-
Band 3	-	-	-	-	-
Band 4	19,800	20,700	20,100	20,500	1,498
Band 5	22,200	24,900	22,200	23,300	11,393
Band 6	29,200	32,100	29,600	32,000	20,382
Band 7	36,400	38,900	38,000	38,500	17,241
Band 8a	42,700	45,000	42,400	44,300	4,611
Band 8b	51,000	53,400	50,600	54,000	1,478
Band 8c	60,900	63,700	59,800	63,800	425
Band 8d	-	-	-	-	-
Band 9	-	-	-	-	-

Source: Information Centre for Health and Social Care (2010) NHS Staff Earnings Estimates, January to March 2010, Processed using data taken from the Electronic Staff Record Data Warehouse, as at June 2010.

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	22,400	31,900	22,200	31,200	5,886
Foundation Year 2/Senior House Officer	29,100	41,800	27,500	41,300	6,988
Registrar Group	38,300	57,300	37,100	55,600	27,961
Consultants (old contract)	87,200	104,200	80,200	92,600	1,383
Consultants (new contract)	90,400	120,200	89,400	111,600	30,860
Associate Specialist	76,600	89,500	73,900	78,700	1,925
Staff Grade	62,600	70,600	57,200	61,900	1,634
Specialty Doctors	56,800	69,500	55,200	60,700	3,338

Source: Information Centre for Health and Social Care (2010) NHS Staff Earnings Estimates, January to March 2010. Processed using data taken from the Electronic Staff Record Data Warehouse, as at June 2010.

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).