

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 | 13,300 | 16,200 | 13,300 | 15,200 | 30,417 |
| Band 2 | 14,500 | 17,100 | 14,400 | 16,000 | 136,470 |
| Band 3 | 16,500 | 19,100 | 16,500 | 17,700 | 113,557 |
| Band 4 | 19,400 | 21,500 | 19,600 | 20,800 | 78,988 |
| Band 5 | 23,300 | 27,700 | 23,400 | 26,600 | 198,778 |
| Band 6 | 29,100 | 33,100 | 29,100 | 32,700 | 145,390 |
| Band 7 | 34,900 | 38,100 | 35,900 | 37,500 | 95,821 |
| Band 8a | 41,100 | 43,500 | 40,600 | 43,200 | 30,791 |
| Band 8b | 48,900 | 51,300 | 49,400 | 50,900 | 15,783 |
| Band 8c | 58,600 | 61,300 | 58,400 | 60,500 | 8,264 |
| Band 8d | 70,400 | 73,200 | 70,100 | 73,000 | 4,284 |
| Band 9 | 84,700 | 89,500 | 84,800 | 87,900 | 1,026 |

Source: Information Centre for Health and Social Care (2009) NHS Staff Earnings Estimates, January to March 2009. Processed using data taken from the Electronic Staff Record Data Warehouse, as at May 2009.

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 | 19,000 | 21,300 | 19,000 | 20,800 | 686 |
| Band 5 | 23,500 | 26,200 | 23,500 | 27,400 | 136,655 |
| Band 6 | 29,500 | 33,700 | 30,000 | 32,700 | 86,500 |
| Band 7 | 35,100 | 38,600 | 35,900 | 38,000 | 48,789 |
| Band 8a | 40,600 | 43,100 | 39,900 | 42,500 | 9,367 |
| Band 8b | 47,700 | 50,300 | 46,800 | 49,400 | 3,051 |
| Band 8c | 56,700 | 60,000 | 55,800 | 58,400 | 906 |
| Band 8d | 68,200 | 71,200 | 66,800 | 70,100 | 179 |
| Band 9 | – | – | – | – | – |

Source: Information Centre for Health and Social Care (2008) NHS Staff Earnings Estimates, January to March 2009. Processed using data taken from the Electronic Staff Record Data Warehouse, as at May 2009.

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 | 22,100 | 31,800 | 21,900 | 32,800 | 5,677 |
| Foundation Year 2/Senior House Officer | 29,100 | 42,400 | 27,100 | 40,700 | 6,871 |
| Registrar Group | 37,200 | 56,700 | 36,500 | 54,800 | 27,927 |
| Consultants (old contract) | 85,700 | 102,800 | 79,000 | 90,800 | 1,589 |
| Consultants (new contract) | 89,100 | 119,200 | 88,100 | 110,100 | 26,840 |
| Associate Specialist | 77,400 | 84,900 | 70,100 | 73,800 | 2,291 |
| Staff Grade | 59,600 | 85,800 | 54,400 | 58,900 | 4,005 |

Source: Information Centre for Health and Social Care (2009) NHS Staff Earnings Estimates, January to March 2009. Processed using data taken from the Electronic Staff Record Data Warehouse, as at May 2009.

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).