**Agenda for Change Pay Scales**

**(Most qualified nursing staff fall into pay bands 5 to 7).**

Annex ***B***: [Agenda for Change] Pay bands and pay points on the second pay spine in England from 1 April 2014

Table ***9 (k)***

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Point | Band 1 | Band 2 | Band 3 | Band 4 | Band 5 | Band 6 | Band 7 | Band 8 | Band 9 |
|  |  |  |  |  |  |  |  | Range A | Range B | Range C | Range D |  |
| 1 | 14,294 | 14,294 |  |  |  |  |  |  |  |  |  |  |
| 2 | 14,653 | 14,653 |  |  |  |  |  |  |  |  |  |  |
| 3 | 15,013 | 15,013 |  |  |  |  |  |  |  |  |  |  |
| 4 |  | 15,432 |  |  |  |  |  |  |  |  |  |  |
| 5 |  | 15,851 |  |  |  |  |  |  |  |  |  |  |
| 6 |  | 16,271 | 16,271 |  |  |  |  |  |  |  |  |  |
| 7 |  | 16,811 | 16,811 |  |  |  |  |  |  |  |  |  |
| 8 |  | 17,425 | 17,425 |  |  |  |  |  |  |  |  |  |
| 9 |  |  | 17,794 |  |  |  |  |  |  |  |  |  |
| 10 |  |  | 18,285 |  |  |  |  |  |  |  |  |  |
| 11 |  |  | 18,838 | 18,838 |  |  |  |  |  |  |  |  |
| 12 |  |  | 19,268 | 19,268 |  |  |  |  |  |  |  |  |
| 13 |  |  |  | 19,947 |  |  |  |  |  |  |  |  |
| 14 |  |  |  | 20,638 |  |  |  |  |  |  |  |  |
| 15 |  |  |  | 21,265 |  |  |  |  |  |  |  |  |
| 16 |  |  |  | 21,478 | 21,478 |  |  |  |  |  |  |  |
| 17 |  |  |  | 22,016 | 22,016 |  |  |  |  |  |  |  |
| 18 |  |  |  |  | 22,903 |  |  |  |  |  |  |  |
| 19 |  |  |  |  | 23,825 |  |  |  |  |  |  |  |
| 20 |  |  |  |  | 24,799 |  |  |  |  |  |  |  |
| 21 |  |  |  |  | 25,783 | 25,783 |  |  |  |  |  |  |
| 22 |  |  |  |  | 26,822 | 26,822 |  |  |  |  |  |  |
| 23 |  |  |  |  | 27,901 | 27,901 |  |  |  |  |  |  |
| 24 |  |  |  |  |  | 28,755 |  |  |  |  |  |  |
| 25 |  |  |  |  |  | 29,759 |  |  |  |  |  |  |
| 26 |  |  |  |  |  | 30,764 | 30,764 |  |  |  |  |  |
| 27 |  |  |  |  |  | 31,768 | 31,768 |  |  |  |  |  |
| 28 |  |  |  |  |  | 32,898 | 32,898 |  |  |  |  |  |
| 29 |  |  |  |  |  | 34,530 | 34,530 |  |  |  |  |  |
| 30 |  |  |  |  |  |  | 35,536 |  |  |  |  |  |
| 31 |  |  |  |  |  |  | 36,666 |  |  |  |  |  |
| 32 |  |  |  |  |  |  | 37,921 |  |  |  |  |  |
| 33 |  |  |  |  |  |  | 39,239 | 39,239 |  |  |  |  |
| 34 |  |  |  |  |  |  | 40,558 | 40,558 |  |  |  |  |
| 35 |  |  |  |  |  |  |  | 42,190 |  |  |  |  |
| 36 |  |  |  |  |  |  |  | 43,822 |  |  |  |  |
| 37 |  |  |  |  |  |  |  | 45,707 | 45,707 |  |  |  |
| 38 |  |  |  |  |  |  |  | 47,088 | 47,088 |  |  |  |
| 39 |  |  |  |  |  |  |  |  | 49,473 |  |  |  |
| 40 |  |  |  |  |  |  |  |  | 52,235 |  |  |  |
| 41 |  |  |  |  |  |  |  |  | 54,998 | 54,998 |  |  |
| 42 |  |  |  |  |  |  |  |  | 56,504 | 56,504 |  |  |
| 43 |  |  |  |  |  |  |  |  |  | 59,016 |  |  |
| 44 |  |  |  |  |  |  |  |  |  | 61,779 |  |  |
| 45 |  |  |  |  |  |  |  |  | **\*** | 65,922 | 65,922 |  |
| 46 |  |  |  |  |  |  |  |  | **\*** | 67,805 | 67,805 |  |
| 47 |  |  |  |  |  |  |  |  |   |  | 70,631 |  |
| 48 |  |  |  |  |  |  |  |  |   |  | 74,084 |  |
| 49 |  |  |  |  |  |  |  |  |   | **\*** | 77,850 | 77,850 |
| 50 |  |  |  |  |  |  |  |  |   | **\*** | 81,618 | 81,618 |
| 51 |  |  |  |  |  |  |  |  |   |   |  | 85,535 |
| 52 |  |  |  |  |  |  |  |  |   |   |  | 89,640 |
| 53 |  |  |  |  |  |  |  |  |   |   | **\*** | 93,944 |
| 54 |  |  |  |  |  |  |  |  |   |   | **\*** | 98,453 |

**Agenda for Change Pay Scales**

Annex C: Pay bands and pay points on the second pay spine in England from 1 April 2015

Table 10

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Point | Band 1 | Band 2 | Band 3 | Band 4 | Band 5 | Band 6 | Band 7 | Band 8 | Band 9 |
|  |  |  |  |  |  |  |  | Range A | Range B | Range C | Range D |  |
| 2 | 15,100 | 15,100 |  |  |  |  |  |  |  |  |  |  |
| 3 | 15,363 | 15,363 |  |  |  |  |  |  |  |  |  |  |
| 4 |  | 15,786 |  |  |  |  |  |  |  |  |  |  |
| 5 |  | 16,210 |  |  |  |  |  |  |  |  |  |  |
| 6 |  | 16,633 | 16,633 |  |  |  |  |  |  |  |  |  |
| 7 |  | 17,179 | 17,179 |  |  |  |  |  |  |  |  |  |
| 8 |  | 17,800 | 17,800 |  |  |  |  |  |  |  |  |  |
| 9 |  |  | 17,972 |  |  |  |  |  |  |  |  |  |
| 10 |  |  | 18,468 |  |  |  |  |  |  |  |  |  |
| 11 |  |  | 19,027 | 19,027 |  |  |  |  |  |  |  |  |
| 12 |  |  | 19,461 | 19,461 |  |  |  |  |  |  |  |  |
| 13 |  |  |  | 20,147 |  |  |  |  |  |  |  |  |
| 14 |  |  |  | 20,844 |  |  |  |  |  |  |  |  |
| 15 |  |  |  | 21,477 |  |  |  |  |  |  |  |  |
| 16 |  |  |  | 21,692 | 21,692 |  |  |  |  |  |  |  |
| 17 |  |  |  | 22,236 | 22,236 |  |  |  |  |  |  |  |
| 18 |  |  |  |  | 23,132 |  |  |  |  |  |  |  |
| 19 |  |  |  |  | 24,063 |  |  |  |  |  |  |  |
| 20 |  |  |  |  | 25,047 |  |  |  |  |  |  |  |
| 21 |  |  |  |  | 26,041 | 26,041 |  |  |  |  |  |  |
| 22 |  |  |  |  | 27,090 | 27,090 |  |  |  |  |  |  |
| 23 |  |  |  |  | 28,180 | 28,180 |  |  |  |  |  |  |
| 24 |  |  |  |  |  | 29,043 |  |  |  |  |  |  |
| 25 |  |  |  |  |  | 30,057 |  |  |  |  |  |  |
| 26 |  |  |  |  |  | 31,072 | 31,072 |  |  |  |  |  |
| 27 |  |  |  |  |  | 32,086 | 32,086 |  |  |  |  |  |
| 28 |  |  |  |  |  | 33,227 | 33,227 |  |  |  |  |  |
| 29 |  |  |  |  |  | 34,876 | 34,876 |  |  |  |  |  |
| 30 |  |  |  |  |  |  | 35,891 |  |  |  |  |  |
| 31 |  |  |  |  |  |  | 37,032 |  |  |  |  |  |
| 32 |  |  |  |  |  |  | 38,300 |  |  |  |  |  |
| 33 |  |  |  |  |  |  | 39,632 | 39,632 |  |  |  |  |
| 34 |  |  |  |  |  |  | **40,964** | **40,964** |  |  |  |  |
| 35 |  |  |  |  |  |  |  | **42,612** |  |  |  |  |
| 36 |  |  |  |  |  |  |  | **44,261** |  |  |  |  |
| 37 |  |  |  |  |  |  |  | **46,164** | **46,164** |  |  |  |
| 38 |  |  |  |  |  |  |  | **47,559** | **47,559** |  |  |  |
| 39 |  |  |  |  |  |  |  |  | **49,968** |  |  |  |
| 40 |  |  |  |  |  |  |  |  | **52,757** |  |  |  |
| 41 |  |  |  |  |  |  |  |  | **55,548** | **55,548** |  |  |
| 42 |  |  |  |  |  |  |  |  | **57,069** | **57,069** |  |  |
| 43 |  | **From the 1 April 2015 to 31 March 2016, staff in England on pay spine points 34 to 54 will not be eligible for incremental pay progression.** |  |  | **59,016** |  |  |
| 44 |  |  |  | **61,779** |  |  |
| 45 |  |  | **\*** | **65,922** | **65,922** |  |
| 46 |  |  | **\*** | **67,805** | **67,805** |  |
| 47 |  |  |  |  |  |  |  |  |  |  | **70,631** |  |
| 48 |  |  |  |  |  |  |  |  |  |  | **74,084** |  |
| 49 |  |  |  |  |  |  |  |  |  | **\*** | **77,850** | **77,850** |
| 50 |  |  |  |  |  |  |  |  |  | **\*** | **81,618** | **81,618** |
| 51 |  |  |  |  |  |  |  |  |  |  |  | **85,535** |
| 52 |  |  |  |  |  |  |  |  |  |  |  | **89,640** |
| 53 |  |  |  |  |  |  |  |  |  |  | **\*** | **93,944** |
| 54 |  |  |  |  |  |  |  |  |  |  | **\*** | **98,453** |

**\*** Pay spine points 45 and 46 at the top of pay band 8C; pay spine points 49 and 50 at the top of pay band 8D and pay spine points 53 and 54 at the top of pay band 9 are annually earned (see paragraphs 1.11 to 1.15 in Section 1(a) (England and Wales). The provisions for incremental pay progression in Section 1(a) (England and Wales) and Annex W (England and Wales) will continue to apply, except that in England staff on pay spine points 34 to 54 will not be eligible for incremental pay progression from 1 April 2015 to 31 March 2016.

**Mean average annual earnings**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| NHS Staff Earnings - Provisional Statistics |  |  |  |  |  |
| **Table 2b - Mean annual earnings per person by Staff Group, England** |  |  |  |  |
|  |  |  |  |  |  |  |
| **Staff Group** |  | **12 month period ending March 2010** | **12 month period ending March 2011** | **12 month period ending March 2012** | **12 month period ending March 2013** | **12 month period ending March 2014** |
|  |  |  |  |  |   |  |
| **Total**  |  | **£28,919** | **£29,670** | **£30,124** | **£30,543** | **£30,756** |
|  |  |  |  |  |  |  |
| **Professionally qualified clinical staff (1)** | **£37,390** | **£38,019** | **£38,276** | **£38,605** | **£38,988** |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **All HCHS doctors (non locum)** | **£73,520** | **£73,315** | **£73,008** | **£73,694** | **£74,470** |
| Consultants (including Directors of public health) | £113,394 | £111,592 | £109,962 | £109,676 | £111,354 |
| Registrars | £54,372 | £53,638 | £53,045 | £53,173 | £52,978 |
| Other doctors in training | £36,329 | £36,047 | £35,793 | £36,685 | £36,067 |
|  |  |  |  |  |  |  |
| **Total HCHS non-medical staff** | **£24,770** | **£25,566** | **£25,940** | **£26,263** | **£26,338** |
|  |  |  |  |  |  |  |
| **Qualified nursing, midwifery & health visiting staff** | **£29,412** | **£30,174** | **£30,439** | **£30,657** | **£30,917** |
| Qualified midwives | £30,257 | £30,816 | £30,846 | £31,001 | £31,211 |
| Qualified health visitors | £27,936 | £28,576 | £28,803 | £29,063 | £29,190 |
| Qualified school nurses | £24,487 | £25,134 | £25,570 | £26,168 | £26,887 |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Qualified ambulance staff** | **£36,044** | **£35,831** | **£35,881** | **£36,310** | **£36,300** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Source: Health and Social Care Information Centre, Provisional NHS Staff Earnings Estimates |   |  |  |  |
|  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |
| **Definitions** |  |  |  |  |  |  |
| Mean annual earnings per person is the mean amount paid to an individual in a 12 month period, regardless of the contracted FTE.  |  |  |
|  |  |  |  |  |  |  |  |
| **Notes** |  |  |  |  |  |  |  |
| Figures in the table are provisional NHS Staff Earnings estimates |  |  |  |  |  |  |
| As expected with provisional data, some figures may be revised prior to the next publication as issues are uncovered and resolved. |  |  |
| Figures rounded to the nearest pound |  |  |  |  |  |  |
| These figures represent payments made using the Electronic Staff Record (ESR) system to NHS Staff who are employed and directly paid by NHS organisations |
| Figures based on data from all English NHS organisations who are using ESR (Two Foundation Trusts do not use ESR) |  |  |  |
| Figures are based on staff with contracted hours more than zero. Bank and locum staff that typically have no contracted hours are not included in these figures. |
| These statistics include "negative" payments - for example instances where a payment field has had money subtracted to correct an overpayment. |  |