

NHS Staff Earnings Estimates December 2010

- **Based on payments to staff in the NHS in England from July to September 2010.**

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Version: 1.0

Date of Publication: 22/12/2010

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EXECUTIVE SUMMARY

Annual earnings estimates presented are based upon a quarterly aggregation of monthly pay data from the Electronic Staff Record (ESR) Data Warehouse. The data covers all NHS organisations, apart from two employers that have not taken up ESR.

This is the 15th quarter of earnings estimates derived from the ESR Data Warehouse.

Main findings

- Basic pay for all of the key non-medical staff groups either stayed the same or increased by up to 0.6% in the last quarter. This was expected as there were no pay awards in this period.
- Mean basic pay for Qualified Nurses increased by £100 (0.3%) in the last quarter to £30,100.
- Consultants on the new contract (96% of all consultants) saw basic pay fall by 0.4% over the last quarter from £90,600 to £90,200. The latest estimate for Consultants' average total earnings on the new contract is £119,800, a fall of £1,900 (1.6%) in the last year.

Table 1: Comparison between latest and previously published earnings estimates for key staff groups (showing quarterly and annual change)

	Basic Pay					Total Earnings				
	Jul-Sep 09	Apr-Jun 10	Jul-Sep 10	% change from last quarter	%change from last year	Jul-Sep 09	Apr-Jun 10	Jul-Sep 10	% change from last quarter	%change from last year
Qualified Nurses	£28,900	£30,000	£30,100	0.3	4.2	£33,300	£34,400	£34,200	-0.6	2.7
Unqualified Nurses	£16,200	£16,900	£16,900	0.0	4.3	£19,700	£20,600	£20,300	-1.5	3.0
Qualified Ambulance Staff	-	£26,300	£26,300	0.0	-	-	£37,700	£37,100	-1.6	-
Unqualified Ambulance Staff	-	£17,800	£17,800	0.0	-	-	£22,900	£22,800	-0.4	-
Healthcare Assistants	£15,200	£15,800	£15,900	0.6	4.6	£18,700	£19,400	£19,100	-1.5	2.1
Consultants (Old Contract)	£87,300	£86,800	£86,200	-0.7	-1.3	£105,000	£103,700	£103,300	-0.4	-1.6
Consultants (New Contract)	£90,800	£90,600	£90,200	-0.4	-0.7	£121,700	£120,400	£119,800	-0.5	-1.6
Foundation Yr 1 / House Officer	£22,400	£22,600	£22,600	0.0	0.9	£32,100	£32,200	£32,200	0.0	0.3
Foundation Yr 2 / Senior House Officer	£29,400	£29,400	£29,200	-0.7	-0.7	£42,800	£42,200	£42,100	-0.2	-1.6
Registrar Group	£38,200	£38,700	£38,800	0.3	1.6	£57,900	£57,800	£57,800	0.0	-0.2

INTRODUCTION

This Statistical Bulletin relates to staff paid by NHS organisations via The Electronic Staff Record (ESR). The ESR is a payroll and Human Resources (HR) system which has been rolled out across the NHS and was completed in April 2008. It replaced over 30 separate HR and payroll systems which were previously in use.

The statistics presented in this Bulletin relate to payments to staff during the 3 month period of July to September 2010.

This is the 15th quarterly publication using data from the ESR. ESR roll out is now complete and this is the 10th publication to make use of data from every NHS organisation, excluding 2 Foundation Trusts which have yet to join ESR.

Publications using data prior to April 2008 were based upon a sample of NHS organisations, as ESR roll out continued, the sample size became larger. Whilst comparisons with these publications, released prior to full roll out, are feasible, it is important that the possible reasons for change are all considered when making comparisons, as shown in the next section.

RELATION TO PREVIOUS ESTIMATES

For Non Medical staff groups, most of the major staff groups have seen mean basic pay unchanged or increasing by less than 1% in the last quarter. There was no pay uplift in this period so this low level of change was expected.

For Medical staff the main staff groups saw a mean basic pay unchanged or falling by up to 1%.

Annual comparisons of changes in earnings are possible; however any change from previous estimates may be due to a number of reasons. Any change from previous data is a combination of:

- The influence of additional organisations within the sample when comparing to data prior to the full roll out of ESR in April 2008.
- Changes in the composition of the workforce at trust level due to staff movements
- Changes in the pay of individuals such as back pay or moving up an Agenda for Change incremental point.

Comparisons between this quarter's data and July to September 2009 data should provide an accurate annual comparison of Earnings.

Comparisons between this quarter's data and October to December 2007 or July to September 2008 estimates for non-medical groups should be treated with caution as back pay was awarded to staff in November 2007 and August 2008. This will bias comparisons and we do not recommend making comparisons between these quarters.

METHODOLOGY

The full methodology can be viewed via the following link:

www.ic.nhs.uk/statistics-and-data-collections/workforce/nhs-staff-earnings

In summary:

- Data are taken from pay records from July to September 2010 for organisations which are on ESR
- From this, basic pay, total earnings and 'worked full time equivalent' (FTE) are extracted
- Using occupational code data, the basic pay, total earnings and FTE are aggregated together for groups of staff.
- Checks are then made on the validity of the data. At this point fields within records may be edited or deleted if invalid.
- After validation, basic pay and total earnings per FTE can be worked out for each staff group.

The source and methodology therefore differ in several respects from those used in earnings estimates made prior to ESR implementation. Publications from July 2007 onwards differ from previous earnings estimates in that:

- Data now relate to a quarter rather than a month. This balances stability and timeliness.
- Previous results related to data taken in August of each year for which there has been a survey (2000, 2002, 2004). The new methodology allows an estimate to be made every quarter, based on a full quarter's worth of earnings.
- Earnings estimates are now based upon staff's 'worked full time equivalent', rather than their 'contracted full time equivalent'. This means additional work done by part time staff on top of their contracted hours, are accurately reflected in the estimates.
- A major change to NHS pay systems, Agenda for Change, has been implemented since the 2004 survey. Consequently breakdowns of staff by 'grade' have altered to reflect this.
- Estimates of median earnings are available using this new methodology.

RESULTS: NON - MEDICAL STAFF

(Tables 1 – 4)

This section describes some of the main findings within the tables. It also attempts to identify reasons for any changes from previous estimates.

Nurses

The mean basic salary per FTE for nurses is estimated as £27,600, with the median slightly lower at also £27,500. Mean basic salary rose by £100 (0.4%) in the last quarter with the median remaining the same. The median differs from the mean by only £100 and was equal to it in the preceding three quarters which suggests that nurses' basic salary follows a normal distribution.

Based on mean earnings, nurses earned an additional 14% on top of basic pay within the period, for reasons including overtime, location payments, and hours - related pay.

Qualified nurses are estimated to have mean basic pay of £30,100, and total earnings of £34,200. Unqualified nurses are estimated to have mean basic pay of £16,900, and total earnings of £20,300.

Ambulance Staff

In previous publications earnings figures were presented separately for Ambulance staff based in London and staff based outside London. These figures are now presented in a single, national group, in line with other staff groups in the publication. Figures can still be obtained in the old groups by contacting The NHS IC using the contact details on the final page of this document.

For ambulance staff, the estimated basic pay per FTE is £23,800 which is unchanged from the previous quarter. Median basic salary for Ambulance staff is also unchanged at £22,700.

Based on mean earnings, ambulance staff earned an additional 38% on top of basic pay within the period giving them typical total earnings of £32,900 per FTE.

Qualified ambulance staff are estimated to have mean basic pay of £26,300, and total earnings of £37,100. Unqualified ambulance staff are estimated to have mean basic pay of £17,800, and total earnings of £22,800.

Scientific, therapeutic and technical (ST&T) staff (including allied health professionals)

Per full time equivalent, the mean basic pay of ST&T staff is estimated to be £31,000, an increase of £200 (0.6%) from the previous quarter. Estimated mean total earnings per FTE rose by £100 (0.3%) in the previous quarter to £33,300.

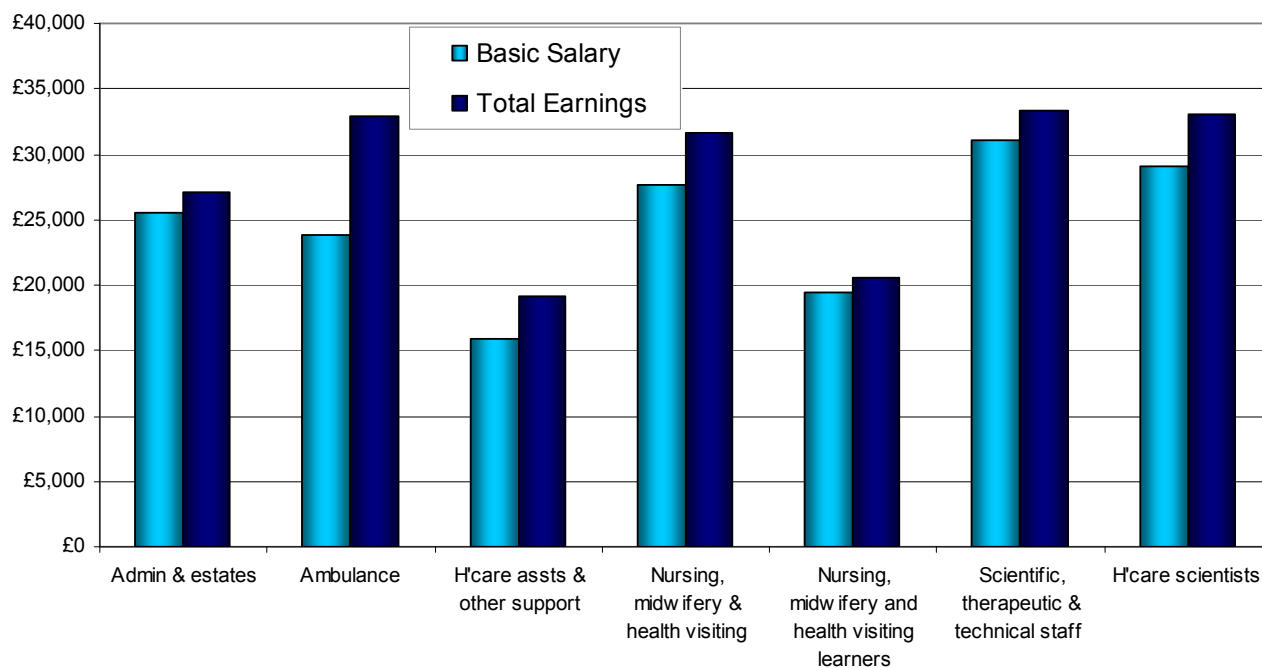
Table 2 breaks these down further in line with the needs of the NHS Pay Review Body.

Healthcare Scientists

The mean basic pay of healthcare scientists is estimated to be £29,100 per FTE, increasing by £100 (0.3%) from the previous quarter. Healthcare scientists typically earn an additional 14% on top of their basic salary, taking their mean total earnings to £33,100 per FTE.

The full break down of basic pay and total earnings by high level census group is shown below.

Figure 1: Mean Basic Pay and Total Earnings per FTE for broad occupational groups (based on payments from July to September 2010)



Now that a time series of earnings estimates is developing, customers are wishing to compare these estimates with previous ones. Table 1 (in the “Executive Summary” section) facilitates these comparisons. See Section ‘Relation to Previous Estimates’ for more information.

RESULTS: MEDICAL STAFF

(Table 5)

Consultants

Table 5 shows the basic pay and earnings for Medical staff groups. Consultants are either part of the old contractual arrangements, which pertained until October 2003, or can have opted to move onto new contractual arrangements.

Consultants are estimated to earn mean total earnings £119,800 per FTE on the new contract, compared with mean total earnings per FTE of £103,300 on the old contract. Note that this relates to NHS earnings only.

In this sample 96% of Consultants are on the new contract. Those who remain on the old contract may do so as it suits their working patterns better. For example they work on average approximately one session less per week than those on the new contract.

It is important to note that these data only cover staff that are directly employed and paid via NHS organisations through ESR. Consultants who, for example, are salaried by universities under the 'recharge' scheme, or other Consultants delivering NHS care outside of the NHS payroll are not included. Also, earnings are estimated per FTE of NHS care, private earnings are not included.

In terms of annual change, total earnings on the new contract have fallen from £121,700 to £119,800 over the last 12 months, a decrease of 1.6%.

Foundation Year & House Officer Staff

For presentation of these data, Foundation Year 1 staff have been combined with House Officer grades. Foundation Year 2 have been combined with the Senior House Officer grades.

Foundation Year 1 staff are estimated to receive £22,600 basic pay per FTE, and earn an additional 42% as additional payments, giving them typical total earnings of £32,200 per FTE.

Mean Basic pay per FTE was unchanged from the last quarter, with mean total earnings also unchanged.

Foundation Year 2 staff are estimated to receive £29,200 basic pay per FTE, and earn an additional 44% as additional payments, giving them typical total earnings of £42,100 per FTE.

Mean basic pay fell by 0.7% in the last quarter, with mean total earnings falling by 0.2%. A reduction in the overall number of Foundation Year 2/Senior House Officers is thought to be the reason for this decrease in average basic pay and total earnings.

Registrar Group

The mean basic salary of the Registrar Group is estimated to be £38,800 increasing by £100 (0.3%) in the last quarter.

Those in the Registrar Group typically earn an additional 49% in added payments, with total earnings estimated at £57,800.

Associate Specialists

New contractual arrangements for Associate Specialists were introduced on 1st April 2008. Pay estimates for Associate Specialists are broken down by contract type in this publication and will continue to be whilst a significant number of Associate Specialists remain party to the old contractual arrangements.

71% of Associate Specialists are on the new contract and their estimated mean basic pay is £77,700 compared to £82,200 for those remaining on the old contract. Estimated mean total earnings are slightly higher on the new contract at £90,200 compared to £90,100 on the old contract.

Those on the new contract saw mean basic pay per FTE fall by £200 (0.3%) in the last quarter, with mean total earnings falling by £300 (0.3%).

Basic pay has a much higher mean than median figure for those on the old contract. Mean total earnings per FTE are estimated at £82,200, with the median total earnings estimate at £74,300 suggesting a positive skew in the data. This skew is less pronounced for those on the new contract. A similar pattern can be observed in the Consultant staff group.

Staff Grade Doctors

The mean basic salary of a FTE staff grade doctor is estimated at £63,700 an increase of £600 (1.0%) on the previous quarter.

Staff Grade doctors typically earn an additional 11% on top of this to take their mean total earnings to £71,000.

Specialty Doctors

The Specialty Doctor Grade was introduced on 1st April 2008 as part of an overhaul of the Staff Grade and Associate Specialist Groups.

The mean basic salary of a FTE specialty doctor is estimated at £57,600 increasing by £900 (1.6%) on the previous quarter.

Specialty Doctors typically earn an additional 22% on top of this to take their mean total earnings to £70,000.

FURTHER IMPROVEMENTS

This is now the 15th publication in the series, and the sample size has now grown to cover all but 2 NHS organisations. The NHS IC will continue to enhance the series by:

- Continuing to welcome feedback on the content and layout of tables
- Working with organisations to improve data quality entering the system

KNOWN ISSUES

Consultants

The data contained within ESR are only for staff directly paid by NHS organisations via the ESR. A small percentage of Consultants therefore are missing from the sample. Those on honorary contracts and paid by universities or other suppliers of NHS care will be excluded from the sample. From census data, it appears roughly 3% of Consultants are on honorary contracts. This has always been the case with earnings estimates from NHS payroll data. It is believed to result in our figure being a slight under-estimate of the average earnings of all Consultants, as they are the more likely to be experienced, and more likely Consultants to be in receipt of clinical excellence awards.

Nurse Learners

In order to quality assure the records we allow through to the sample, we only look at records which have an agenda for change band attached. This is nearly all records for most groups, however, for the nurse learning staff group a large number of staff are not on agenda for change terms and conditions.

The additional complication of nurse learners paid by bursaries (not included in this dataset) and staff on secondment who remain on Whitley pay scales means that the figure quoted for this group should be done so with clear reference to the fact it only covers staff paid by NHS organisations and on Agenda for Change conditions.

Issues with contracted and worked hours being recorded in sessions rather than hours

During the transfer of data from previous payroll systems to ESR, some organisations have a few occupations for which the use of sessions or hours to record contracted and worked FTE is inconsistent. An example is that of Trainee Clinical Psychologists. Some have their contract recorded in sessions (FTE=10) and their worked recorded in hours (FTE=37.5), which results in the FTE working out at $37.5/10$ which = 3.75, which is clearly wrong.

These records are removed from the analysis, and work is ongoing to rectify the problem at source.

Full Time Hours for staff on protected working time arrangements

For some staff groups, full time hours are protected at between 33 and 37 hours until December 2011. However, ESR is based on Full Time Hours as 37.5. Consequently staff working a 35 hour week has a FTE value of $33/37.5$ within the ESR system.

A method has been used to override FTE values which are a result of these interim working hours arrangements in order to treat such staff as having FTE of 1.

Re-coding of some FY2 staff to Registrar Group

Local implementation of the Modernising Medical Careers programme' has seen a large number of staff who were on what traditionally were SHO pay scales over to registrar payscales. This has the effect of revising downwards estimates of the 'registrar group' as the staff who make up this category have changed.

DEFINITIONS

Full-time equivalents (FTE)

Some statistics are expressed in terms of full-time equivalents (FTE). For this purpose, numbers of part-time staff are converted into an equivalent number of 'full-time' staff by taking account of the weekly number of hours or sessions worked.

Basic Salary

This is the 'standard' basic pay paid to an individual, which is normally a factor of their Agenda for Change spine point, and their hours worked.

Total Earnings

This is the total amount earned by an individual. In addition to basic pay, it includes payments for:

- hours related payments such as on call, shift working, and overtime
- occupation payments such as clinical excellence awards or distinction awards
- location payments such as location allowance and other local payments
- recruitment and retention pay
- 'other' payments for issues such as occupational absence and protected pay

Mean Basic Salary

This is calculated by adding up the basic pay for a staff group, and dividing by the total amount of FTE for that group.

Mean Total Earnings

This is calculated by adding up the total earnings for a group, and dividing by the total FTE for that group.

Median FTE Basic Pay

FTE basic pay is calculated for each post held, and then the median is taken.

Median FTE Total Earnings

FTE total earnings are calculated for each post held, and then the median is taken.

Staff groups:

Qualified nursing, midwifery and health visiting staff are those who are employed as nurses and hold at least a second level registration with the Nursing and Midwifery Council (NMC).

Nursing, midwifery and health visiting learners are almost all on post-registration training courses, but employed by the HCHS whilst undergoing training. Students funded by bursaries and not employed by the HCHS are not included in the workforce numbers in this bulletin.

Qualified scientific, therapeutic and technical staff includes the following areas:

i) Qualified Allied Health Professionals include 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.

ii) Other staff within qualified ST&T contain the rest of the qualified ST&T group

iii) Healthcare scientists (for NOHPRB purposes only) include:

- Life Sciences/Pathology
- Physiological Sciences,
- Clinical Engineering & Physical Sciences
- and Others.

EXPLANATORY NOTES

Sources of Data

The data relate to staff earnings paid via the Electronic Staff Record in the pay months of July, August and September 2010.

Data cleaning and processing is described in detail at:

www.ic.nhs.uk/statistics-and-data-collections/workforce/nhs-staff-earnings

**Published by The NHS Information Centre for health and social care
Part of the Government Statistical Service**

ISBN: 978-1-84636-504-1

This publication may be requested in large print or other formats.

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