The NHS Pay Review Body (NHS Pay Review Body) makes recommendations to UK Governments and NHS bodies for all staff paid under Agenda for Change. We listen to and evaluate contributions from stakeholders and experts, and conduct our own analysis to reach independent, evidence-based advice. Our work helps the NHS to attract, retain and motivate the people with the skills required to deliver affordable, quality care.

All four nations saw an increase in the proportion of their full-time equivalent workforce in 2015/16.

- 2.1% in England
- 2.1% in Wales
- 2.1% in Scotland
- 1.8% in Northern Ireland

The full-time equivalent workforce in 2015/16 was:

- 909,720 in England
- 124,916 in Scotland
- 67,838 in Wales
- 50,533 in Northern Ireland

No pay data was supplied for Northern Ireland.

The pay bill in 2015/16 was:

- £35.7bn in England
- £4.0bn in Scotland
- £2.1bn in Wales

Joining rates are higher than leaving rates across the UK, meaning that the number of NHS staff is increasing.

The NHS England Five Year Forward View aims to achieve:

- £22 billion of efficiency savings between 2015/16 and 2020/21 to fill the gap between resources and patient needs.

This is equivalent to £4.5 billion per year, and 5% of the non-medical workforce in 2015 were from the European Union.

The Nursing staff group has the highest proportion of overseas workers at 16%.

UCAS figures for the January 2017 deadline saw a fall in applicants to nursing degree courses in England, as compared to the previous year.

In simplified terms, for every 100 adult nurse degree places commissioned, the NHS gains 58 full-time equivalent nurses.

Apprenticeships

Between 2011/12 and 2015/16 in England, staff at the top of Agenda for Change pay bands saw a decrease in their take home pay when excluding inflation.

- Top of Band 1: +10.4%
- Top of Band 2: +2.6%
- Top of Band 9: -4.2%

The median gross weekly pay for full-time employees in the human health and social work activities sector (both private and public) increased by 2.6%, which was a faster rate of increase than the average for the public sector, though slower than the increase in private sector average wage.

Affordability challenge: the combination of slowly increasing real terms NHS budgets with significant increases in patient demand driven by demographic pressure, increasing patient expectations and pressures on the social care system.

The Nursing staff group has the highest proportion of overseas workers at 16%.

In 2015/16, compared to a year earlier:
- Band 1: +4%
- Band 2: +4.5%
- Band 3: -4.2%
- Band 5: +1.7%
- Band 7: -0.8%
- Band 9: -4.2%

The median gross weekly pay for full-time employees in the human health and social work activities sector (both private and public) increased by 2.6%. This was a faster rate of increase than the average for the public sector, though slower than the increase in private sector average wage.

The Nursing staff group has the highest proportion of overseas workers at 16%.