

## **IV. HOSPITAL-BASED HEALTH CARE STAFF**

### **12. Professionals allied to medicine**

- 12.1 Hospital physiotherapist
- 12.2 Hospital occupational therapist
- 12.3 Hospital speech and language therapist
- 12.4 Dietitian
- 12.5 Radiographer
- 12.6 Hospital pharmacist
- 12.7 Hospital therapy support worker



## 12.1 Hospital physiotherapist

Costs and unit estimation	2004/2005 value	Notes
A. Wages/salary	£28,240 per year	National average salary for a senior 1 grade hospital physiotherapist, based on the mid-point of the April 2004 pay scales. The sum includes an element to reflect the proportion of staff who receive a London allowance. It also includes an allowance of £1,717 for supervising students.
B. Salary oncosts	£6,106 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,151 per year	The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. <sup>1</sup> See schema 7.5 for more details on cost of qualifications.
D. Overheads	£2,698 per year	Comprises £2,698 for indirect overheads. <sup>2</sup> No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Capital overheads	£4,217 per year	Based on the new build and land requirements of NHS facilities, <sup>3/4</sup> but adjusted to reflect shared use of both treatment and non-treatment space. No allowance has been made for the cost of equipment. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
F. Travel	£2.40 per visit	Based on expenditure provided by community trust.
Working time	42 weeks per annum 36 hours per week	Includes 25 days annual leave and 10 days statutory leave. <sup>5</sup> Assumes 5 study/training days, and 10 days sickness leave. <sup>6</sup>
Ratio of direct to indirect time on: patient contacts clinic contacts home visits	1:0.54 1:0.46 1:0.96	Assuming 10 per cent of time in patient's own home, 50 per cent in clinics, 5 per cent in other settings, 30 per cent on non-clinical activity and 5 per cent on travel. Information derived from consultation with NHS Trusts.
London multiplier	1.14 × (A to D); 1.56 × E	Allows for the higher costs associated with London compared to the national average cost. <sup>7</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>3</sup>
Non-London multiplier	0.98 × (A to D) 0.97 × E	Allows for the lower costs associated with working outside London compared to the national average cost. <sup>7</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>3/4</sup>
<b>Unit costs available 2004/2005 (costs including qualifications given in brackets)</b>		
£27 (£30) per hour; £42 (£46) per hour of client contact; £40 (£44) per hour in clinic; £54 (£59) per hour in home visiting (includes A to E). Travel £2.40 per visit.		

1 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vols 1 & 2*, Personal Social Services Research Unit, University of Kent, Canterbury.

2 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vol 2 Methodology*, Page 13.

3 Building Cost Information Service (2005) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

4 Office of the Deputy Prime Minister, Summer 2004.

5 Whitley Councils for the Health Services (Great Britain) (1995) *Pay and Conditions of Service Handbook, Professions Allied to Medicine and Related Grades of Staff (PTA) Council*, Department of Health, Leeds.

6 Williams, J. (1991) *Calculating Staffing Levels in Physiotherapy Services*, Pampas, Rotherham.

7 Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.

## 12.2 Hospital occupational therapist

Costs and unit estimation	2004/2005 value	Notes
A. Wages/salary	£28,240 per year	National average salary for a senior 1 grade hospital occupational therapist, based on the mid-point of the April 2004 pay scales. The sum includes an element to reflect the proportion of staff who receive a London allowance. It also includes an allowance of £1,717 for supervising students.
B. Salary oncosts	£6,106 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,002 per year	The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. <sup>1</sup> See schema 7.5 for more details on cost of qualifications.
D. Overheads	£2,698 per year	Comprises £2,698 for indirect overheads. <sup>2</sup> No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Capital overheads	£4,217 per year	Based on the new build and land requirements of NHS facilities, <sup>3/4</sup> but adjusted to reflect shared use of both treatment and non-treatment space. No allowance has been made for the cost of equipment. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	42 weeks per annum 36 hours per week	Includes 25 days annual leave and 10 days statutory leave. <sup>5</sup> Assumes 5 study/training days, and 10 days sickness leave. <sup>6</sup>
Ratio of direct to indirect time on: patient contacts	1:0.67	Assuming 60 per cent of time in clinics and 40 per cent on non-clinical activity. Information derived from consultation with NHS Trusts.
London multiplier	1.14 x (A to D); 1.40 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>7</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>3/4</sup>
Non-London multiplier	0.98 x (A to D) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. <sup>7</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>3/4</sup>
<b>Unit costs available 2004/2005 (costs including qualifications given in brackets)</b>		
£27 (£30) per hour; £45 (£50) per hour of client contact (includes A to E).		

1 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vols 1 & 2*, Personal Social Services Research Unit, University of Kent, Canterbury.

2 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vol 2 Methodology*, Page 13.

3 Building Cost Information Service (2005) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

4 Office of the Deputy Prime Minister, Summer 2004.

5 Whitley Councils for the Health Services (Great Britain) (1995) *Pay and Conditions of Service Handbook, Professions Allied to Medicine and Related Grades of Staff (PTA) Council*, Department of Health, Leeds.

6 Williams, J. (1991) *Calculating Staffing Levels in Physiotherapy Services*, Pampas, Rotherham.

7 Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.

## 12.3 Hospital speech and language therapist

Costs and unit estimation	2004/2005 value	Notes
A. Wages/salary	£25,337 per year	National average salary for a grade 2 speech and language therapist, based on the April 2004 pay scales. The sum includes an element to reflect the proportion of staff who receive a London allowance.
B. Salary oncosts	£5,429 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,260 per year	The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. <sup>1</sup> See schema 7.5 for more details on cost of qualifications.
D. Overheads	£2,698 per year	Comprises £2,698 for indirect overheads. <sup>2</sup> No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Capital overheads	£4,148 per year	Based on the new build and land requirements of NHS facilities, <sup>3/4</sup> but adjusted to reflect shared use of both treatment and non-treatment space. No allowance has been made for the cost of equipment. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	42 weeks per annum 36 hours per week	Includes 25 days annual leave and 10 days statutory leave. <sup>5</sup> Assumes 5 study/training days, and 10 days sickness leave. <sup>6</sup>
Ratio of direct to indirect time on: patient contacts	1:0.67	Assuming 60 per cent of time in clinics and 40 per cent on non-clinical activity. Information derived from consultation with NHS Trusts.
London multiplier	1.14 x (A to D); 1.40 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>7</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>3/4</sup>
Non-London multiplier	0.98 x (A to D) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. <sup>7</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>3/4</sup>
<b>Unit costs available 2004/2005 (costs including qualifications given in brackets)</b>		
£25 (£28) per hour; £41 (£46) per hour of client contact (includes A to E).		

1 Netten, A., Knight, J., Dennett, J., Cooley, R & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vols 1 & 2*, Personal Social Services Research Unit, University of Kent, Canterbury.

2 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vol 2 Methodology*, Page 13.

3 Building Cost Information Service (2005) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

4 Office of the Deputy Prime Minister, Summer 2004.

5 Whitley Councils for the Health Services (Great Britain) (1995) *Pay and Conditions of Service Handbook, Professions Allied to Medicine and Related Grades of Staff (PTA) Council*, Department of Health, Leeds.

6 Williams, J. (1991) *Calculating Staffing Levels in Physiotherapy Services*, Pampas, Rotherham.

7 Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula

Updated with revised figures for employers' superannuation contributions [February 2006, rev. 002]

## 12.4 Dietitian

Costs and unit estimation	2004/2005 value	Notes
A. Wages/salary	£28,240 per year	National average salary for a senior 1 grade hospital dietitian, based on the mid-point of the April 2004 pay scales. The sum includes an element to reflect the proportion of staff who receive a London allowance. It also includes an allowance of £1,717 for supervising students.
B. Salary oncosts	£6,106 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,343 per year	The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. <sup>1</sup> See schema 7.5 for more details on cost of qualifications.
D. Overheads	£2,698 per year	Comprises £2,698 for indirect overheads. <sup>2</sup> No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Capital overheads	£3,539 per year	Based on the new build and land requirements of NHS facilities, <sup>3/4</sup> but adjusted to reflect share use of both treatment and non-treatment space. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
F. Travel	£2.40 per visit	Taken from Netten <sup>5</sup> and inflated using the retail price index.
Working time	42 weeks per annum 37 hours per week	Includes 25 days annual leave and 10 days statutory leave. <sup>6</sup> Assumes 5 study/training days, and 10 days sickness leave. <sup>7</sup>
Ratio of direct to indirect time on: face-to-face contacts clinical settings home visits	1:0.33 1:0.27 1:1.27	Assuming 5 per cent of time in patient's own home, 35 per cent in clinics, 30 per cent in hospital wards, 5 per cent in other settings, 20 per cent on non-clinical activity and 5 per cent on travel. Information derived from consultation with NHS Trusts.
London multiplier	1.14 x (A to D); 1.44 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>8</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>3/4</sup>
Non-London multiplier	0.98 x (A to D) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. <sup>8</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>3/4</sup>
<b>Unit costs available 2004/2005 (costs including qualifications given in brackets)</b>		
£26 (£29) per hour; £35 (£39) per hour client contact; £33 (£37) per hour in clinic; £59 (£66) per hour of home visiting (includes A to E). Travel £2.40 per visit.		

1 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vols 1 & 2*, Personal Social Services Research Unit, University of Kent, Canterbury.

2 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vol 2 Methodology*, Page 13.

3 Building Cost Information Service (2005) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

4 Office of the Deputy Prime Minister, Summer 2004.

5 Netten, A. (1992) *Some cost implications of Caring for People: interim report*, Discussion Paper 809/4, Personal Social Services Research Unit, University of Kent, Canterbury.

6 Whitley Councils for the Health Services (Great Britain) (1995) *Pay and Conditions of Service Handbook, Professions Allied to Medicine and Related Grades of Staff (PTA) Council*, Department of Health, Leeds.

7 Williams, J. (1991) *Calculating Staffing Levels in Physiotherapy Services*, Pampas, Rotherham.

8 Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.

## 12.5 Radiographer

Costs and unit estimation	2004/2005 value	Notes
A. Wages/salary	£28,240 per year	National average salary for a senior 1 grade radiographer, based on the mid-point of the April 2004 pay scales. The sum includes an element to reflect the proportion of staff who receive a London allowance. It also includes an allowance of £1,717 for supervising students.
B. Salary oncosts	£6,106 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,969 per year	The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. <sup>1</sup> See schema 7.5 for more details on cost of qualifications.
D. Overheads	£2,698 per year	Comprises £2,698 for indirect overheads. <sup>2</sup> No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Capital overheads	£6,839 per year	Based on the new build and land requirements of NHS facilities, <sup>3/4</sup> but adjusted to reflect shared use of both treatment and non-treatment space. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	42 weeks per annum 35 hours per week	Includes 25 days annual leave and 10 days statutory leave. <sup>5</sup> Assumes 5 study/training days, and 10 days sickness leave.
Ratio of direct to indirect time on: patient contacts	1:0.67	Assuming 60 per cent of time spent on face-to-face contact, 20 per cent on other clinical activity, and 20 per cent on non-clinical activity. Information derived from consultation with NHS Trusts.
London multiplier	1.14 x (A to D); 1.44 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>6</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>3/4</sup>
Non-London multiplier	0.98 x (A to D) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. <sup>6</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>3/4</sup>
<b>Unit costs available 2004/2005 (costs including qualifications given in brackets)</b>		
£30 (£33) per hour; £50 (£55) per hour of client contact; £17 (£18) per 20 minute clinic visit (includes A to E).		

1 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vols 1 & 2*, Personal Social Services Research Unit, University of Kent, Canterbury.

2 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vol 2 Methodology*, Page 13.

3 Building Cost Information Service (2005) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

4 Office of the Deputy Prime Minister, Summer 2004.

5 Whitley Councils for the Health Services (Great Britain) (1995) *Pay and Conditions of Service Handbook, Professions Allied to Medicine and Related Grades of Staff (PTA) Council*, Department of Health, Leeds.

6 Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.

## 12.6 Hospital pharmacist

Costs and unit estimation	2004/2005 value	Notes
A. Wages/salary	£34,639 per year	National average salary for a D grade pharmacist based on the mid-point of the April 2004 pay scales. The sum includes an element to reflect the proportion of staff who receive a London allowance. Pharmacists who commit to working in Emergency also receive an emergency duty commitment allowance of £2,448 per annum.
B. Salary oncosts	£7,662 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications Post graduate training:	£5,943 per year  £439 per year	The equivalent annual cost of pre-registration and postgraduate education. The investment costs of a 4 year masters degree plus one year pre-registration training plus a two year postgraduate course have been annuitised over the expected working life. <sup>1/2</sup> The investment costs for pre-registration are borne partly by the HEFCE and partly by practitioners provided by the NHS. The Multi-Professional Education and Training (MPET) Levy covers the cost for the Pre-registration training year. Costs for postgraduate training are mainly borne by the NHS but are sometimes self funded. Hospital pharmacists may have up to 20 days per year study time over this two year period. Some however participate in distant learning programmes. There are also further training programmes available for senior pharmacists; however, no information is currently available on the proportion of pharmacists who undergo this training. This therefore has not been taken into account in this costing exercise. Those costing exercises which are concerned with narrowly defined costs to the provider organisation would not want to incorporate qualification costs. See schema 7.5 for further details on training costs for health professionals.
D. Overheads	£2,698 per year	Comprises £2,698 for indirect overheads. <sup>3</sup> No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Capital overheads	£3,972 per year	Based on the new build and land requirements of a pharmacy, <sup>4/5</sup> plus additional space for shared facilities. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
F. Travel	£1.25 per visit	Taken from Netten <sup>5</sup> and inflated using the retail price index.
Working time	42 weeks per annum 39 hours per week	Includes 25 days annual leave and 10 statutory leave days. Assumes 4 study/training days (30 hours), and 10 days sickness leave.
Ratio of direct to indirect time on: direct clinical patient time patient related activities	1:1 1.0.43	Ratios are estimated on the basis that 50 per cent of time is spent on direct clinical patient activities, 20 per cent of time on dispensary activities and 30 per cent on non clinical activity.
London multiplier	1.14 x (A to D)  1.50 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>6</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>4/5</sup>
Non-London multiplier	0.97 x(A to D)  0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. <sup>6</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>4/5</sup>
<b>Unit costs available 2004/2005 (costs including qualifications given in brackets)</b>		
£30 (£34) per hour; £60 (£67) per cost of direct clinical patient time (includes travel); £43 (£48) per cost of patient related activities.		

1 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS*, Vols 1 & 2, Personal Social Services Research Unit, University of Kent, Canterbury.

2 Research carried out by the Royal Pharmaceutical Society of Great Britain.

3 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS*, Vol 2 *Methodology*, Page 13.

4 Building Cost Information Service (2005) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

5 Office of the Deputy Prime Minister, Summer 2004.

6 Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.

## 12.7 Hospital therapy support worker

Costs and unit estimation	2004/2005 value	Notes
A. Wages/salary	£12,182 per year	National average salary for a therapy helper aged 19 and over, based on the mid-point of the April 2004 pay scale. The sum includes an element to reflect the proportion of staff who receive a London allowance. This does not include lump sum allowances or unsocial hours pay enhancements.
B. Salary oncosts	£2,364 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£0	Training costs are assumed to be zero, although many take NVQ courses.
D. Overheads	£2,698 per year	Comprises £2,698 for indirect overheads. <sup>1</sup> No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Capital overheads	£2,739 per year	Based on the new build and land requirements of NHS facilities, <sup>2/3</sup> but adjusted to reflect shared use of both treatment and non-treatment space. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	44 weeks per annum 36 hours per week	Includes 20 days annual leave and 10 days statutory leave. <sup>4</sup> Assumes 10 days sickness leave. No study/training days have been assumed.
Ratio of direct to indirect time on: face-to-face contacts	1:0.25	Assuming 80 per cent of time on hospital wards and 20 per cent on non-clinical activity. Information derived from consultation with NHS Trusts.
London multiplier	1.14 x (A to D); 1.40 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>5</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>2/3</sup>
Non-London multiplier	0.97 x (A to D) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. <sup>5</sup> Building Cost Information Service and Office of the Deputy Prime Minister. <sup>2/3</sup>
<b>Unit costs available 2004/2005</b>		
£13 per hour; £16 per hour of client contact (includes A to E).		

1 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) *Development of a Ready Reckoner for Staff Costs in the NHS, Vol 2 Methodology*, Page 13.

2 Building Cost Information Service (2005) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

3 Office of the Deputy Prime Minister, Summer 2004.

4 Whitley Councils for the Health Services (Great Britain) (1995) *Pay and Conditions of Service Handbook, Professions Allied to Medicine and Related Grades of Staff (PTA) Council*, Department of Health, Leeds.

5 Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.