13. **Nurses**

13.1 Nurse team manager (includes ward managers, sisters and clinical managers)

13.2 Nurse team leader (includes deputy ward/unit manager, ward team leader, senior staff nurse)

13.3 Nurse, day ward (includes staff nurse, registered nurse, registered practitioner)

13.4 Nurse, 24-hour ward (includes staff nurse, registered nurse, registered practitioner)

13.5 Clinical support worker (hospital)
13.1 **Nurse team manager (includes ward managers, sisters and clinical managers)**

<table>
<thead>
<tr>
<th>Costs and unit estimation</th>
<th>2005/2006 value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Wages/salary</td>
<td>£31,698 per year</td>
<td>Agenda for Change (AfC) salaries, based on the April 2005 scale mid-point for band 7 according to the National Profile for Nurses.(^1),(^2) The sum includes an element to reflect the proportion of staff who receive a London allowance. It does not include any lump sum allowances and it is assumed that no unsocial hours are worked.</td>
</tr>
<tr>
<td>B. Salary oncosts</td>
<td>£6,858 per year</td>
<td>Employers’ national insurance plus 14 per cent of salary for employers’ contribution to superannuation.</td>
</tr>
<tr>
<td>C. Qualifications</td>
<td>£4,229 per year</td>
<td>The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life.(^3) See schema 7.5 for further details on training for health professionals.</td>
</tr>
<tr>
<td>D. Overheads</td>
<td>£2,781 per year</td>
<td>Comprises £2,781 for indirect overheads.(^4) No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.</td>
</tr>
<tr>
<td>E. Capital overheads</td>
<td>£2,333 per year</td>
<td>Based on the new build and land requirements of NHS facilities, but adjusted to reflect shared use of office space for administration, and recreational and changing facilities.(^5),(^6) Treatment space has not been included. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.</td>
</tr>
</tbody>
</table>

**Working time**

- 42 weeks per annum
- 37.5 hours per week
- Includes 29 days annual leave and 8 statutory leave days.\(^2\) Assumes 5 study/training days, and 10 days sickness leave.

**Ratio of direct to indirect time on:**

- **face-to-face contacts**: 1:1.22
- Assuming 45 per cent of time spent on face-to-face contact, 35 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 \(\times\) (A to D);
- 1.41 \(\times\) E
- Allows for the higher costs associated with London compared to the national average cost.\(^7\) Building Cost Information Service and Office of the Deputy Prime Minister.\(^5\),\(^6\)

**Non-London multiplier**

- 0.98 \(\times\) (A to D)
- 0.97 \(\times\) E
- Allows for the lower costs associated with working outside London compared to the national average cost.\(^7\) Building Cost Information Service and Office of the Deputy Prime Minister.\(^5\),\(^6\)

**Unit costs available 2005/2006 (costs including qualifications given in brackets)**

- £28 (£30) per hour; £62 (£68) per hour of patient contact.

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7. Provisional and unpublished analysis using data from the Department of Health’s weighted capitation formula.
### 13.2 Nurse team leader (includes deputy ward/unit manager, ward team leader, senior staff nurse)

<table>
<thead>
<tr>
<th>Costs and unit estimation</th>
<th>2005/2006 value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Wages/salary</td>
<td>£26,546 per year</td>
<td>Agenda for Change (AfC) salaries, based on the April 2005 scale mid-point for band 6 according to the National Profile for Nurses. Assumptions include 1. The sum includes an element to reflect the proportion of staff who receive a London allowance.</td>
</tr>
<tr>
<td>B. Salary oncosts</td>
<td>£5,667 per year</td>
<td>Employers’ national insurance plus 14 per cent of salary for employers’ contribution to superannuation.</td>
</tr>
<tr>
<td>C. Qualifications</td>
<td>£4,229 per year</td>
<td>The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. See schema 7.5 for further details on training for health professionals.</td>
</tr>
<tr>
<td>D. Overheads</td>
<td>£2,781 per year</td>
<td>Comprises £2,781 for indirect overheads. No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.</td>
</tr>
<tr>
<td>E. Capital overheads</td>
<td>£2,333 per year</td>
<td>Based on the new build and land requirements of NHS facilities, but adjusted to reflect shared use of office space for administration, and recreational and changing facilities. Treatment space has not been included. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.</td>
</tr>
</tbody>
</table>

#### Working time

- **42 weeks per annum**
- **37.5 hours per week**
- Includes 29 days annual leave and 8 statutory leave days. Assumes 5 study/training days, and 10 days sickness leave.

#### Ratio of direct to indirect time on:

- **face-to-face contacts**: 1:1.22
- Assuming 45 per cent of time spent on face-to-face contact, 35 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): 1.41 x E
- Allows for the higher costs associated with London compared to the national average cost. Building Cost Information Service and Office of the Deputy Prime Minister.

#### 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. Building Cost Information Service and Office of the Deputy Prime Minister.

#### Unit costs available 2005/2006 (costs including qualifications given in brackets)

- **£24 (£26) per hour**
- **£53 (£59) per hour** of patient contact.

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7. Provisional and unpublished analysis using data from the Department of Health’s weighted capitation formula.
13.3 Nurse, day ward (includes staff nurse, registered nurse, registered practitioner)

<table>
<thead>
<tr>
<th>Costs and unit estimation</th>
<th>2005/2006 value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Wages/salary</td>
<td>£21,505 per year</td>
<td>Agenda for Change (AfC) salaries, based on the April 2005 scale mid-point for Band 5 according to the National Profile for Nurses. The sum includes an element to reflect the proportion of staff who receive a London allowance. It does not include any lump sum allowances and it is assumed that no unsocial hours are worked.</td>
</tr>
<tr>
<td>B. Salary oncosts</td>
<td>£4,501 per year</td>
<td>Employers’ national insurance plus 14 per cent of salary for employers’ contribution to superannuation.</td>
</tr>
<tr>
<td>C. Qualifications</td>
<td>£4,229 per year</td>
<td>The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. See schema 7.5 for further details on training for health professionals.</td>
</tr>
<tr>
<td>D. Overheads</td>
<td>£2,781 per year</td>
<td>Comprises £2,781 for indirect overheads. No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.</td>
</tr>
<tr>
<td>E. Capital overheads</td>
<td>£1,322 per year</td>
<td>Based on the new build and land requirements of NHS facilities, but adjusted to reflect shared use of office space for administration, and recreational and changing facilities. Treatment space has not been included. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.</td>
</tr>
</tbody>
</table>

| Working time              | 42 weeks per annum 37.5 hours per week | Includes 29 days annual leave and 8 statutory leave days. Assumes 5 study/training days, and 10 days sickness leave. |

| Ratio of direct to indirect time on: face-to-face contacts | 1:0.82 | Assuming 55 per cent of time spent on face-to-face contact, 25 per cent on other clinical activity, and 20 per cent on non-clinical activity. Information derived from consultation with NHS Trusts. |

| 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. Building Cost Information Service and Office of the Deputy Prime Minister. |

Unit costs available 2005/2006 (costs including qualifications given in brackets)
£19 (£22) per hour; £35 (£40) per hour of patient contact.

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6 Based on personal communication with the Office of the Deputy Prime Minister (ODPM) (2006).
7 Provisional and unpublished analysis using data from the Department of Health’s weighted capitation formula.
### 13.4 Nurse, 24-hour ward (includes staff nurse, registered nurse, registered practitioner)

<table>
<thead>
<tr>
<th>Costs and unit estimation</th>
<th>2005/2006 value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Wages/salary</td>
<td>£21,505 per year</td>
<td>Agenda for Change (AfC) salaries, based on the April 2005 scale mid-point for Band 5 according to the National Profile for Nurses. The sum includes an element to reflect the proportion of staff who receive a London allowance. It does not include any lump sum allowances and it is assumed that no unsocial hours are worked.</td>
</tr>
<tr>
<td>B. Salary oncosts</td>
<td>£4,501 per year</td>
<td>Employers’ national insurance plus 14 per cent of salary for employers’ contribution to superannuation.</td>
</tr>
<tr>
<td>C. Qualifications</td>
<td>£4,229 per year</td>
<td>The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. See schema 7.5 for further details on training for health professionals.</td>
</tr>
<tr>
<td>D. Overheads</td>
<td>£2,781 per year</td>
<td>Comprises £2,781 for indirect overheads. No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.</td>
</tr>
<tr>
<td>E. Capital overheads</td>
<td>£1,322 per year</td>
<td>Based on the new build and land requirements of NHS facilities, but adjusted to reflect shared use of office space for administration, and recreational and changing facilities. Treatment space has not been included. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.</td>
</tr>
</tbody>
</table>

| Working time              | 42 weeks per annum 37.5 hours per week | Includes 29 days annual leave and 8 statutory leave days. Assumes 5 study/training days, and 10 days sickness leave. |

| Ratio of direct to indirect time on: face-to-face contacts | 1:1 | Assuming 50 per cent of time spent on face-to-face contact, 40 per cent on other clinical activity, and 10 per cent on non-clinical activity. Information derived from consultation with NHS Trusts. |

| London multiplier         | 1.14 x (A to D); 1.39 x E | Allows for the higher costs associated with London compared to the national average cost. Building Cost Information Service and Office of the Deputy Prime Minister. |
| 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. Building Cost Information Service and Office of the Deputy Prime Minister. |

#### Unit costs available 2005/2006 (costs including qualifications given in brackets)

- £19 (£22) per hour; £38 (£44) per hour of patient contact.

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7. Provisional and unpublished analysis using data from the Department of Health’s weighted capitation formula.
### 13.5 Clinical support worker (hospital)

<table>
<thead>
<tr>
<th>Costs and unit estimation</th>
<th>2005/2006 value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Wages/salary</td>
<td>£13,161 per year</td>
<td>Agenda for Change (AfC) salaries, based on the April 2005 scale mid-point for Band 2 according to the National Profile for Nurses.(^1) The sum includes an element to reflect the proportion of staff who receive a London allowance.</td>
</tr>
<tr>
<td>B. Salary oncosts</td>
<td>£2,570 per year</td>
<td>Employers’ national insurance plus 14 per cent of salary for employers’ contribution to superannuation.</td>
</tr>
<tr>
<td>C. Overheads</td>
<td>£2,781 per year</td>
<td>Comprises £2,781 for indirect overheads.(^2) No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.</td>
</tr>
<tr>
<td>D. Capital overheads</td>
<td>£1,322 per year</td>
<td>Based on the new build and land requirements of NHS facilities, but adjusted to reflect shared use of office space for administration, and recreational and changing facilities.(^3,4) Treatment space has not been included. It is assumed that auxiliary nurses use one-sixth of an office. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.</td>
</tr>
</tbody>
</table>

**Working time**

- 42 weeks per annum
- 37.5 hours per week
- Includes 29 days annual leave and 8 statutory leave days.\(^5\) Assumes 10 days sickness leave. No study/training days have been assumed.

**Ratio of direct to indirect time on: face-to-face contacts**

- 1:0.67
- Assuming 60 per cent of time spent on face-to-face contact, 15 per cent on other clinical activity, and 25 per cent on non-clinical activity. Information derived from consultation with NHS Trusts.

**London multiplier**

- 1.14 x (A to C); 1.39 x D
- Allows for the higher costs associated with London compared to the national average cost.\(^6\) Building Cost Information Service and Office of the Deputy Prime Minister.\(^3,4\)

**Non-London multiplier**

- 0.98 x (A to C) 0.97 x D
- Allows for the lower costs associated with working outside London compared to the national average cost.\(^6\) Building Cost Information Service and Office of the Deputy Prime Minister.\(^3,4\)

**Unit costs available 2005/2006**

- £13 per hour; £21 per hour of patient contact.

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