

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)

Costs and unit estimation	2005/2006 value	Notes
A. Wages/salary	£31,698 per year	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.
B. Salary oncosts	£6,858 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,229 per year	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.
D. Overheads	£2,781 per year	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.
E. Capital overheads	£2,333 per year	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.
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 x (A to D); 1.41 x 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 x (A to D) 0.97 x 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.		

1 NHS Employers (2005) *Agenda for Change (AfC) Pay Bands 1 April 2005/06*, NHS Employers, London. <http://www.rcn.org.uk/agendaforchange/payconditions/pay/pay2005.php>.

2 NHS Employers (2005) *Agenda for Change, NHS Terms and Conditions of Service Handbook*, NHS Employers, London.

3 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.

4 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*, Personal Social Services Research Unit, University of Kent, Canterbury.

5 Building Cost Information Service (2006) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

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.

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

Costs and unit estimation	2005/2006 value	Notes
A. Wages/salary	£26,546 per year	Agenda for Change (AfC) salaries, based on the April 2005 scale mid-point for band 6 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.
B. Salary oncosts	£5,667 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,229 per year	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.
D. Overheads	£2,781 per year	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.
E. Capital overheads	£2,333 per year	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.
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 x (A to D); 1.41 x 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 x (A to D) 0.97 x 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)		
£24 (£26) per hour; £53 (£59) per hour of patient contact.		

1 NHS Employers (2005) *Agenda for Change (AfC) Pay Bands 1 April 2005/06*, NHS Employers, London. <http://www.rcn.org.uk/agendaforchange/payconditions/pay/pay2005.php>.

2 NHS Employers (2005) *Agenda for Change, NHS Terms and Conditions of Service Handbook*, NHS Employers, London.

3 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.

4 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*, Personal Social Services Research Unit, University of Kent, Canterbury.

5 Building Cost Information Service (2006) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

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.

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

Costs and unit estimation	2005/2006 value	Notes
A. Wages/salary	£21,505 per year	Agenda for Change (AfC) salaries, based on the April 2005 scale mid-point for Band 5 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.
B. Salary oncosts	£4,501 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,229 per year	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.
D. Overheads	£2,781 per year	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.
E. Capital overheads	£1,322 per year	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.
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	1:0.82	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.
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. ⁷ Building Cost Information Service and Office of the Deputy Prime Minister. ^{5,6}
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. 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)		
£19 (£22) per hour; £35 (£40) per hour of patient contact.		

1 NHS Employers (2005) *Agenda for Change (AfC) Pay Bands 1 April 2005/06*, NHS Employers, London. <http://www.rcn.org.uk/agendaforchange/payconditions/pay/pay2005.php>.

2 NHS Employers (2005) *Agenda for Change, NHS Terms and Conditions of Service Handbook*, NHS Employers, London.

3 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.

4 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*, Personal Social Services Research Unit, University of Kent, Canterbury.

5 Building Cost Information Service (2006) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

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)

Costs and unit estimation	2005/2006 value	Notes
A. Wages/salary	£21,505 per year	Agenda for Change (AfC) salaries, based on the April 2005 scale mid-point for Band 5 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.
B. Salary oncosts	£4,501 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,229 per year	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.
D. Overheads	£2,781 per year	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.
E. Capital overheads	£1,322 per year	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.
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	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 × (A to D); 1.39 × 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 × (A to D) 0.97 × 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)		
£19 (£22) per hour; £38 (£44) per hour of patient contact.		

1 NHS Employers (2005) *Agenda for Change (AfC) Pay Bands 1 April 2005/06*, NHS Employers, London. <http://www.rcn.org.uk/agendaforchange/payconditions/pay/pay2005.php>.

2 NHS Employers (2005) *Agenda for Change, NHS Terms and Conditions of Service Handbook*, NHS Employers, London.

3 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.

4 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*, Personal Social Services Research Unit, University of Kent, Canterbury.

5 Building Cost Information Service (2006) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

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.

13.5 Clinical support worker (hospital)

Costs and unit estimation	2005/2006 value	Notes
A. Wages/salary	£13,161 per year	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.
B. Salary oncosts	£2,570 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Overheads	£2,781 per year	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.
D. Capital overheads	£1,322 per year	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.
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 × (A to C); 1.39 × 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 × (A to C) 0.97 × 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.		

1 NHS Employers (2005) *Agenda for Change (AfC) Pay Bands 1 April 2005/06*, NHS Employers, London. <http://www.rcn.org.uk/agendaforchange/payconditions/pay/pay2005.php>.

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*, Personal Social Services Research Unit, University of Kent, Canterbury.

3 Building Cost Information Service (2006) *Surveys of Tender Prices*, March, BCIS, Royal Institution of Chartered Surveyors, London.

4 Based on personal communication with the Office of the Deputy Prime Minister (ODPM) (2006).

5 Nursing and Midwifery Staffs Negotiating Council (1992) *Nursing and Midwifery Staffs Conditions of Service and Rates of Pay*, Department of Health, Leeds.

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

