

13. Doctors

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New information on hospital doctors not provided in previous volumes

Continuing Professional Development (CPD)

The process of renewing the registration of doctors in the UK has been delayed many times but will now occur in 2010. Doctors will now need to be revalidated, a process by which doctors holding registration with a licence to practise will have to demonstrate to the General Medical Council that they are up to date and fit to practise and are complying with the relevant professional standards. This will have implications for their Continuing Professional Development and the cost of this ongoing training. The Royal College of General Practitioners is now adopting a CPD credit system (Royal College of General Practitioners, 2007) based on the impact of new learning on patient care. It will expect a minimum of 50 credits per year for revalidation from 2011, which is estimated to take a minimum of 50 hours. Credits may be awarded for activities such as attending approved courses, publishing scientific papers, presenting research at meetings, certain teaching duties and participation in audit (quality assurance) exercises. Schemes are still very new, and details vary from college to college. As it is too early to have any estimated costs, this year we have continued to uprate the costs of this ongoing training until further work has been carried out.

Working hours

The Working Time Regulations 1998 (WTR) came into force in the UK for doctors in training from 1 August 2009. The WTR provide for an individual opt-out for all healthcare professionals, including doctors, where requested and where there is a well-founded service need, or in an emergency situation. In the opt-out agreement, any reference to additional hours means hours worked in excess of 48 per week averaged over the relevant reference period. See the following website for more information: <http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD%20and%20OptOut%20arrangements.aspx>

References

- British Medical Association (2005) *Junior Doctors Committee Annual Report, May 2005*, British Medical Association, London, <http://www.bma.org.uk/ap.nsf/Content/jdannualreport2005>.
- Department of Health (2004) *A Compendium of Solutions to Implementing the Working Time Directive for Doctors in Training from August 2004*, Department of Health, London.
- Royal College of General Practitioners (2007) *Continuing Professional Development, Good CPD for GPs*, http://www.rcgp.org.uk/practising_as_a_gp/professional_development.aspx

13.1 Foundation house officer 1

The Foundation Programme is a two-year, general postgraduate medical training programme which is compulsory for all newly-qualified medical practitioners in the UK. The programme has replaced the traditional grades of Pre-Registration House Officer and Senior House Officer. The Foundation Programme forms the bridge between medical school and specialist/general practice training. Foundation House Officers have the opportunity to gain experience in a series of placements in a variety of specialties and healthcare settings.

Costs and unit estimation	2008/2009 value	Notes
A. Wages/salary	£31,800 per year	Taken from the January-March 2009 NHS Staff Earnings estimates for Medical Staff Groups. Based on the mean full-time equivalent total earnings which includes basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods. The mean basic salary was £22,100. ¹ See page 178 for information on median salaries.
B. Salary oncosts	£7,827 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£19,969 per year	The equivalent annual cost of pre-registration medical education annuitised over the expected working life of the doctor. ² Postgraduate study consists of a two-year Foundation Programme ³ During the first year, trainees hold only provisional registration with the General Medical Council, full registration being granted on successful completion of the F1 year. Costs consist of an amount for the generic curriculum, the postgraduate centres' infrastructure costs, study leave and the costs of course organisers, admin support, trainers' workshops, vocational training and Internal courses for GP tutors. Excluded are the costs of running the library postgraduate centres. ⁴ See schema 6.4 for further details on training for health professionals.
D. Overheads	£3,097 per year	Comprises £3,097 for indirect overheads. ⁵ No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Ongoing training	£2,318 per year	Ongoing training is calculated using budgetary information provided by the Medical Education Funding Unit of the NHS Executive relating to allocation of Medical and Dental Education Levy Funds. This has been updated using the HCHS Pay and Prices inflator.
F. Capital overheads	£3,177 per year	Based on the new-build and land requirements of NHS facilities. ^{6,7} Adjustments have been made to reflect shared use of administration and recreational facilities, including accommodation for night-time duties. 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	44.4 weeks per annum 48 hours per week	Includes 25 days annual leave plus 8 statutory leave days. ⁸ Assumes 5 days sickness leave. No study/training days have been assumed. Under the European Working Time Directive (EWTD), the majority of Foundation Officers (Y1) are now working up to 48 hours per week, 19.7% are working up to 56 hours and 11.3% are working 40 hours. ⁹ Unit costs are based on 2131 hours per annum.
London multiplier	1.19 x (A to B) 1.38 x F	Allows for the higher costs associated with London. ¹⁰ Building Cost Information Service and Department for Communities and Local Government. ^{6,7}
Non-London multiplier	0.97 x (A to B) 0.97 x F	Allows for the lower costs associated with working outside London. ¹⁰ Building Cost Information Service and Department for Communities and Local Government. ^{6,7}
Unit costs available 2008/2009 (costs including qualifications given in brackets)		
£23 (£32) per hour (per 48 hour week). £19 (£27) per hour (per 56 hour week). £32 (£38) per hour (per 40 hour week). (includes A to F).		

1 The Information Centre (2009) *NHS Staff Earnings Estimates June 2009*, The Information Centre, Leeds.

2 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.

3 National Health Service (2008) *Modernising Medical Careers*, National Health Service, London.

4 Based on personal communication with the London Deanery (2006).

5 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.

6 Building Cost Information Service (2009) *Surveys of Tender Prices*, March, BCIS, Royal Institute of Chartered Surveyors, London.

7 Based on personal communication with the Department for Communities and Local Government (2009) <http://www.communities.gov.uk/documents/housing/xls/141389.xls>.

8 NHS Employers (2006) *Junior Doctors' Terms & Conditions of Service*, NHS Employers, London.

9 Provided by the Department of Health (2009).

10 Based on personal communication with the Department of Health (2009).

13.2 Foundation house officer 2

The Foundation Programme is a two-year, general postgraduate medical training programme which is compulsory for all newly-qualified medical practitioners in the UK. The programme has replaced the traditional grades of Pre-registration House Officer and Senior House Officer. The Foundation Programme forms the bridge between medical school and specialist/general practice training. Foundation House Officers have the opportunity to gain experience in a series of placements in a variety of specialties and healthcare settings.

Costs and unit estimation	2008/2009 value	Notes
A. Wages/salary	£42,400	Taken from the January-March 2009 NHS Staff Earnings estimates for Medical Staff Groups. Based on the mean full-time equivalent total earnings which includes basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods. The mean basic salary was £29,100. ¹ See page 178 for information on median salaries.
B. Salary oncosts	£10,668	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£21,072	The equivalent annual cost of pre-registration medical education has been annuitised over the expected working life of the doctor. ² Postgraduate study consists of a two-year Foundation Programme. ³ Costs consist of an amount for the generic curriculum, the postgraduate centres' infrastructure costs, study leave and the costs of course organisers, admin support, trainers' workshops, vocational training and internal courses for GP tutors. Excluded are the costs of running the library postgraduate centres. ⁴ See schema 6.4 for further details on training for health professionals.
D. Overheads	£3,097	Comprises £3,097 for indirect overheads. ⁵ No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Ongoing training	£2,318	Ongoing training is calculated using budgetary information provided by the Medical Education Funding Unit of the NHS Executive relating to allocation of Medical and Dental Education Levy Funds. This has been uprated using the HCHS Pay and Prices inflator.
F. Capital overheads	£3,177	Based on the new-build and land requirements of NHS facilities. ^{6,7}
Working time	44.4 weeks per annum 48 hours per week	Includes 25 days annual leave plus 8 statutory leave days. ⁸ Assumes 5 days sickness leave. No study/training days have been assumed. Under the European Working Time Directive (EWTD), the majority of Foundation Officers (Y2) are now working up to 48 hours per week. 22.3% are working up to 56 hours and 13% are working 40 hours. ⁹ Unit costs are based on 2131 hours per annum.
London multiplier	1.19 × (A to B) 1.38 × F	Allows for the higher costs associated with London. ¹⁰ Building Cost Information Service and Department for Communities and Local Government. ^{6,7}
Non-London multiplier	0.97 × (A to B) 0.97 × F	Allows for the lower costs associated with working outside London. ¹⁰ Building Cost Information Service and Department for Communities and Local Government. ^{6,7}
Unit costs available 2008/2009 (costs including qualifications given in brackets)		
£29 (£39) per hour (per 48 hour week). £25 (£33) per hour (per 56 hour week). £35 (£47) per hour (per 40 hour week). (includes A to F).		

1 The Information Centre (2009) *NHS Staff Earnings Estimates June 2009*, The Information Centre, Leeds.

2 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.

3 National Health Service (2008) *Modernising Medical Careers*, National Health Service, London.

4 Based on personal communication with the London Deanery (2006).

5 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.

6 Building Cost Information Service (2009) *Surveys of Tender Prices*, March, BCIS, Royal Institute of Chartered Surveyors, London.

7 Based on personal communication with the Department for Communities and Local Government (2009) <http://www.communities.gov.uk/documents/housing/xls/141389.xls>.

8 NHS Employers (2006) *Junior Doctors' Terms & Conditions of Service*, NHS Employers, London.

9 Provided by the Department of Health (2009).

10 Based on personal communication with the Department of Health (2009).

13.3 Registrar group

In terms of staff numbers, the largest group of doctors is the training grades, the largest component of which is the Registrar Group (Registrars, Senior Registrars, Specialist Registrars (SpRs) and Specialty Registrars (STRs)).

Costs and unit estimation	2008/2009 value	Notes
A. Wages/salary	£56,700	Taken from the January-March 2009 NHS Staff Earnings estimates for Medical Staff Groups. Based on the mean full-time equivalent total earnings which includes basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods. The mean basic salary was £37,200. ¹ See page 178 for information on median salaries.
B. Salary oncosts	£14,500	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£23,771	The equivalent annual cost of pre-registration medical education and postgraduate education. The investment in training has been annuitised over the expected working life of the doctor. ² Specialty Registrar training involves three years' full-time postgraduate training at least two of which will be in a specialty training programme in a relevant specialty. ^{3,4}
D. Overheads	£3,097	Comprises £3,097 for indirect overheads. ⁵ No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Ongoing training	£2,318	Ongoing training is calculated using budgetary information provided by the Medical Education Funding Unit of the NHS Executive relating to allocation of Medical and Dental Education Levy Funds. This has been updated using the HCHS Pay and Prices inflator.
F. Capital overheads	£3,177	Based on the new-build and land requirements of NHS facilities. ^{6,7} Adjustments have been made to reflect shared use of administration and recreational facilities, including accommodation for night-time duties. 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	41.4 weeks per annum 48 hours per week	Includes 30 days annual leave, 8 statutory leave days, 10 study training days. ⁴ Assumes 5 days sickness leave. Under the European Working Time Directive (EWTD), the majority of Specialist Registrars are now working up to 48 hours per week. 34% are working up to 56 hours and 3.9% are working 40 hours. ⁸ Unit costs are based on 1987 hours per annum.
London multiplier	1.19 x (A to B) 1.38 x F	Allows for the higher costs associated with London. ⁹ Building Cost Information Service and Department for Communities and Local Government. ^{6,7}
Non-London multiplier	0.97 x (A to B) 0.97 x F	Allows for the lower costs associated with working outside London. ⁹ Building Cost Information Service and Department for Communities and Local Government. ^{6,7}
Unit costs available 2008/2009 (costs including qualifications given in brackets)		
£39 (£51) per hour (per 48 hour week). £33 (£44) per hour (per 56 hour week). £47 (£61) per hour (per 40 hour week). (includes A to F).		

1 The Information Centre (2009) *NHS Staff Earnings Estimates June 2009*, The Information Centre, Leeds.

2 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.

3 National Health Service (2008) *Modernising Medical Careers*, National Health Service, London.

4 NHS Employers (2008) *Terms and Conditions of Service for Specialty Doctors – England (2008)*, NHS Employers, London.

5 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.

6 Building Cost Information Service (2009) *Surveys of Tender Prices*, March, BCIS, Royal Institute of Chartered Surveyors, London.

7 Based on personal communication with the Department for Communities and Local Government (2009) <http://www.communities.gov.uk/documents/housing/xls/141389.xls>.

8 Provided by the Department of Health (2009).

9 Based on personal communication with the Department of Health (2009).

13.4 Associate specialist

An associate specialist is a doctor who has trained and gained experience in a medical or surgical specialty but has not gone on to become a consultant. These doctors usually work independently but will be attached to a clinical team led by a consultant in their specialty. Some of them are listed on the GMC's specialist register and are eligible to take on a consultant post. The reasons why they do not are variable, and include a wish to concentrate on clinical work and to avoid the administrative pressures of a consultant post; a desire to have a better work/life balance; and, in some cases, a lack of opportunity to access higher training posts. They do, however, take part in the full range of clinical work, including teaching junior doctors.^{1,2,3}

Costs and unit estimation	2008/2009 value	Notes
A. Wages/salary	£84,900	Taken from the January-March 2009 NHS Staff Earnings estimates for Medical Staff Groups. Based on the mean full-time equivalent total earnings which includes basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods. The mean basic salary was £77,400. ⁴ See page 178 for information on median salaries.
B. Salary oncosts	£22,058	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£25,699	The equivalent annual cost of pre-registration medical education and postgraduate education. The investment in training has been annuitised over the expected working life of the doctor. ⁵ Associate Specialist training involves at least four years' full-time postgraduate training at least two of which will be in a specialty training programme in a relevant specialty. ^{6,7}
D. Overheads	£3,097	Comprises £3,097 for indirect overheads. ⁸ No allowance has been made for direct overheads because it is not possible to separate these from the cost of treatment.
E. Ongoing training	£2,318	Ongoing training is calculated using budgetary information provided by the Medical Education Funding Unit of the NHS Executive relating to allocation of Medical and Dental Education Levy Funds. This has been updated using the HCHS Pay and Prices inflator.
F. Capital overheads	£3,177	Based on the new-build and land requirements of NHS facilities. ^{9,10} Adjustments have been made to reflect shared use of administration and recreational facilities, including accommodation for night-time duties. 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	41.4 weeks per annum 40 hours per week	Includes 30 days annual leave, 8 statutory leave days, 10 study training days. ⁴ Assumes 5 days sickness leave. The working week comprises of a basic 40 hour week made up of ten programmed activities of four hours. For details of oncall rates, see NHS Employers, Terms and conditions of service for specialty doctors - England (2008). ⁴ Unit costs based on 1656 hours per annum.
London multiplier	1.19 x (A to B) 1.39 x F	Allows for the higher costs associated with London. ¹¹ Building Cost Information Service and Department for Communities and Local Government. ^{9,10}
Non-London multiplier	0.97 x (A to B) 0.97 x F	Allows for the lower costs associated with working outside London. ¹¹ Building Cost Information Service and Department for Communities and Local Government. ^{9,10}
Unit costs available 2008/2009 (costs including qualifications given in brackets)		
£70 (£85) per contract hour.		

- 1 British Medical Association (2008) *Staff and Associate Specialists Committee Newsletter*, http://www.bma.org.uk/news/branch_newsletters/staff_associates_newsletter/sascnewsletter1008.jsp
- 2 British Medical Association (2008) *Your Contract, Your Decision*, BMA Staff and Associate Specialists Group, http://www.bma.org.uk/images/SASContractSummary_tcm41-157757.pdf.
- 3 British Medical Association (2009) *Glossary of Doctors*, http://www.bma.org.uk/patients_public/whos_who_healthcare/glossdoctors.jsp
- 4 The Information Centre (2009) *NHS Staff Earnings Estimates June 2009*, The Information Centre, Leeds.
- 5 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.
- 6 National Health Service (2008) *Modernising Medical Careers*, National Health Service, London.
- 7 NHS Employers (2008) *Terms and Conditions of Service for Specialty Doctors – England (2008)*, NHS Employers, London.
- 8 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.
- 9 Building Cost Information Service (2009) *Surveys of Tender Prices*, March, BCIS, Royal Institute of Chartered Surveyors, London.
- 10 Based on personal communication with the Department for Communities and Local Government (2009) <http://www.communities.gov.uk/documents/housing/xls/141389.xls>.
- 11 Based on personal communication with the Department of Health (2009).

13.5 Consultant: medical

Costs and unit estimation	2008/2009 value	Notes
A. Wages/salary	£119,200 per year	Taken from the January-March 2009 NHS Staff Earnings estimates for Medical Staff Groups. Based on the mean full-time equivalent total earnings for the consultant new contract which includes basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods. The mean basic salary was £89,100. ¹ See page 178 for information on median salaries.
B. Salary oncosts	£31,250 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£32,953 per year	The equivalent annual cost of pre-registration medical training and post-graduate medical education. The investment in pre-registration training, 2 years as a Foundation House Officer and 6 years as a Specialty Registrar in a hospital setting have been annuitised over the expected working life of the consultant. ^{2,3,4} See 6.4 for further details on training for health professionals.
D. Overheads	£37,388 per year	Comprises £8,228 for indirect overheads and £29,160 for secretarial staff costs.
E. Ongoing training	£2,318 per year	Ongoing training is calculated using budgetary information provided by the Medical Education Funding Unit of the NHS Executive relating to allocation of Medical and Dental Education Levy Funds. This has been updated using the HCHS Pay and Prices inflator.
F. Capital overheads	£4,573 per year	Based on the new-build and land requirements of NHS facilities. ^{5,6} Includes shared use of consultation and examination areas, and designated secretarial office space. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	41.4 weeks per annum 43.3 hours per week	Includes 30 days annual leave and 8 statutory leave days. Assumes 10 study/training days, and 5 days sickness leave. The new contract aimed to reduce the number of hours that consultants worked, including aligning with the Working Time Directive and based funding assumptions on consultants working an average 4.3 hours. A typical contract is based on 10.83 programmed activities which are 4 hours in length. ⁷ Unit costs are based on 1793 hours per annum.
Ratio of direct to indirect time on: patient-related activity	1:0.33	Assuming 69 per cent of consultant time spent on patient-related activity. ⁸ Time spent teaching has been disregarded, and non-contact time has been treated as an overhead on time spent in patient contact.
London multiplier	1.19 x (A to B) 1.39 x F	Allows for the higher costs associated with London compared to the national average cost. ⁹ Building Cost Information Service and Department for Communities and Local Government: ^{5,6}
Non-London multiplier	0.97 x (A to B) 0.97 x F	Allows for the lower costs associated with working outside London compared to the national average cost. ⁹ Building Cost Information Service and Department for Communities and Local Government: ^{5,6}
Unit costs available 2008/2009 (costs including qualifications given in brackets)		
£109 (£126) per contract hour; £144 (£167) per patient-related hour (includes A to F).		

1 The Information Centre (2009) *NHS Staff Earnings Estimates June 2009*, The Information Centre, Leeds.

2 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.

3 Based on information provided by the London Deanery, 2006.

4 National Health Service (2008) *Modernising Medical Careers*, National Health Service, London.

5 Building Cost Information Service (2009) *Surveys of Tender Prices*, March, BCIS, Royal Institute of Chartered Surveyors, London.

6 Based on personal communication with the Department for Communities and Local Government (2009) <http://www.communities.gov.uk/documents/housing/xls/141389.xls>.

7 The Information Centre (2006) *New Consultant Contract: Implementation Survey*, The Information Centre, London.

8 Audit Commission (1996) *The Doctors' Tale Continued*, HMSO, London.

9 Based on personal correspondence with the Department of Health (2009).

13.6 Consultant: surgical

Costs and unit estimation	2008/2009 value	Notes
A. Wages/salary	£119,200 per year	Taken from the January-March 2009 NHS Staff Earnings estimates for Medical Staff Groups. Based on the mean full-time equivalent total earnings for the consultant new contract which includes basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods. The mean basic salary was £89,100. ¹ See page 178 for information on median salaries.
B. Salary oncosts	£31,250 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£32,953 per year	The equivalent annual cost of pre-registration medical training and post-graduate medical education. The investment in pre-registration training, 2 years as a Foundation House Officer and 6 years as a Specialty Registrar in a hospital setting have been annuitised over the expected working life of the consultant. ^{2,3,4} See 6.4 for further details on training for health professionals.
D. Overheads	£37,388 per year	Comprises £8,228 for indirect overheads and £29,160 for secretarial staff costs.
E. Ongoing training	£2,318 per year	Ongoing training is calculated using budgetary information provided by the Medical Education Funding Unit of the NHS Executive relating to allocation of Medical and Dental Education Levy Funds. This has been updated using the HCHS Pay and Prices inflator.
F. Capital overheads	£4,573 per year	Based on the new-build and land requirements of NHS facilities. ^{5,6} Includes shared use of consultation and examination areas, and designated secretarial office space. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	41.4 weeks per annum 43.4 hours per week	Includes 30 days annual leave and 8 statutory leave days. Assumes 10 study/training days, and 5 days sickness leave. The new contract aimed to reduce the number of hours that consultants worked, including aligning with the Working Time Directive and based funding assumptions on consultants working an average 4.3 hours. A typical contract is based on 10.83 programmed activities which are 4 hours in length. ⁷ Unit costs are based on 1793 hours per annum.
Ratio of direct to indirect time on/in: patient-related activity operating theatre	1:0.35 1:2.17	Assuming 68 per cent of consultant time spent on patient-related activity and 29 per cent in theatre. ⁸ Time spent teaching has been disregarded, and non-contact time has been treated as an overhead on time spent in patient contact.
London multiplier	1.19 x (A to B) 1.39 x F	Allows for the higher costs associated with London compared to the national average cost. ⁹ Building Cost Information Service and Department for Communities and Local Government. ^{5,6}
Non-London multiplier	0.97 x (A to B) 0.97 x F	Allows for the lower costs associated with working outside London compared to the national average cost. ⁹ Building Cost Information Service and Department for Communities and Local Government. ^{5,6}
Unit costs available 2008/2009 (costs including qualifications given in brackets)		
£109 (£126) per contract hour; £344 (£399) per hour operating; £147 (£170) per patient-related hour (includes A to F).		

1 The Information Centre (2009) *NHS Staff Earnings Estimates June 2009*, The Information Centre, Leeds.

2 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.

3 Based on information provided by the London Deanery, 2006.

4 National Health Service (2008) *Modernising Medical Careers*, National Health Service, London.

5 Building Cost Information Service (2009) *Surveys of Tender Prices*, March, BCIS, Royal Institute of Chartered Surveyors, London.

6 Based on personal communication with the Department for Communities and Local Government (2009) <http://www.communities.gov.uk/documents/housing/xls/141389.xls>.

7 The Information Centre (2006) *New Consultant Contract: Implementation Survey*, The Information Centre, London.

8 Audit Commission (1996) *The Doctors' Tale Continued*, HMSO, London.

9 Based on personal correspondence with the Department of Health (2009).

13.7 Consultant: psychiatric

Costs and unit estimation	2008/2009 value	Notes
A. Wages/salary	£119,200 per year	Taken from the January-March 2009 NHS Staff Earnings estimates for Medical Staff Groups. Based on the mean full-time equivalent total earnings for the consultant new contract which includes basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods. The mean basic salary was £89,100. ¹ See page 178 for information on median salaries.
B. Salary oncosts	£31,250 per year	Employers' national insurance plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£32,953 per year	The equivalent annual cost of pre-registration medical training and post-graduate medical education. The investment in training of a medical degree, 2 years as a Foundation House Officer and 6 years as a Specialty Registrar in a hospital setting annuitised over the expected working life of the consultant. ^{2,3} See 6.4 for further details on training for health professionals. Costs consist of an amount for the generic curriculum, the postgraduate centres' infrastructure costs, study leave and the costs of course organisers, admin support, trainers' workshops, vocational training and Internal courses for GP tutors. Excluded is the cost of the running of the library postgraduate centres.
D. Overheads	£37,053 per year	Comprises £8,228 for indirect overheads and £29,160 for secretarial staff costs.
E. Ongoing training	£2,318 per year	Calculated using information provided by the London Deanery. ⁴ This includes costs for the new two-year foundation programme and the speciality run-through grade. ⁵
F. Capital overheads	£4,573 per year	Based on the new-build and land requirements of NHS facilities. ^{6,7} Includes shared use of consultation and examination areas, and designated secretarial office space. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	41.4 weeks per annum 43.4 hours per week	Includes 30 days annual leave and 8 statutory leave days. Assumes 10 study/training days, and 5 days sickness leave. The new contract aimed to reduce the number of hours that consultants worked, including aligning with the Working Time Directive and based funding assumptions on consultants working an average 4.3 hours. A typical contract is based on 10.83 programmed activities which are 4 hours in length. ⁸ Unit costs are based on 1793 hours per annum.
Ratio of direct to indirect time on: face-to-face contacts patient-related activity	1:1.58 1:0.95	Information taken from a study carried out by the Institute of Psychiatry based on a response rate of 41.3% of a sample of 500 consultants. ⁹ The proportion of working time spent on different activities was estimated as follows: face-to-face settings including contact with patients, carrying out assessments and contact with family members 34%. Other patient-related activities added a further 9.5% per cent for meetings with patients or family. Time spent teaching has been disregarded and non-contact time has been treated as an overhead on time spent in patient contact.
London multiplier	1.19 x (A to B) 1.39 x F	Allows for the higher costs associated with London compared to the national average cost. ¹⁰ Building Cost Information Service and Department for Communities and Local Government. ^{6,7}
Non-London multiplier	0.97 x (A to E) 0.97 x F	Allows for the lower costs associated with working outside London compared to the national average cost. ¹⁰ Building Cost Information Service and Department for Communities and Local Government. ^{6,7}
Unit costs available 2008/2009 (costs including qualifications given in brackets)		
£109 (£126) per contract hour; £212 (£245) per patient-related hour; £280 (£325) per hour patient contact (includes A to F).		

1 The Information Centre (2009) *NHS Staff Earnings Estimates June 2009*, The Information Centre, Leeds.

2 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.

3 National Health Service (2008) *Modernising Medical Careers*, National Health Service, London.

4 Personal communication with the London Deanery.

5 NHS Employers (2006) *Modernising Medical Careers: A New Era in Medical Training*, NHS Employers, London.

6 Building Cost Information Service (2009) *Surveys of Tender Prices*, March, BCIS, Royal Institute of Chartered Surveyors, London.

7 Based on personal communication with the Department for Communities and Local Government (2009) <http://www.communities.gov.uk/documents/housing/xls/141389.xls>.

8 The Information Centre (2006) *New Consultant Contract: Implementation Survey*, The Information Centre, London.

9 Royal College of Psychiatrists (2003) *Workload and Working Patterns in Consultant Psychiatrists*, College Research Unit, Royal College of Psychiatrists, London

10 Based on personal correspondence with the Department of Health (2009).