14. **Nurses**

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

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

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

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

14.5 Clinical support worker (hospital)
### 14.1 Nurse team manager (includes ward managers, sisters and clinical managers)

<table>
<thead>
<tr>
<th>Costs and unit estimation</th>
<th>2009/2010 value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Wages/salary</td>
<td>£36,700 per year</td>
<td>Based on the median full-time equivalent basic salary for Agenda for Change Band 7 of the January-March 2010 NHS Staff Earnings estimates for Qualified Nurses. Median full-time equivalent total earnings which include basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods was £39,300. See page 226 for information on mean salaries. 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>£9,104 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>£4,801 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 7.4 for further details on training for health professionals.</td>
</tr>
<tr>
<td>D. Overheads</td>
<td>£3,130 per year</td>
<td>Comprises £3,130 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>£2,317 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**
- 41.3 weeks per annum
- 37.5 hours per week
- Includes 29 days annual leave and 8 days statutory leave. Assumes 5 study/training days and 12 days sickness leave. Unit costs based on 1547 hours per annum.

**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: 1.20 x (A to B) 1.37 x E
  - Allows for the higher costs associated with working in London.
- Non-London multiplier: 0.96 x E
  - Allows for the lower costs associated with working outside London.

**Unit costs available 2009/2010 (costs including qualifications given in brackets)**
- £33 (£36) per hour; £74 (£81) per hour of patient contact.

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

<table>
<thead>
<tr>
<th>Costs and unit estimation</th>
<th>2009/2010 value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Wages/salary</td>
<td>£30,800 per year</td>
<td>Based on the median full-time equivalent basic salary for Agenda for Change Band 6 of the January-March 2010 NHS Staff Earnings estimates for Qualified Nurses. Median full-time equivalent total earnings which include basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods was £33,600. See page 226 for information on mean salaries.</td>
</tr>
<tr>
<td>B. Salary oncosts</td>
<td>£7,523 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>£4,801 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 7.4 for further details on training for health professionals.</td>
</tr>
<tr>
<td>D. Overheads</td>
<td>£3,130 per year</td>
<td>Comprises £3,130 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>£2,317 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**: 41.3 weeks per annum (37.5 hours per week) includes 29 days annual leave and 8 days statutory leave. Assumes 5 study/training days and 12 days sickness leave. Unit costs based on 1547 hours per annum.

**Ratio of direct to indirect time on:** face-to-face contacts: 1:1.22

**London multiplier**: 1.20 x (A to B) 1.37 x E

**Non-London multiplier**: 0.96 x E

**Unit costs available 2009/2010 (costs including qualifications given in brackets)**

**£28 (£31) per hour; £63 (£70) per hour of patient contact.**

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### 14.3 Nurse, day ward (includes staff nurse, registered nurse, registered practitioner)

<table>
<thead>
<tr>
<th>Costs and unit estimation</th>
<th>2009/2010 value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Wages/salary</td>
<td>£24,700 per year</td>
<td>Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the January-March 2010 NHS Staff Earnings estimates for Qualified Nurses. Median full-time equivalent total earnings which include basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods was £28,400.¹ See page 226 for information on mean salaries.</td>
</tr>
<tr>
<td>B. Salary oncosts</td>
<td>£5,888 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>£4,801 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.² See schema 7.4 for further details on training for health professionals.</td>
</tr>
<tr>
<td>D. Overheads</td>
<td>£3,130 per year</td>
<td>Comprises £3,130 for indirect overheads.³ 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>£1,388 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.⁴,⁵ 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>
<tr>
<td><strong>Working time</strong></td>
<td></td>
<td>Includes 29 days annual leave and 8 days statutory leave.⁶ Assumes 5 study/training days and 12 days sickness leave.⁷ Unit costs based on 1547 hours per annum.</td>
</tr>
<tr>
<td><strong>Ratio of direct to indirect time on:</strong></td>
<td></td>
<td>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.</td>
</tr>
<tr>
<td>face-to-face contacts</td>
<td>1:0.82</td>
<td></td>
</tr>
<tr>
<td>London multiplier</td>
<td>1.20 x (A to B)</td>
<td>Allows for the higher costs associated with working in London.⁸ Building Cost Information Service and Department for Communities and Local Government. ⁴,⁵</td>
</tr>
<tr>
<td></td>
<td>1.34 x E</td>
<td></td>
</tr>
<tr>
<td>Non-London multiplier</td>
<td>0.96 x E</td>
<td>Allows for the lower costs associated with working outside London. Building Cost Information Service and Department for Communities and Local Government. ⁴,⁵</td>
</tr>
</tbody>
</table>

**Unit costs available 2009/2010 (costs including qualifications given in brackets)**

£23 (£26) per hour; £41 (£47) per hour of patient contact.

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

<table>
<thead>
<tr>
<th>Costs and unit estimation</th>
<th>2009/2010 value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Wages/salary</td>
<td>£24,700 per year</td>
<td>Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the January-March 2010 NHS Staff Earnings estimates for Qualified Nurses. Median full-time equivalent total earnings which include basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods was £28,400.¹ See page 226 for information on mean salaries.</td>
</tr>
<tr>
<td>B. Salary oncosts</td>
<td>£5,888 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>£4,801 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.² See schema 7.4 for further details on training for health professionals.</td>
</tr>
<tr>
<td>D. Overheads</td>
<td>£3,010 per year</td>
<td>Comprises £3,010 for indirect overheads.³ 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>£1,388 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.⁴,⁵ 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**

- **41.3 weeks per annum**
- **37.5 hours per week**
- Includes 29 days annual leave and 8 days statutory leave.⁶ Assumes 5 study/training days and 12 days sickness leave.⁷ Unit costs based on 1547 hours per annum.

**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**

- 1.20 x (A to B)
- 1.34 x E

Allows for the higher costs associated with working in London.⁸ Building Cost Information Service and Department for Communities and Local Government.⁴,⁵

**Non-London multiplier**

- 0.96 x E

Allows for the lower costs associated with working outside London. Building Cost Information Service and Department for Communities and Local Government.⁴,⁵

### Unit costs available 2009/2010 (costs including qualifications given in brackets)

- **£23 (£26)** per hour
- **£45 (£52)** per hour of patient contact

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## 14.5 Clinical support worker (hospital)

<table>
<thead>
<tr>
<th>Costs and unit estimation</th>
<th>2009/2010 value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Wages/salary</td>
<td>£14,800 per year</td>
<td>Based on the median full-time equivalent basic salary for Agenda for Change Band 2 of the January-March 2010 NHS Staff Earnings estimates for unqualified Nurses. Median full-time equivalent total earnings which include basic salary plus hours related pay, overtime, occupation payments, location payments and other payments including redundancy pay or payment of notice periods was £18,000. See page 226 for information on mean salaries.</td>
</tr>
<tr>
<td>B. Salary oncosts</td>
<td>£3,235 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>£3,130 per year</td>
<td>Comprises £3,130 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>D. Capital overheads</td>
<td>£1,388 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. 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**

- 42.3 weeks per annum
- 37.5 hours per week
- Includes 29 days annual leave and 8 days statutory leave. Assumes 12 days sickness leave. Unit costs based on 1575 hours per annum.

**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**

- 1.20 x (A to B)
- 1.35 x D
- Allows for the higher costs associated with working in London. Building Cost Information Service and Department for Communities and Local Government.

**Non-London multiplier**

- 0.96 x D
- Allows for the lower costs associated with working outside London. Building Cost Information Service and Department for Communities and Local Government.

**Unit costs available 2009/2010**

- £14 per hour; £24 per hour of patient contact.

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