

IV. HOSPITAL-BASED HEALTH CARE STAFF

13. Scientific and professional

13.1 Hospital physiotherapist

13.2 Hospital occupational therapist

13.3 Hospital speech and language therapist

13.4 Dietitian

13.5 Radiographer

13.6 Hospital pharmacist

13.7 Allied health professional support worker

13.1 Hospital physiotherapist

Using data from the NHS Reference Costs,¹ the mean average cost for a non-consultant led (non-admitted) follow-up physiotherapy attendance in 2010 was £36 with the minimum for 25 per cent of services being £27 and the maximum £40. Costs have been updated using the HCHS Pay & Prices inflator.

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£22,700 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the January-March 2011 NHS Staff Earnings for qualified Allied Health Professionals. Median full-time equivalent total earnings, which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods, were £24,100. ² More specialist grades range from AfC band 6 to 8C for a physiotherapist specialist to consultant. See section V for information on mean salaries.
B. Salary oncosts	£5,352 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,927 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ³ Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ⁴ See the preface for more information on qualifications and also schema 7.4 for details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁵ See preface for more information.
Management, administration and estates staff	£5,330 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£11,782 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£4,541 per year	Based on the new-build and land requirements of NHS facilities, but adjusted to reflect shared use of both treatment and non-treatment space. ^{6,7} 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		No information available on average mileage covered per visit. Current guideline for reimbursement: 54 pence per mile up to 3,500 miles, 18 pence over 3,500 miles. ⁸
Working time	41.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁹ Assumes 5 study/training days and 12 days sickness leave. ¹⁰ Unit costs based on 1549 hours per annum.
Ratio of direct to indirect time		No current information available.
Duration of contacts	32.9 minutes 23.3 minutes 13.1 minutes	Surgery consultation. Clinic consultations. Telephone consultations. All based on information taken from the 2006/07 General Practice Workload Survey. ¹¹
London multiplier	1.19 x (A to B) 1.46 x E	Allows for the higher costs associated with London compared to the national average cost. ^{6,7,12}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{6,7,12}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£32 (£35) per hour.		

¹ Department of Health (2011) *NHS Reference Costs 2009-2010*, www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_123459.

² The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, The Information Centre, Leeds.

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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁵ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁶ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁷ Personal communication with the Department for Communities and Local Government, 2011.

⁸ NHS Employers (2011) *Mileage Payments Review*, www.nhsemployers.org/PayAndContracts/AgendaForChange/mileage/Pages/Mileagepaymentsreview.aspx

⁹ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

¹⁰ The Information Centre (2010) *Results of the NHS Sickness Absence Survey 2009*, NHS Employers, London.

¹¹ The Information Centre (2007) *2006/07 UK General Practice Workload Survey, Primary Care Statistics*, The Information Centre, Leeds.

¹² Department of Health estimate (2011) based on the Market Forces Factor (MFF).

13.2 Hospital occupational therapist

Using data from the NHS Reference Costs,¹ the mean average cost for a non-consultant led (non-admitted) follow-up occupational therapy attendance in 2010 was £60 with the minimum for 25 per cent of services being £38 and the maximum £65. Costs have been updated using the HCHS Pay & Prices inflator.

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£22,700 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the January-March 2011 NHS Staff Earnings for qualified Allied Health Professionals. Median full-time equivalent total earnings, which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods, were £24,100. ² More specialist grades range from AfC band 6 to 8B for an Occupational Therapist Specialist to Consultant (see section V for salary information). ³
B. Salary oncosts	£5,352 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£4,911 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ⁴ Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ⁵ See the preface for more information on qualifications and also schema 7.4 for details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁶ See preface for more information.
Management, administration and estates staff	£5,330 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£11,782 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£4,541 per year	Based on the new-build and land requirements of NHS facilities, but adjusted to reflect shared use of both treatment and non-treatment space. ^{7,8} 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	41.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁹ Assumes 5 study/training days and 12 days sickness leave. ¹⁰ Unit costs based on 1549 hours per annum.
Ratio of direct to indirect time		No current information available.
London multiplier	1.19 x (A to B) 1.35 x E	Allows for the higher costs associated with London compared to the national average cost. ^{7,8,11}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{7,8,11}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£32 (£35) per hour.		

¹ Department of Health (2011) *NHS Reference Costs 2009-2010*.

www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_123459.

² The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, The Information Centre, Leeds.

³ NHS Employers (2006) *Pay Circular (AfC) 1/2006. Pay and conditions for NHS staff covered by the Agenda for Change Agreement*, NHS Employers, London.

⁴ 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.

⁵ Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁶ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁷ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁸ Personal communication with the Department for Communities and Local Government, 2011.

⁹ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

¹⁰ The Information Centre (2010) *Results of the NHS Sickness Absence Survey 2009*, NHS Employers, London.

¹¹ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

13.3 Hospital speech and language therapist

Using data from the NHS Reference Costs,¹ the mean average cost for a non-consultant led (non-admitted) follow-up speech and language therapy attendance in 2010 was £68, with the minimum for 25 per cent of services being £35 and the maximum £71. Costs have been updated using the HCHS Pay & Prices inflator.

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£22,700 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the January-March 2011 NHS Staff Earnings for qualified Allied Health Professionals. Median full-time equivalent total earnings, which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods, were £24,100. ² More specialist grades range from AfC band 6 to 8C for a specialist speech and language therapist to consultant (see section V for salary information). ³
B. Salary oncosts	£5,352 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£5,035 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ⁴ Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ⁵ See the preface for more information on qualifications and also schema 7.4 for details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁶ See preface for more information.
Management, administration and estates staff	£5,330 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£11,782 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£3,465 per year	Based on the new-build and land requirements of NHS facilities, but adjusted to reflect shared use of both treatment and non-treatment space. ^{7,8} 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	41.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁹ Assumes 5 study/ training days and 12 days sickness leave. ¹⁰ Unit costs based on 1549 hours per annum.
<i>Ratio of direct to indirect time</i>		No current information available.
London multiplier	1.19 x (A to B) 1.35 x E	Allows for the higher costs associated with London compared to the national average cost. ^{7,8,11}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{7,8,11}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£31 (£35) per hour.		

¹ Department of Health (2011) *NHS Reference Costs 2009-2010*.

www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_123459.

² The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, The Information Centre, Leeds.

³ NHS Employers (2006) *Pay Circular (AfC) 1/2006. Pay and conditions for NHS staff covered by the Agenda for Change Agreement*, NHS Employers, London.

⁴ 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.

⁵ Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁶ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁷ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁸ Personal communication with the Department for Communities and Local Government, 2010.

⁹ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

¹⁰ The Information Centre (2010) *Results of the NHS Sickness Absence Survey 2009*, NHS Employers, London.

¹¹ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

13.4 Dietitian

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£22,700 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the January-March 2011 NHS Staff Earnings for qualified Allied Health Professionals. Median full-time equivalent total earnings, which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods, were £24,100. ¹
B. Salary oncosts	£5,352 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£5,095 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ² Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ³ See the preface for more information on qualifications and also schema 7.4 for details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴ See preface for more information.
Management, administration and estates staff	£5,330 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£11,782 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£3,535 per year	Based on the new-build and land requirements of NHS facilities, but adjusted to reflect share use of both treatment and non-treatment space. ^{5,6} Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
F. Travel		No information available on average mileage covered per visit. Current guideline for reimbursement: 54 pence per mile up to 3,500 miles, 18 pence over 3,500 miles. ⁷
Working time	41.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁸ Assumes 5 study/ training days and 12 days sickness leave. ⁹ Unit costs based on 1549 hours per annum.
Ratio of direct to indirect time		No current information available.
London multiplier	1.19 x (A to B) 1.38 x E	Allows for the higher costs associated with London compared to the national average cost. ^{5,6,10}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{5,6,10}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£31 (£35) per hour.		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁴ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁵ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁶ Personal communication with the Department for Communities and Local Government, 2011.

⁷ NHS Employers (2011) *Mileage Payments Review*,

www.nhsemployers.org/PayAndContracts/AgendaForChange/mileage/Pages/Mileagepaymentsreview.aspx

⁸ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

⁹ The Information Centre (2010) *Results of the NHS Sickness Absence Survey 2009*, NHS Employers, London.

¹⁰ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

13.5 Radiographer

Using data from the NHS Reference Costs,¹ the mean average cost for a radiotherapy inpatient was £243 and for a regular day or night case was £146. An outpatient contact was £114. Costs have been updated using the HCCH Pay & Prices inflator.

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£22,700 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the January-March 2011 NHS Staff Earnings for Qualified Health Professionals. Median full-time equivalent total earnings, which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods, were £24,100. ² More specialist grades range from AfC band 6 to 8C for a radiographer specialist to consultant.
B. Salary oncosts	£5,352 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£5,278 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ³ Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ⁴ See the preface for more information on qualifications and also schema 7.4 for details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁵ See preface for more information.
Management, administration and estates staff	£5,330 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£11,782 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£6,853 per year	Based on the new-build and land requirements of NHS facilities, but adjusted to reflect shared use of both treatment and non-treatment space. ^{6,7} Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	41.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁸ Assumes 5 study/training days and 12 days sickness leave. ⁹ Unit costs based on 1549 hours per annum.
Ratio of direct to indirect time		No current information available.
London multiplier	1.19 x (A to B) 1.38 x E	Allows for the higher costs associated with London compared to the national average cost. ^{6,7,10}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{6,7,10}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£34 (£37) per hour.		

¹ Department of Health (2011) *NHS Reference Costs 2009-2010*, www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_123459.

² The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, The Information Centre, Leeds.

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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁵ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁶ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁷ Personal communication with the Department for Communities and Local Government, 2011.

⁸ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

⁹ The Information Centre (2010) *Results of the NHS Sickness Absence Survey 2009*, NHS Employers, London.

¹⁰ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

13.6 Hospital pharmacist

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£30,500 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 6 of the January-March 2011 NHS Staff Earnings estimates. Median full-time equivalent total earnings which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods were £32,700. ¹ More specialist grades range from AfC band 7 to 8D for a pharmacist specialist to consultant.
B. Salary oncosts	£7,442 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£6,574 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ² Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ³ See the preface for more information on qualifications and also schema 7.4 for details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴ See preface for more information.
Management, administration and estates staff	£7,247 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£15,784 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£4,025 per year	Based on the new-build and land requirements of a pharmacy, plus additional space for shared facilities. ^{5,6} Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
F. Travel		No information available on average mileage covered per visit. Current guideline for reimbursement: 54 pence per mile up to 3,500 miles, 18 pence over 3,500 miles. ⁷
Working time	41.7 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁸ Assumes 4 study/ training days (30 hours) and 12 days sickness leave. Unit costs based on 1565 hours per annum. ⁹
Ratio of direct to indirect time on:		
direct clinical patient time	1:1	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. ¹⁰
patient-related activities	1:0.43	
London multiplier	1.19 x (A to B) 1.37 x E	Allows for the higher costs associated with London compared to the national average cost. ^{5,6,11}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{5,6,11}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£41 (£46) per hour; £82 (£92) per cost of direct clinical patient time (includes travel); £59 (£91) per cost of patient-related activities.		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁴ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁵ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁶ Personal communication with the Department for Communities and Local Government, 2011.

⁷ NHS Employers (2011) *Mileage Payments Review*,

www.nhsemployers.org/PayAndContracts/AgendaForChange/mileage/Pages/Mileagepaymentsreview.aspx

⁸ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

⁹ The Information Centre (2010) *Results of the NHS Sickness Absence Survey 2009*, NHS Employers, London.

¹⁰ Personal communication with the Greater Manchester Workforce Development Corporation (2003).

¹¹ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

13.7 Allied health professional support worker

Allied health professional support workers provide vital assistance to healthcare professionals in diagnosing, treating and caring for patients. They work in a variety of settings depending on their role, such as in patient's homes, a GP clinic or in a hospital department.¹

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£17,600 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 3 of the January-March 2011 NHS Staff Earnings estimates for unqualified allied health professionals. Median full-time equivalent total earnings, which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods, were £18,400. ²
B. Salary oncosts	£3,985 per year	Employers' national insurance is included 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		Taken from NHS (England) Summarised Accounts. ³ See preface for more information.
Management, administration and estates staff	£4,123 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£8,979 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£2,970 per year	Based on the new-build and land requirements of NHS facilities, but adjusted to reflect shared use of both treatment and non-treatment space. ^{4,5} Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	42.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave, 8 days statutory leave and 12 days sickness leave. ^{6,7} No study/training days have been assumed. Unit costs based on 1585 hours per annum.
Ratio of direct to indirect time		No current information available.
London multiplier	1.19 x (A to B) 1.34 x E	Allows for the higher costs associated with London compared to the national average cost. ^{4,5,8}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{4,5,8}
Unit costs available 2010/2011		
£24 per hour.		

¹ NHS Careers (2011) *Clinical Support staff*, National Health Service, London. www.nhs.gov.uk/details/Default.aspx?Id=1871.

² The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, The Information Centre, Leeds.

³ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁴ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁵ Personal communication with the Department for Communities and Local Government, 2011.

⁶ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

⁷ The Information Centre (2010) *Results of the NHS Sickness Absence Survey 2009*, NHS Employers, London.

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 manager, sister and clinical manager)

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£38,800 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 7 of the January-March 2011 NHS Staff Earnings estimates for Qualified Nurses. Basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods was £40,200. ¹ It does not include any lump-sum allowances and it is assumed that no unsocial hours are worked. See section V for information on mean salaries.
B. Salary oncosts	£9,667 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£9,356 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ² Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ³ See the preface for more information on qualifications and also schema 7.4 for details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴ See preface for more information.
Management, administration and estates staff	£9,257 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£20,162 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£2,306 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	41.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁷ Assumes 5 study/ training days and 12 days sickness leave. ⁸ Unit costs based on 1549 hours per annum.
Ratio of direct to indirect time on: face-to-face contacts	1:1.44	Based on the McKinsey report commissioned by the Department of Health in 2009, ⁹ hospital nurses are estimated to spent 41 per cent of their time on patient care with 59 per cent of their time spent on non-patient activities such as paperwork and administration, handing over and coordination, discussion with other nurses, and preparing medication (away from patients).
London multiplier	1.19 x (A to B) 1.37 x E	Allows for the higher costs associated with working in London. ^{5,6,10}
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. ^{5,6,10}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£52 (£58) per hour; £129 (£142) per hour of patient contact.		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁴ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁵ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁶ Personal communication with the Department for Communities and Local Government, 2011.

⁷ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

⁸ The Information Centre (2011) *Sickness Absence Rates in the NHS: October-December 2010*, NHS Employers, London.

⁹ The Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London. www.dh.gov.uk/en/FreedomOfInformation/Freedomofinformationpublicationschemefeedback/FOIreleases/DH_116520.

¹⁰ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

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

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£32,600 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 6 of the January-March 2011 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 such as redundancy pay or payment of notice periods were £34,300. ¹ See section V for information on mean salaries.
B. Salary oncosts	£8,005 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£9,356 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ² Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ³ See the preface for more information on qualifications and also schema 7.4 for details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴ See preface for more information.
Management, administration and estates staff	£7,756 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£16,892 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£2,306 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	41.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁷ Assumes 5 study/training days and 12 days sickness leave. ⁸ Unit costs based on 1549 hours per annum.
Ratio of direct to indirect time on: face-to-face contacts	1:1.44	Based on the McKinsey report commissioned by the Department of Health in 2009, ⁹ hospital nurses are estimated to spent 41 per cent of their time on patient care with 59 per cent of their time spent on non-patient activities such as paperwork and administration, handing over and coordination, discussion with other nurses, and preparing medication (away from patients).
London multiplier	1.19 x (A to B) 1.37 x E	Allows for the higher costs associated with working in London. ^{5,6,10}
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. ^{5,6,10}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£44 (£50) per hour; £107 (£122) per hour of patient contact.		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁴ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁵ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁶ Personal communication with the Department for Communities and Local Government, 2011.

⁷ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

⁸ The Information Centre (2011) *Sickness Absence Rates in the NHS: October-December 2010*, NHS Employers, London.

⁹ The Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London. www.dh.gov.uk/en/FreedomOfInformation/Freedomofinformationpublicationschemefeedback/FOIreleases/DH_116520.

¹⁰ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

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

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£25,500 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the January-March 2011 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 such as redundancy pay or payment of notice periods were £29,100. ¹ See section V for information on mean salaries.
B. Salary oncosts	£6,102 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£9,356 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ² Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ³ See the preface for more information on qualifications and also schema 7.4 for details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴ See preface for more information.
Management, administration and estates staff	£6,036 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£13,137 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£1,411 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	41.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁷ Assumes 5 study/ training days and 12 days sickness leave. ⁸ Unit costs based on 1549 hours per annum.
Ratio of direct to indirect time on: face-to-face contacts	1:1.44	Based on the McKinsey report commissioned by the Department of Health in 2009, ⁹ hospital nurses are estimated to spent 41 per cent of their time on patient care with 59 per cent of their time spent on non-patient activities such as paperwork and administration, handing over and coordination, discussion with other nurses, and preparing medication (away from patients).
London multiplier	1.19 x (A to B) 1.34 x E	Allows for the higher costs associated with working in London. ^{5,6,10}
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. ^{5,6,10}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£34 (£40) per hour; £82 (£97) per hour of patient contact.		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁴ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁵ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁶ Personal communication with the Department for Communities and Local Government, 2011.

⁷ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

⁸ The Information Centre (2011) *Sickness Absence Rates in the NHS: October-December 2010*, NHS Employers, London.

⁹ The Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London. www.dh.gov.uk/en/FreedomOfInformation/Freedomofinformationpublicationschemefeedback/FOIreleases/DH_116520.

¹⁰ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

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

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£25,500 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the January-March 2011 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 such as redundancy pay or payment of notice periods, were £29,100. ¹ See section V for information on mean salaries.
B. Salary oncosts	£6,102 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£9,356 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ² Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ³ See the preface for more information on qualifications and also schema 7.4 for details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴ See preface for more information.
Management, administration and estates staff	£6,036 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£13,147 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Capital overheads	£1,411 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	41.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁷ Assumes 5 study/training days and 12 days sickness leave. ⁸ Unit costs based on 1549 hours per annum.
Ratio of direct to indirect time on: face-to-face contacts	1:1.44	Based on the McKinsey report commissioned by the Department of Health in 2009, ⁹ hospital nurses are estimated to spent 41 per cent of their time on patient care with 59 per cent of their time spent on non-patient activities such as paperwork and administration, handing over and coordination, discussion with other nurses, and preparing medication (away from patients).
London multiplier	1.19 x (A to B) 1.34 x E	Allows for the higher costs associated with working in London. ^{5,6,10}
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. ^{5,6,10}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£34 (£40) per hour; £82 (£97) per hour of patient contact.		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁴ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁵ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁶ Personal communication with the Department for Communities and Local Government, 2011.

⁷ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

⁸ The Information Centre (2011) *Sickness Absence Rates in the NHS: October-December 2010*, NHS Employers, London.

⁹ The Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London. www.dh.gov.uk/en/FreedomOfInformation/Freedomofinformationpublicationschemefeedback/FOIreleases/DH_116520.

¹⁰ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

14.5 Clinical support worker (hospital)

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£15,600 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 2 of the January-March 2011 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 such as redundancy pay or payment of notice periods were £18,500. ¹ See section V for information on mean salaries.
B. Salary oncosts	£3,449 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications		No professional qualifications assumed.
D. Overheads		Taken from NHS (England) Summarised Accounts. ² See preface for more information.
Management, administration and estates staff	£3,638 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£7,925 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
D. Capital overheads	£1,411 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	42.3 weeks per annum 37.5 hours per week	Includes 29 days annual leave and 8 days statutory leave. ⁵ Assumes 12 days sickness leave. ⁶ Unit costs based on 1575 hours per annum.
Ratio of direct to indirect time		No current information available. See previous editions of this volume for sources of information.
London multiplier	1.19 x (A to B) 1.35 x D	Allows for the higher costs associated with working in London. ^{3,4,7}
Non-London multiplier	0.96 x D	Allows for the lower costs associated with working outside London. ^{3,4,7}
Unit costs available 2010/2011		
£20 per hour.		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, The Information Centre, Leeds.

² The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

³ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁴ Personal communication with the Department for Communities and Local Government, 2011.

⁵ NHS Employers (2008) *Agenda for Change, Terms and Conditions of Service*, NHS Staff Council. www.aop.org.uk/uploads/uploaded_files/HOC/08-04_afc_t_c_handbook_v2.pdf

⁶ The Information Centre (2011) *Sickness Absence Rates in the NHS: October-December 2010*, NHS Employers, London.

⁷ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

15. Doctors

15.1 Foundation house officer 1

15.2 Foundation house officer 2

15.3 Registrar group

15.4 Associate specialist

15.5 Consultant: medical

15.6 Consultant: surgical

15.7 Consultant: psychiatric

15.1 Foundation house officer 1

The Foundation Programme is a two-year, general post-graduate medical training programme which is compulsory for all newly-qualified medical practitioners in the UK. The Foundation Programme forms the bridge between medical school and specialist/general practice training.¹

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£32,200 per year	Taken from the January-March 2011 NHS Staff Earnings estimates for Medical Staff Groups. Based on the mean full-time equivalent total earnings, which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods. The mean basic salary was £22,600. ² See section V for information on median salaries.
B. Salary oncosts	£7,898 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£19,546 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ³ Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ⁴ See the preface for more information on qualifications and also schema 7.4 for details. For hospital doctors, post-graduate study consists of a two-year Foundation Programme. ⁵ During the first year, trainees hold only provisional registration with the General Medical Council, full registration being granted on successful completion of the first year.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁶ See preface for more information.
Management, administration and estates staff	£7,659 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£16,681 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Ongoing training	£2,382 per year	This cost comprises an amount for the generic curriculum, the post-graduate centres' infrastructure and study leave. Included also are the costs of the course organisers, admin support, trainers' workshops, vocational training and Internal courses for GP tutors. Excluded are the costs of running the library and post-graduate centres. ⁷
F. Capital overheads	£3,297 per year	Based on the new-build and land requirements of NHS facilities. ^{8,9} 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. ¹⁰ Assumes 5 days sickness leave. No study/training days have been assumed. Under the European Working Time Directive (EWTD), the majority of foundation officers (Year 1) are now working up to 48 hours per week, 19.7 per cent are working up to 56 hours and 11.3 per cent are working 40 hours. ¹¹ 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. ^{8,9,12}
Non-London multiplier	0.97 x (A to B) 0.97 x F	Allows for the lower costs associated with working outside London. ^{8,9,12}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£33 (£42) per hour (48 hour week). £28 (£36) per hour (56 hour week). £39 (£50) per hour (40 hour week). (Includes A to F).		

¹ National Health Service (2011) The Foundation Programme, www.foundationprogramme.nhs.uk/pages/home.

² The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, The Information Centre, Leeds.

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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁵ National Health Service (2008) *Modernising Medical Careers*, National Health Service, London.

⁶ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁷ Personal communication with the London Deanery, 2006.

⁸ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁹ Based on personal communication with the Department for Communities and Local Government, 2011.

¹⁰ NHS Employers (2006) *Junior Doctors' Terms & Conditions of Service*, NHS Employers, London.

¹¹ Provided by the Department of Health, 2009.

¹² Department of Health estimate (2011) based on the Market Forces Factor (MFF).

15.2 Foundation house officer 2

The Foundation Programme is a two-year, general post-graduate medical training programme which is compulsory for all newly-qualified medical practitioners in the UK. The Foundation Programme forms the bridge between medical school and specialist/general practice training¹

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£41,200 per year	Taken from the January-March 2011 NHS Staff Earnings estimates for Medical Staff Groups. Based on the mean full-time equivalent total earnings, which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods. The mean basic salary was £29,100 ² See section V for information on median salaries.
B. Salary oncosts	£10,310 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£21,807 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ³ Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ⁴ See the preface for more information on qualifications and also schema 7.4 for details. For hospital doctors, post-graduate study consists of a two-year Foundation Programme. ⁵ During the first year, trainees hold only provisional registration with the General Medical Council, full registration being granted on successful completion of the first year.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁶ See preface for more information.
Management, administration and estates staff	£9,838 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£21,428 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Ongoing training	£2,382 per year	This cost comprises an amount for the generic curriculum, the post-graduate centres' infrastructure, and study leave. Included also are the costs of the course organisers, admin support, trainers' workshops, vocational training and Internal courses for GP tutors. Excluded are the costs of running the library post-graduate centres. ⁷
F. Capital overheads	£3,297 per year	Based on the new-build and land requirements of NHS facilities. ^{8,9}
Working time	44.4 weeks per annum 48 hours per week	Includes 25 days annual leave plus 8 statutory leave days. ¹⁰ 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 per cent are working up to 56 hours and 13 per cent are working 40 hours. ¹¹ 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. ^{8,9,12}
Non-London multiplier	0.97 x (A to B) 0.97 x F	Allows for the lower costs associated with working outside London. ^{8,9,12}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£42 (£52) per hour (48 hour week). £36 (£44) per hour (56 hour week). £50 (£63) per hour (40 hour week). (Includes A to F).		

¹ National Health Service (2011) The Foundation Programme, www.foundationprogramme.nhs.uk/pages/home.

² The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, The Information Centre, Leeds.

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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁵ National Health Service (2008) *Modernising Medical Careers*, National Health Service, London.

⁶ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁷ Personal communication with the London Deanery, 2006.

⁸ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁹ Personal communication with the Department for Communities and Local Government, 2011.

¹⁰ NHS Employers (2006) *Junior Doctors' Terms & Conditions of Service*, NHS Employers, London.

¹¹ Provided by the Department of Health, 2009.

¹² Department of Health estimate (2011) based on the Market Forces Factor (MFF).

15.3 Registrar group

In terms of staff numbers, the largest group of doctors is the registrar group (registrars, senior registrars, specialist registrars (SpRs) and specialty registrars (STRs)).

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£55,600 per year	Taken from the January-March 2011 NHS Staff Earnings estimates for medical staff groups. Based on the mean full-time equivalent total earnings, which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods. The mean basic salary was £37,700. ¹ See section V for information on median salaries.
B. Salary oncosts	£14,169 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£26,329 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ² Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ³ See the preface for more information on qualifications and also schema 7.4 for details. Specialty registrar training involves three years' full-time post-graduate training with at least two of the years in a specialty training programme. ^{4,5}
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁶ See preface for more information.
Management, administration and estates staff	£13,325 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£29,024 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Ongoing training	£2,382 per year	This cost comprises an amount for the generic curriculum, the post-graduate centres' infrastructure, and study leave. Included also are the costs of the course organisers, admin support, trainers' workshops, vocational training and Internal courses for GP tutors. Excluded are the costs of running the library and post-graduate centres. ⁷
F. Capital overheads	£3,297 per year	Based on the new-build and land requirements of NHS facilities. ^{8,9} 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, 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 per cent are working up to 56 hours and 3.9 per cent are working 40 hours. ¹⁰ 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. ^{8,9,11}
Non-London multiplier	0.97 x (A to B) 0.97 x F	Allows for the lower costs associated with working outside London. ^{8,9,11}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£59 (73) per hour (48 hour week). £51 (£62) per hour (56 hour week). £71 (£87) per hour (40 hour week). (Includes A to F).		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

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

⁵ NHS Employers (2008) *Terms and Conditions of Service for Specialty Doctors – England (2008)*, NHS Employers, London.

⁶ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁷ Personal communication with the London Deanery, 2006.

⁸ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁹ Personal communication with the Department for Communities and Local Government, 2011.

¹⁰ Provided by the Department of Health, 2009.

¹¹ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

15.4 Associate specialist

An associate specialist is a doctor who has trained and gained experience in a medical or surgical specialty but has not 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 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	2010/2011 value	Notes
A. Wages/salary	£89,400 per year	Taken from the January-March 2011 NHS Staff Earnings estimates for Medical Staff Groups. Based on the mean full-time equivalent total earnings, which include basic salary plus hours-related pay, overtime, occupation payments, location payments, and other payments such as redundancy pay or payment of notice periods. The mean basic salary was £78,200. ⁴ See section V for information on median salaries.
B. Salary oncosts	£23,228 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£30,008 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ⁵ Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ⁶ See the preface for more information on qualifications and also schema 7.4 for details. Associate Specialist training involves at least four years' full-time post-graduate training, at least two of which will be in a specialty training programme. ⁷
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁸ See preface for more information.
Management, administration and estates staff	£21,512 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£46,853 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Ongoing training	£2,342 per year	This cost comprises an amount for the generic curriculum, the post-graduate centres' infrastructure, and study leave. Included also are the costs of the course organisers, administrative support, trainers' workshops, vocational training and Internal courses for GP tutors. Excluded are the costs of running the library and post-graduate centres. ⁹
F. Capital overheads	£3,292 per year	Based on the new-build and land requirements of NHS facilities. ^{10,11} 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 on-call 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. ^{10,11,12}
Non-London multiplier	0.97 x (A to B) 0.97 x F	Allows for the lower costs associated with working outside London. ^{10,11,12}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£113 (£131) per contract hour.		

¹ British Medical Association (2008) *Staff and Associate Specialists Committee Newsletter*, 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, www.bma.org.uk/images/SASContractSummary_tcm41-157757.pdf.

³ British Medical Association (2009) *Glossary of Doctors*, www.bma.org.uk/patients_public/whos_who_healthcare/glossdoctors.jsp

⁴ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁷ National Health Service (2008) *Modernising Medical Careers*, National Health Service, London.

⁸ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁹ Personal communication with the London Deanery, 2006.

¹⁰ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

¹¹ Personal communication with the Department for Communities and Local Government, 2011.

¹² Department of Health estimate (2011) based on the Market Forces Factor (MFF).

15.5 Consultant: medical

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£117,700 per year	Taken from the January-March 2011 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 £89,400. ¹ See section V for information on median salaries.
B. Salary oncosts	£30,812 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£44,827 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ² Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ³ See the preface for more information on qualifications and also schema 7.4 for details. Consultants spend 2 years as a foundation house officer and 6 years as a specialty registrar in a hospital setting.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴ See preface for more information.
Management, administration and estates staff	£28,366 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£61,781 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Ongoing training	£2,382 per year	This cost comprises an amount for the generic curriculum, the post-graduate centres' infrastructure, and study leave. Included also are the costs of the course organisers, admin support, trainers' workshops, vocational training and Internal courses for GP tutors. Excluded are the costs of running the library and post-graduate centres. ⁵
F. Capital overheads	£3,967 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 43.3 hours. A typical contract is based on 10.83 programmed activities which are 4 hours in length. ⁸ Unit costs are based on 1797 hours per annum.
Ratio of direct to indirect time on: patient-related activity		No current information available on patient-related activity. See previous editions of this publication for sources of information.
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. ^{6,7,9}
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. ^{6,7,9}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£137 (£162) per contract hour.		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁴ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁵ Personal communication with the London Deanery, 2006.

⁶ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁷ Based on personal communication with the Department for Communities and Local Government, 2011.

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

⁹ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

15.6 Consultant: surgical

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£117,700 per year	Taken from the January-March 2011 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 such as redundancy pay or payment of notice periods. The mean basic salary was £89,400. ¹ See section V for information on median salaries.
B. Salary oncosts	£30,812 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£44,827 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ² Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ³ See the preface for more information on qualifications and also schema 7.4 for details. Consultants spend 2 years as a foundation house officer and 6 years as a specialty registrar in a hospital setting.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴ See preface for more information.
Management, administration and estates staff	£28,366 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£61,781 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Ongoing training	£2,382 per year	This cost comprises an amount for the generic curriculum, the post-graduate centres' infrastructure and study leave. Included also are the costs of the course organisers, admin support, trainers' workshops, vocational training and Internal courses for GP tutors. Excluded are the costs of running the library and post-graduate centres. ⁵
F. Capital overheads	£3,967 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 43.4 hours. A typical contract is based on 10.83 programmed activities which are 4 hours in length. ⁸ Unit costs are based on 1797 hours per annum.
Ratio of direct to indirect time on/in: patient-related activity operating theatre		No current information available on patient-related activity. See previous editions of this publication for sources of information.
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. ^{6,7,9}
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. ^{6,7,9}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£136 (£161) per contract hour.		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁴ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁵ Personal communication with the London Deanery, 2006.

⁶ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁷ Personal communication with the Department for Communities and Local Government, 2011.

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

⁹ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

15.7 Consultant: psychiatric

Costs and unit estimation	2010/2011 value	Notes
A. Wages/salary	£117,700 per year	Taken from the January-March 2011 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 such as redundancy pay or payment of notice periods. The mean basic salary was £89,400. ¹ See section V for information on median salaries.
B. Salary oncosts	£30,812 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£44,827 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). ² Current cost information has been provided by the Department of Health and the Higher Education Funding Council for England (HEFCE). ³ See the preface for more information on qualifications and also schema 7.4 for details. Consultants spend 2 years as a foundation house officer and 6 years as a specialty registrar in a hospital setting.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴ See preface for more information.
Management, administration and estates staff	£28,366 per year	Management and other non-care staff costs were 19.1 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£61,781 per year	Non-staff costs were 41.6 per cent of direct care salary costs. They include costs to the provider for office, travel/transport and telephone, education and training, supplies and services (clinical and general), as well as utilities such as water, gas and electricity.
E. Ongoing training	£2,382 per year	This cost comprises an amount for the generic curriculum, the post-graduate centres' infrastructure, and study leave. Included also are the costs of the course organisers, admin support, trainers' workshops, vocational training and Internal courses for GP tutors. Excluded are the costs of running the library and post-graduate centres. ⁵
F. Capital overheads	£3,967 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 43.4 hours. A typical contract is based on 10.83 programmed activities which are 4 hours in length. ⁸ Unit costs are based on 1797 hours per annum.
Ratio of direct to indirect time on: face-to-face contacts	1:1.58	Information taken from a study carried out by the Institute of Psychiatry based on a response rate of 41.3 per cent 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 per cent. 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.
patient-related activity	1:0.95	
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. ^{6,7,10}
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. ^{6,7,10}
Unit costs available 2010/2011 (costs including qualifications given in brackets)		
£137 (£162) per contract hour; £267 (£316) per patient-related hour; £353 (£418) per hour patient contact (includes A to F).		

¹ The Information Centre (2011) *NHS Staff Earnings Estimates June 2011*, 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 Personal communication with the Department of Health and the Higher Education Funding Council for England (HEFCE) (2011).

⁴ The Audit Commission (2010) *NHS (England) (2010) Summarised Accounts 2009-2010*, NHS, London.

⁵ Personal communication with the London Deanery, 2006.

⁶ Building Cost Information Service (2011) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁷ Personal communication with the Department for Communities and Local Government, 2011.

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 Department of Health estimate (2011) based on the Market Forces Factor (MFF).

