

IV. HOSPITAL-BASED HEALTH CARE STAFF

13. Hospital based scientific and professional staff

13.1 Physiotherapist

13.2 Occupational therapist

13.3 Speech and language therapist

13.4 Dietitian

13.5 Radiographer

13.6 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 2011/12 was £34 with an interquartile range of £28 to £38. Costs have been updated using the HCHS Pay & Prices inflator.

Costs and unit estimation	2011/2012 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 April-June 2012 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 £24,600. 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. The Electronic Staff Records (ESR) system shows that the mean basic salary for all physiotherapists is £32,200.
B. Salary oncosts	£5,335 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£5,087 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 schema 7.4 for more details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁵
Management, administration and estates staff	£5,414 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£11,766 per year	Non-staff costs were 41.97 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	£4,689 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: 37.4 to 58.3 pence per mile up to 3,500 miles, and from 17.8 to 22.6 pence per mile over 3,500 miles. ⁸
Working time	42.8 weeks per annum 37.5 hours per week	Unit costs are based on 1,604 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁹
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. ¹⁰
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. ^{6,7,11}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{6,7,11}
Unit costs available 2011/2012 (costs including qualifications given in brackets)		
£31 (£34) per hour.		

¹ Department of Health (2012) *NHS Reference Costs 2010-2011*, www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_123459.

² The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁶ Building Cost Information Service (2012) *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 (2012), Current mileage allowances, <http://www.nhsemployers.org/PayAndContracts/AgendaForChange/Pages/Afc-MileageAllowances.aspx>.

⁹ Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhs Careers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

¹⁰ The Information Centre (2007) *2006/07 UK General Practice Workload Survey, Primary Care Statistics*, The Information Centre, Leeds.

¹¹ 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 2011/12 was £53, with an interquartile range of £30 to £64. Costs have been updated using the HCHS Pay & Prices inflator.

Costs and unit estimation	2011/2012 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 April-June 2012 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 £24,600. 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 The Electronic Staff Records (ESR) system shows that the mean basic salary for all occupational therapists is £31,500.
B. Salary oncosts	£5,335 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£5,070 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 schema 7.4 for more details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁶
Management, administration and estates staff	£5,414 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£11,766 per year	Non-staff costs were 41.97 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	£4,689 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.
F. Travel		No information available on average mileage covered per visit. Current guideline for reimbursement: 37.4 to 58.3 pence per mile up to 3,500 miles, and from 17.8 to 22.6 pence per mile over 3,500 miles. ⁹
Working time	42.8 weeks per annum 37.5 hours per week	Unit costs are based on 1,604 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ¹⁰
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 2011/2012 (costs including qualifications given in brackets)		
£31 (£34) per hour.		

¹ Department of Health (2012) *NHS Reference Costs 2010-2011*, www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_123459.

² The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁷ Building Cost Information Service (2012) *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 (2012), Current mileage allowances, <http://www.nhsemployers.org/PayAndContracts/AgendaForChange/Pages/Afc-MileageAllowances.aspx>.

¹⁰ Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

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 2011/12 was £66, with an interquartile range of £35 to £79. Costs have been updated using the HCHS Pay & Prices inflator.

Costs and unit estimation	2011/2012 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 April-June 2012 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 £24,600. 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 The Electronic Staff Records (ESR) system shows that the mean basic salary for all speech and language therapists is £33,800.
B. Salary oncosts	£5,335 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£5,198 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 schema 7.4 for more details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁶
Management, administration and estates staff	£5,414 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£11,766 per year	Non-staff costs were 41.97 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	£4,396 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.
F. Travel		No information available on average mileage covered per visit. Current guideline for reimbursement: 37.4 to 58.3 pence per mile up to 3,500 miles, and from 17.8 to 22.6 pence per mile over 3,500 miles. ⁹
Working time	42.8 weeks per annum 37.5 hours per week	Unit costs are based on 1,604 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ¹⁰
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 2011/2012 (costs including qualifications given in brackets)		
£31 (£34) per hour.		

¹ Department of Health (2012) *NHS Reference Costs 2010-2011*, www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_123459.

² The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁷ Building Cost Information Service (2012) *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 (2012), Current mileage allowances, <http://www.nhsemployers.org/PayAndContracts/AgendaForChange/Pages/Afc-MileageAllowances.aspx>.

¹⁰ Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

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

13.4 Hospital dietitian

Costs and unit estimation	2011/2012 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 April-June 2012 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 £24,600. ¹ The Electronic Staff Records (ESR) system shows that the mean basic salary for all dietitians is £32,200.
B. Salary oncosts	£5,335 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£5,260 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 schema 7.4 for more details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴
Management, administration and estates staff	£5,414 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£11,766 per year	Non-staff costs were 41.97 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	£3,655 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: 37.4 to 58.3 pence per mile up to 3,500 miles, and from 17.8 to 22.6 pence per mile over 3,500 miles. ⁷
Working time	42.76 weeks per annum 37.5 hours per week	Unit costs are based on 1,604 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁸
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. ^{5,6,9}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{5,6,9}
Unit costs available 2011/2012 (costs including qualifications given in brackets)		
£30 (£34) per hour.		

¹ The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁵ Building Cost Information Service (2012) *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 (2012), Current mileage allowances, <http://www.nhsemployers.org/PayAndContracts/AgendaForChange/Pages/Afc-MileageAllowances.aspx>.

⁸ Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhs Careers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

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

13.5 Hospital radiographer

Using data from the NHS Reference Costs,¹ the mean average cost for a radiotherapy inpatient was £512 and for a regular day or night case was £166. An outpatient contact was £113. Costs have been updated using the HCHS Pay & Prices inflator.

Costs and unit estimation	2011/2012 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 April-June 2012 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 £24,600. ² More specialist grades range from AfC band 6 to 8C for a radiographer specialist to consultant. The Electronic Staff Records (ESR) system shows that the mean basic salary for all Diagnostic and Therapeutic Radiologists is £32,800.
B. Salary oncosts	£5,335 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£5,436 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 schema 7.4 for more details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁵
Management, administration and estates staff	£5,414 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£11,766 per year	Non-staff costs were 41.97 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	£7,088 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	42.8 weeks per annum 37.5 hours per week	Unit costs are based on 1,604 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁸
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. ^{6,7,9}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{6,7,9}
Unit costs available 2011/2012 (costs including qualifications given in brackets)		
£33 (£36) per hour.		

¹ Department of Health (2012) *NHS Reference Costs 2010-2011*, http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_123459

² The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁶ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

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

13.6 Hospital pharmacist

Costs and unit estimation	2011/2012 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 April-June 2012 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 £33,200. ¹ More specialist grades range from AfC band 7 to 8D for a pharmacist specialist to consultant. The Electronic Staff Records (ESR) system shows that the mean basic salary for all pharmacists is £41,000.
B. Salary oncosts	£7,503 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£9,788 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 The cost of the clinical placement for pharmacists has been provided by Dr Lynne Bollington. See Bollington & John (2012) ⁴ for more information. These costs exclude external training courses that supplement work-based learning and may cover specific components of the General Pharmaceutical Council's performance standards and/or examination syllabus. See schema 7.4 for more details on training.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁵
Management, administration and estates staff	£7,339 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£15,950 per year	Non-staff costs were 41.97 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	£4,165 per year	Based on the new-build and land requirements of a pharmacy, plus additional space for shared facilities. ^{6,7} 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: 37.4 to 58.3 pence per mile up to 3,500 miles, and from 17.8 to 22.6 pence per mile over 3,500 miles. ⁸
Working time	43 weeks per annum 37.5 hours per week	Unit costs are based on 1,611 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁹
Ratio of direct to indirect time on: direct clinical patient time patient-related activities	1:1 1:0.43	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
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 2011/2012 (costs including qualifications given in brackets)		
£41 (£47) per hour; £82 (£94) per cost of direct clinical patient time (includes travel); £59 (£67) per cost of patient-related activities.		

¹ The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 Bollington, L.C. & John, D.N. (2012) *Pharmacy education and training in the hospital service in Wales: Identifying demand and developing capacity*. STS Publishing, Cardiff. ISBN: 978 0 948917 46 2.

⁵ The Audit Commission (2012) *Summarised Accounts 2011-2012*, NHS, London.

⁶ Building Cost Information Service (2012) *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 (2012), Current mileage allowances, <http://www.nhsemployers.org/PayAndContracts/AgendaForChange/Pages/Afc-MileageAllowances.aspx>.

⁹ Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

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	2011/2012 value	Notes
A. Wages/salary	£16,100 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 2 of the April-June 2012 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 £17,300. ² The Electronic Staff Records (ESR) system shows that the mean basic salary for all health care support workers is £16,300.
B. Salary oncosts	£3,500 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
Management, administration and estates staff	£3,785 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£8,226 per year	Non-staff costs were 41.97 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	£3,073 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.
F. Travel		No information available on average mileage covered per visit. Current guideline for reimbursement: 37.4 to 58.3 pence per mile up to 3,500 miles, and from 17.8 to 22.6 pence per mile over 3,500 miles. ⁶
Working time	43 weeks per annum 37.5 hours per week	Unit costs are based on 1,612 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁷
Ratio of direct to indirect time		No current information available.
London multiplier	1.34 x E	Allows for the higher costs associated with London compared to the national average cost. ^{4,5}
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}
Unit costs available 2011/2012		
£22 per hour.		

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

² The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, The Information Centre, Leeds.

³ The Audit Commission (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁴ Building Cost Information Service (2012) *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 (2012) Current mileage allowances, <http://www.nhsemployers.org/PayAndContracts/AgendaForChange/Pages/Afc-MileageAllowances.aspx>.

⁷ Contracted hours are taken from NHS Careers (2012) *Pay and Benefits*, National Health Service, London. <http://www.nhscareers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

14. Hospital-based 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

14.1 Nurse team manager (includes ward manager, sister and clinical manager)

Costs and unit estimation	2011/2012 value	Notes
A. Wages/salary	£38,900 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 7 of the April-June 2012 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	£9,838 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£9,700 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 schema 7.4 for more details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴
Management, administration and estates staff	£9,413 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£20,456 per year	Non-staff costs were 41.97 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	£2,383 per year	Based on the new-build and land requirements of NHS facilities, but adjusted to reflect shared use of office space for administration, and recreational and changing facilities. ^{5,6} Treatment space has not been included. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	42 weeks per annum 37.5 hours per week	Unit costs are based on 1573 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁷
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, ⁸ 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. ^{5,6,9}
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. ^{5,6,9}
Unit costs available 2011/2012 (costs including qualifications given in brackets)		
£52 (£58) per hour; £127 (£141) per hour of patient contact.		

¹ The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁵ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

⁸ The Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London. www.nhshistory.net/mckinsey%20report.pdf

⁹ 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	2011/2012 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 April-June 2012 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	£8,087 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£9,700 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 schema 7.4 for more details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴
Management, administration and estates staff	£7,858 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£17,077 per year	Non-staff costs were 41.97 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	£2,383 per year	Based on the new-build and land requirements of NHS facilities, but adjusted to reflect shared use of office space for administration, and recreational and changing facilities. ^{5,6} Treatment space has not been included. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	42 weeks per annum 37.5 hours per week	Unit costs are based on 1,573 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁷
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, ⁸ 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. ^{5,6,9}
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. ^{5,6,9}
Unit costs available 2011/2012 (costs including qualifications given in brackets)		
£43 (£50) per hour; £105 (£121) per hour of patient contact.		

¹ The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁵ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhs Careers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

⁸ The Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London. www.nhshistory.net/mckinsey%20report.pdf

⁹ 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	2011/2012 value	Notes
A. Wages/salary	£26,600 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the April-June 2012 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	£6,419 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£9,700 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 schema 7.4 for more details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴
Management, administration and estates staff	£6,377 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£13,858 per year	Non-staff costs were 41.97 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	£1,457 per year	Based on the new-build and land requirements of NHS facilities, but adjusted to reflect shared use of office space for administration, and recreational and changing facilities. ^{5,6} Treatment space has not been included. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	42 weeks per annum 37.5 hours per week	Unit costs are based on 1,573 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁷
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, ⁸ 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. ^{5,6,9}
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. ^{5,6,9}
Unit costs available 2011/2012 (costs including qualifications given in brackets)		
£35 (£41) per hour; £85 (£100) per hour of patient contact.		

¹ The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁵ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhs Careers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

⁸ The Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London. www.nhshistory.net/mckinsey%20report.pdf

⁹ 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	2011/2012 value	Notes
A. Wages/salary	£26,600 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 5 of the April-June 2012 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	£6,419 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£9,700 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 schema 7.4 for more details.
D. Overheads		Taken from NHS (England) Summarised Accounts. ⁴
Management, administration and estates staff	£6,377 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£13,858 per year	Non-staff costs were 41.97 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	£3,411 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	42 weeks per annum 37.5 hours per week	Unit costs are based on 1573 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁷
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, ⁸ 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. ^{5,6,9}
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. ^{5,6,9}
Unit costs available 2011/2012 (costs including qualifications given in brackets)		
£35 (£41) per hour; £85 (£100) per hour of patient contact.		

¹ The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁵ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

⁸ The Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London. www.nhshistory.net/mckinsey%20report.pdf

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

14.5 Clinical support worker (hospital)

Costs and unit estimation	2011/2012 value	Notes
A. Wages/salary	£16,600 per year	Based on the median full-time equivalent basic salary for Agenda for Change Band 2 of the April-June 2012 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	£3,639 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
Management, administration and estates staff	£3,908 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£8,494 per year	Non-staff costs were 41.97 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	£1,457 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	Unit costs are based on 1,593 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁵
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. ^{3,4,6}
Non-London multiplier	0.96 x D	Allows for the lower costs associated with working outside London. ^{3,4,6}
Unit costs available 2011/2012		
£21 per hour.		

¹ The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, The Information Centre, Leeds.

² The Audit Commission (2011) *Summarised Accounts 2010-2011*, NHS, London.

³ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhs Careers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

⁶ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

15. Hospital based 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	2011/2012 value	Notes
A. Wages/salary	£32,300 per year	Taken from the April-June 2012 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	£8,003 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£20,189 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 schema 7.4 for more 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
Management, administration and estates staff	£7,784 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£16,916 per year	Non-staff costs were 41.97 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	£2,459 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	£3,411 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	44.6 weeks per annum 48 hours per week	Unit costs are based on 2,141 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ¹⁰ 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
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 2011/2012 (costs including qualifications given in brackets)		
£33 (£43) per hour (48 hour week); £28 (£36) per hour (56 hour week); £40 (£51) 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 (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁷ Personal communication with the London Deanery, 2006.

⁸ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits*, National Health Service, London. <http://www.nhs Careers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

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	2011/2012 value	Notes
A. Wages/salary	£41,100 per year	Taken from the April-June 2012 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	£10,450 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£22,458 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 schema 7.4 for more 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
Management, administration and estates staff	£9,956 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£21,636 per year	Non-staff costs were 41.97 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	£2,459 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	£3,411 per year	Based on the new-build and land requirements of NHS facilities. ^{8,9}
Working time	44.6 weeks per annum 48 hours per week	Unit costs are based on 2,141 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ¹⁰ Under the European Working Time Directive (EWTG), the majority of foundation officers (Year 2) 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
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 2011/2012 (costs including qualifications given in brackets)		
£42 (£52) per hour (48 hour week). £36 (£45) per hour (56 hour week). £50 (£62) 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 (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁷ Personal communication with the London Deanery, 2006.

⁸ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits*, National Health Service, London. <http://www.nhscareers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

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	2011/2012 value	Notes
A. Wages/salary	£55,600 per year	Taken from the April-June 2012 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 £37,800. ¹ See Section V for information on median salaries.
B. Salary oncosts	£14,481 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£26,996 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 schema 7.4 for more 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
Management, administration and estates staff	£13,535 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£29,414 per year	Non-staff costs were 41.97 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	£2,459 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	£3,411 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	42.5 weeks per annum 48 hours per week	Unit costs are based on 2,041 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ¹⁰ 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. ¹¹
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 2011/2012 (costs including qualifications given in brackets)		
£58 (71) per hour (48 hour week); £50 (£61) per hour (56 hour week); £70 (£86) per hour (40 hour week). (Includes A to F).		

¹ The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁷ Personal communication with the London Deanery, 2006.

⁸ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits*, National Health Service, London. <http://www.nhs Careers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

¹¹ Provided by the Department of Health, 2009.

¹² 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 speciality 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 speciality. 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	2011/2012 value	Notes
A. Wages/salary	£91,400 per year	Taken from the April-June 2012 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	£24,433 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£30,682 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 schema 7.4 for more 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
Management, administration and estates staff	£22,371 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£48,618 per year	Non-staff costs were 41.97 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	£2,459 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	£3,411 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	42.5 weeks per annum 40 hours per week	Unit costs are based on 1,701 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ¹² The new associate specialist full time contract is based on 10 Programmed Activities (40 hours). ¹³
London multiplier	1.19 x (A to B) 1.39 x F	Allows for the higher costs associated with London. ^{10,11,14}
Non-London multiplier	0.97 x (A to B) 0.97 x F	Allows for the lower costs associated with working outside London. ^{10,11,14}
Unit costs available 2011/2012 (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 September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁹ Personal communication with the London Deanery, 2006.

¹⁰ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhs Careers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

¹³ NHS Employers (2011) *Specialty and Associate Specialist contracts*, British Medical Association, London.

<http://www.nhsemployers.org/Aboutus/Publications/Documents/FAQs-Specialty-and-Associate-Specialist-Contracts.pdf>

¹⁴ Department of Health estimate (2011) based on the Market Forces Factor (MFF).

15.5 Consultant: medical

Costs and unit estimation	2011/2012 value	Notes
A. Wages/salary	£115,300 per year	The Electronic Staff Records (ESR) system shows that the mean full-time equivalent total earnings for a medical consultant was £115,300 in April-June 2012. ¹ This 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 £87,600. ² See Section V for information on median salaries.
B. Salary oncosts	£31,077 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£45,528 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 schema 7.4 for more 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. ⁵
Management, administration and estates staff	£28,270 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£61,438 per year	Non-staff costs were 41.97 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	£2,459 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. ⁶
F. Capital overheads	£4,106 per year	Based on the new-build and land requirements of NHS facilities. ^{7,8} 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	42.5 weeks per annum 43.3 hours per week	Unit costs are based on 1,839 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁹ 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. ¹⁰
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. ^{7,8,11}
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. ^{7,8,11}
Unit costs available 2011/2012 (costs including qualifications given in brackets)		
£132 (£157) per contract hour.		

¹ The Information Centre (2012) *Electronic Records System estimates September 2012*, The Information Centre, Leeds.

² The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁶ Personal communication with the London Deanery, 2006.

⁷ Building Cost Information Service (2012) *Surveys of Tender Prices*, Royal Institute of Chartered Surveyors, Kingston-upon-Thames.

⁸ Based on personal communication with the Department for Communities and Local Government, 2011.

⁹ Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

¹⁰ The Information Centre (2006) *New Consultant Contract: Implementation Survey*, The Information Centre, London.

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

15.6 Consultant: surgical

Costs and unit estimation	2011/2012 value	Notes
A. Wages/salary	£128,800 per year	The Electronic Staff Records (ESR) system shows that the mean full-time equivalent total earnings for a medical consultant was £128,000 in April-June 2012. ¹ This 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 £92,000. ² See Section V for information on median salaries.
B. Salary oncosts	£34,830 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£45,528 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 schema 7.4 for more 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. ⁵
Management, administration and estates staff	£31,602 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£68,680 per year	Non-staff costs were 41.97 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	£2,459 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. ⁶
F. Capital overheads	£4,106 per year	Based on the new-build and land requirements of NHS facilities. ^{7,8} 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	42.5 weeks per annum 43.3 hours per week	Unit costs are based on 1,839 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁹ 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. ¹⁰
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. ^{7,8,11}
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. ^{7,8,11}
Unit costs available 2011/2012 (costs including qualifications given in brackets)		
£147 (£172) per contract hour.		

¹ The Information Centre (2012) *Electronic Records System estimates September 2012*, The Information Centre, Leeds.

² The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁶ Personal communication with the London Deanery, 2006.

⁷ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

¹⁰ The Information Centre (2006) *New Consultant Contract: Implementation Survey*, The Information Centre, London.

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

15.7 Consultant: psychiatric

Costs and unit estimation	2011/2012 value	Notes
A. Wages/salary	£107,900 per year	The Electronic Staff Records (ESR) system shows that the mean full-time equivalent total earnings for a psychiatric consultant was £107,900 in April-June 2012. ¹ This 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 £87,800. ² See Section V for information on median salaries.
B. Salary oncosts	£29,020 per year	Employers' national insurance is included plus 14 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£45,528 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 schema 7.4 for more 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. ⁵
Management, administration and estates staff	£26,444 per year	Management and other non-care staff costs were 19.31 per cent of direct care salary costs and included administration and estates staff.
Non-staff	£57,469 per year	Non-staff costs were 41.97 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	£2,459 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. ⁶
F. Capital overheads	£4,106 per year	Based on the new-build and land requirements of NHS facilities. ^{7,8} 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	42.5 weeks per annum 43.3 hours per week	Unit costs are based on 1,839 hours per annum: 225 working days minus sickness absence and training/study days as reported for all NHS staff groups. ⁹ 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. ¹⁰
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. ¹¹ The proportion of working time spent on face-to-face settings including contact with patients, carrying out assessments and contact with family members was 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 ^{7,8,12}
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. ^{7,8,12}
Unit costs available 2011/2012 (costs including qualifications given in brackets)		
£124 (£148) per contract hour; £319 (£383) per face to face contact; £241 (£289) per patient related hour (includes A to F).		

¹ The Information Centre (2012) *Electronic Records System estimates September 2012*, The Information Centre, Leeds.

² The Information Centre (2012) *NHS Staff Earnings Estimates September 2012*, 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 (2011) *Summarised Accounts 2010-2011*, NHS, London.

⁶ Personal communication with the London Deanery, 2006.

⁷ Building Cost Information Service (2012) *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 Contracted hours are taken from NHS Careers (2012) *Pay and Benefits, National Health Service*, London. <http://www.nhs Careers.nhs.uk/>. Training days as recommended by professional bodies. Working days and sickness absence rates as reported in The Information Centre (2012) *Sickness Absence Rates in the NHS: January-March 2012 and Annual Summary 2009-10 to 2011-12*, The Information Centre, Leeds.

¹⁰ The Information Centre (2006) *New Consultant Contract: Implementation Survey*, The Information Centre, London.

¹¹ Royal College of Psychiatrists (2003) *Workload and Working Patterns in Consultant Psychiatrists*, College Research Unit, Royal College of Psychiatrists, London.

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