

**II. COMMUNITY-BASED HEALTH CARE STAFF**



## **9. Scientific and professional**

- 9.1 Community physiotherapist
- 9.2 NHS community occupational therapist
- 9.3 Community speech and language therapist
- 9.4 Community chiropodist/podiatrist
- 9.5 Clinical psychologist
- 9.6 Community pharmacist



## 9.1 Community physiotherapist

Using data from the NHS reference costs,<sup>1</sup> the mean average cost for a one-to-one contact in physiotherapy services for 2013/2014 was £51, with an interquartile range of £39 to £58. Costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£23,474 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 (for qualified Allied Health Professionals) of the July 2013-June 2014 NHS staff earnings estimates. <sup>2</sup> An additional 7.2 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>2</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all physiotherapists is £33,079. <sup>3</sup> See section V for further information on pay scales.
B. Salary oncosts	£5,464 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£5,587 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>4</sup> Current cost information has been provided by the Department of Health and Health Education England (HEE). <sup>5</sup> See schema 18 for more details.
D. Overheads		Taken from NHS (England) Summarised accounts. <sup>6</sup>
Management, administration and estates staff	£5,588 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	£12,145 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	£4,338 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. <sup>7,8</sup> 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. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>9</sup>
Working time	42.4 weeks per year 37.5 hours per week	Unit costs are based on 1,589 hours per year: 212 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>10</sup>
Ratio of direct to indirect time		No information available on the proportion of time spent with clients. See previous editions of this volume for sources of information. Please complete our time-use survey: <a href="https://www.surveymonkey.com/s/SZMF5YL/">https://www.surveymonkey.com/s/SZMF5YL/</a> .
Duration of contact		No current information available on the length of contact. See previous editions of this volume for sources.
London multiplier	1.19 x (A to B) 1.38 x E	Allows for the higher costs associated with working in London. <sup>7,8,11</sup>
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. <sup>7,8,</sup>
<b>Unit costs available 2013/2014 (costs including qualifications given in brackets)</b>		
£32 (£36) per hour.		

<sup>1</sup> Department of Health (2014) *NHS reference costs 2012-2013*, <https://www.gov.uk/government/publications/nhs-reference-costs-2012-to-2013> [accessed 2 October 2014].

<sup>2</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>4</sup> 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.

<sup>5</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>6</sup> Audit Commission (2013) *NHS summarised accounts 2012-2013*, NHS, London.

<sup>7</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>8</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>9</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>10</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhs-careers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>11</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

## 9.2 NHS community occupational therapist

Using data from the NHS reference costs,<sup>1</sup> the mean average cost for a one-to-one contact of occupational therapy services for 2013/2014 was £77, with an interquartile range of £61 to £97. Costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£23,474 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 (for qualified Allied Health Professionals) of the July 2013-June 2014 NHS staff earnings estimates. <sup>2</sup> An additional 7.2 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>2</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all occupational therapists is £31,995. <sup>3</sup> See section V for further information on pay scales.
B. Salary oncosts	£5,464 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£5,568 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>4</sup> Current cost information has been provided by the Department of Health and Health Education England (HEE). <sup>5</sup> See schema 18 for more details.
D. Overheads Management, administration and estates staff Non-staff	£5,588 per year  £12,145 per year	Taken from NHS (England) Summarised accounts. <sup>6</sup> 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 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	£4,338 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. <sup>7,8</sup> 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. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>9</sup>
Working time	42.4 weeks per year 37.5 hours per week	Unit costs are based on 1,589 hours per year: 212 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>10</sup>
Ratio of direct to indirect time		No information available on the proportion of time spent with clients. See previous editions of this volume for sources of information. Please complete our time-use survey: <a href="https://www.surveymonkey.com/s/SZMF5YL/">https://www.surveymonkey.com/s/SZMF5YL/</a> .
Duration of contacts		No information available on duration of contacts. See previous editions of this volume for sources of information.
London multiplier	1.19 x (A to B) 1.38 x E	Allows for the higher costs associated with working in London <sup>7,8,11</sup>
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. <sup>7,8</sup>
<b>Unit costs available 2013/2014 (costs including qualifications given in brackets)</b>		
£32 (£36) per hour.		

<sup>1</sup> Department of Health (2014) *NHS reference costs 2012-2013*,

<https://www.gov.uk/government/news/financial-year-2011-to-2012-reference-costs-published/> [accessed 2 October 2014].

<sup>2</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>4</sup> 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.

<sup>5</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>6</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>7</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>8</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>9</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>10</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>11</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

### 9.3 Community speech and language therapist

Using data from the NHS reference costs,<sup>1</sup> the mean average cost for a one-to-one contact of speech and language therapy services for 2013/2014 was £90, with an interquartile range of £63 to £97. Costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£23,474 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 (for qualified Allied Health Professionals) of the July 2013-June 2014 NHS staff earnings estimates. <sup>2</sup> An additional 4.6 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>2</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all speech and language therapists is £33,898. <sup>3</sup> See section V for further information on pay scales.
B. Salary oncosts	£5,464 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£5,919 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>4</sup> Current cost information has been provided by the Department of Health and Health Education England (HEE). <sup>5</sup> See schema 18 for more details.
D. Overheads		Taken from NHS (England) Summarised accounts. <sup>6</sup>
Management, administration and estates staff	£5,588 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	£12,145 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	£4,338 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. <sup>7,8</sup> 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. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>9</sup>
Working time	42.4 weeks per year 37.5 hours per week	Unit costs are based on 1,589 hours per year: 212 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>10</sup>
Ratio of direct to indirect time		No information available on the proportion of time spent with clients. See previous editions of this volume for sources of information. Please complete our time-use survey: <a href="https://www.surveymonkey.com/s/SZMF5YL/">https://www.surveymonkey.com/s/SZMF5YL/</a> .
Duration of contacts		No information available on the duration of contacts. See previous editions of this volume for sources of information.
London multiplier	1.19 x (A to B) 1.38 x E	Allows for the higher costs associated with working in London. <sup>7,8,11</sup>
Non-London multiplier	0.96 x E	Allows for the higher costs associated with working in London. <sup>7,8</sup>
<b>Unit costs available 2013/2014 (costs including qualifications given in brackets)</b>		
<b>£32 (£36) per hour.</b>		

<sup>1</sup> Department of Health (2014) *NHS reference costs 2012-2013*,

<https://www.gov.uk/government/news/financial-year-2011-to-2012-reference-costs-published/> [accessed 2 October 2014].

<sup>2</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>4</sup> 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.

<sup>5</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>6</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>7</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>8</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>9</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>10</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhs.gov.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>11</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

## 9.4 Community chiropodist/podiatrist

Using data from the NHS reference costs,<sup>1</sup> the mean average cost for a contact in chiropody/podiatry services for 2013/2014 was £42, with an interquartile range of £35 to £58. Costs have been updated using the HCHS pay & prices Inflatior.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£23,474 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 (for qualified Allied Health Professionals) of the July 2013-June 2014 NHS staff earnings estimates. <sup>2</sup> An additional 4.6 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>2</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all community chiropodists is £34,162. <sup>3</sup> See section V for further information on pay scales.
B. Salary oncosts	£5,464 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications		Qualification costs are not available.
D. Overheads		Taken from NHS (England) Summarised accounts. <sup>4</sup>
Management, administration and estates staff	£5,588 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	£12,145 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	£4,338 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. <sup>5,6</sup> 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. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>7</sup>
Working time	42.4 weeks per year 37.5 hours per week	Unit costs are based on 1,589 hours per year: 212 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>8</sup>
Ratio of direct to indirect time		No information available on the proportion of time spent with clients. See previous editions of this volume for sources of information. Please complete our time-use survey: <a href="https://www.surveymonkey.com/s/SZMF5YL/">https://www.surveymonkey.com/s/SZMF5YL/</a> .
London multiplier	1.19 x (A to B) 1.52 x E	Allows for the higher costs associated with working in London. <sup>5,6,9</sup>
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London. <sup>5,6</sup>
<b>Unit costs available 2013/2014</b>		
£32 per hour.		

<sup>1</sup> Department of Health (2014) *NHS reference costs 2012-2013*, <https://www.gov.uk/government/news/financial-year-2011-to-2012-reference-costs-published/> [accessed 2 October 2014].

<sup>2</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>4</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>5</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>6</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>7</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>8</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>9</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).



## 9.5 Clinical psychologist

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£46,013 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 8a (for qualified Allied Health Professionals) of the July 2013-June 2014 NHS staff earnings estimates. <sup>1</sup> An additional 7.2 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>1</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all clinical psychologists is £46,087. <sup>2</sup> See section V for further information on pay scales.
B. Salary oncosts	£11,729 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications		Qualification costs are not available.
D. Overheads		Taken from NHS (England) Summarised accounts. <sup>3</sup>
Management, administration and estates staff	£11,150 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	£24,234 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	£4,338 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. <sup>4,5</sup> 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. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>6</sup>
Working time	42.4 weeks per year 37.5 hours per week	Unit costs are based on 1,589 hours per year: 212 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>7</sup>
Ratios of: face-to-face contact to all activity	1:1.25	Based on the National Child and Adolescent Mental Health Service mapping data and returns from over 500 principal clinical psychologists, 44.5 per cent of time was spent on direct clinical work. <sup>8</sup> Please complete our time-use survey: <a href="https://www.surveymonkey.com/s/SZMF5YL/">https://www.surveymonkey.com/s/SZMF5YL/</a> . <sup>4,5,9</sup>
London multiplier	1.19 x (A to B) 1.35 x E	Allows for the higher costs associated with working in London. <sup>4,5,9</sup>
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London. <sup>4,5</sup>
<b>Unit costs available 2013/2014</b>		
£61 per hour; £138 per hour of client contact (includes A to E).		

<sup>1</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>2</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>3</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>4</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>5</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>6</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>7</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>8</sup> Department of Health (2002) *National child and adolescent mental health service mapping data*, Department of Health, London.

<sup>9</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

## 9.6 Community pharmacist

For information on the role of a community pharmacist, see NHS Employers (2010).<sup>1</sup> See Baqir et al. (2011)<sup>2</sup> for a cost analysis of a community pharmacy 'minor ailment scheme'.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£38,610 per year	Taken from the Cost of Service Inquiry Report (COSI), <sup>3</sup> and confirmed with the Pharmaceutical Services Negotiating Committee (PSNC), <sup>4</sup> the average salary for all community pharmacists for 2011 was £38,000 (£38,735 when updated using the HCHS pay inflator).
B. Salary oncosts	£9,671 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications Pre-registration training	£8,858 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>5</sup> Current cost information has been provided by the Department of Health. See schema 18 for more details.
D. Overheads Management, administration and estates staff Non-staff	£9,323 per year £20,263 per year	Taken from NHS (England) Summarised accounts. <sup>6</sup> 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 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	£3,937 per year	Based on the new-build and land requirements of a pharmacy, plus additional space for shared facilities. <sup>7,8</sup> 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. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>9</sup>
Working time	42.4 weeks per year 37.5 hours per week	Unit costs are based on 1,589 hours per year: 212 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>10</sup>
Ratio of direct to indirect time on:		No time use information is currently available for community pharmacists.
London multiplier	1.19 x (A to B) 1.30 x E	Allows for the higher costs associated with working in London. <sup>8,9,11</sup>
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London. <sup>8,9</sup>
<b>Unit costs available 2013/2014 (costs including qualifications given in brackets)</b>		
£51 (£57) per hour; £128 (£142) per hour of direct clinical activities; £64 (£71) per hour of patient-related activities.		

<sup>1</sup> NHS Employers (2010) *The community pharmacy – a guide for general practitioners and practice staff*,

<http://www.nhsemployers.org/Aboutus/Publications/Pages/Community-pharmacy-guide-GPs-practice-staff.aspx> [accessed 3 October 2013].

<sup>2</sup> Baqir, W., Learoyd, T., Sim, A. & Todd, A. (2011) Cost analysis of a community pharmacy 'minor ailment scheme' across three primary care trusts in the North East of England, *Journal of Public Health*, 33, 4, 551-555, doi:10.1093/pubmed/fdr012.

<sup>3</sup> PricewaterhouseCoopers LLP (2011) Cost of service inquiry for community pharmacy, Department of Health & Pharmaceutical Services Negotiating Committee, London. <http://www.pwc.co.uk/government-public-sector/publications/cost-of-service-inquiry-for-community-pharmacy.jhtml> [accessed 21 October 2013].

<sup>4</sup> Personal communication with the Pharmaceutical Services Negotiating Committee, 2011.

<sup>5</sup> 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.

<sup>6</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>7</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>8</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>9</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>10</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>11</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

## **10. Nurses, doctors and dentists**

- 10.1 Community nurse (includes district nursing sister, district nurse)
- 10.2 Nurse (mental health)
- 10.3 Health visitor
- 10.4 Nurse specialist (community)
- 10.5 Clinical support worker nursing (community)
- 10.6 Nurse (GP practice)
- 10.7 Nurse advanced (includes lead specialist, clinical nurse specialist, senior specialist)
- 10.8a General practitioner—cost elements
- 10.8b General practitioner—unit costs
- 10.8c General practitioner—commentary
- 10.9 Dentist – performer-only
- 10.10 Dentist – providing-performer
- 10.11 NHS dental charges



## 10.1 Community nurse (includes district nursing sister, district nurse)

Using data from the NHS reference costs,<sup>1</sup> the mean average cost for a face-to-face contact in district nursing services for 2013/2014 was £39, with an interquartile range of £31 to £43. Costs have been uprated using the HCHS pay & prices inflator.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£31,943 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 6 of the July 2013-June 2014 NHS staff earnings estimates for qualified nurses. <sup>2</sup> An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>2</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all community nurses is £32,000. <sup>3</sup> See section V for further information on pay scales.
B. Salary oncosts	£7,818 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£10,514 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>4</sup> Current cost information has been provided by the Department of Health and Health Education England (HEE). <sup>5</sup> See schema 18 for more details.
D. Overheads Management, administration and estates staff Non-staff	£7,678 per year £16,688 per year	Taken from NHS (England) Summarised accounts. <sup>6</sup> 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 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	£3,687 per year	Based on the new-build and land requirements of community health facilities, but adjusted to reflect shared use of both treatment and non-treatment space. <sup>7,8</sup> 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. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>9</sup>
Working time	42.0 weeks per year 37.5 hours per week	Unit costs are based on 1,575 hours per year: 210 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>10</sup>
Ratio of direct to indirect time on: Patient-related work	1:0.33	Based on a study by Ball & Philippou (2013), <sup>11</sup> community nurses spent 43 per cent of their time on direct care and a further 18 per cent of their time on care planning, assessment and coordination. Nineteen per cent of time was spent on admin, 5 per cent on management, 14 per cent travelling with a further 1 per cent on other duties. See Ball & Philippou (2013) <sup>11</sup> for more detail and for information on other bands of nurses. Also see the McKinsey report, <sup>12</sup> for comparative purposes. The median number of visits per day carried out by district nurses was 5.6 in 2008. <sup>12</sup>
London multiplier	1.19 x (A to B) 1.28 x E	Allows for the higher costs associated with working in London. <sup>7,8,13</sup>
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London. <sup>7,8</sup>
<b>Unit costs available 2013/2014 (costs including qualifications given in brackets)</b>		
£43 (£50) per hour; £57 (£66) per hour of patient-related work.		

<sup>1</sup> Department of Health (2014) *NHS reference costs 2012-2013*,

<https://www.gov.uk/government/news/financial-year-2011-to-2012-reference-costs-published/> [accessed 2 October 2013].

<sup>2</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>4</sup> 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.

<sup>5</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>6</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>7</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>8</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>9</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>10</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhs Careers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>11</sup> Ball, J. & Philippou, J. (2014) with Pike, G. & Sethi, J., *Survey of district and community nurses in 2013*, Report to the Royal College of Nursing, King's College London.

<sup>12</sup> Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: The McKinsey Report*, Department of Health, London.

<sup>13</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

## 10.2 Nurse (mental health)

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£25,847 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 of the July 2013-June 2014 NHS staff earnings estimates for qualified nurses. <sup>1</sup> An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>1</sup> See section V for further information on pay scales.
B. Salary oncosts	£6,123 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£10,514 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>2</sup> Current cost information has been provided by the Department of Health and Health Education England (HEE). <sup>3</sup> See schema 18 for more details.
D. Overheads		Taken from NHS (England) Summarised accounts. <sup>4</sup>
Management, administration and estates staff	£6,173 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	£13,417 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	£3,687 per year	Based on the new-build and land requirements of community health facilities, but adjusted to reflect shared use of both treatment and non-treatment space. <sup>5,6</sup> 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. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>7</sup>
Working time	42 weeks per year 37.5 hours per week	Unit costs are based on 1,575 hours per year: 210 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>8</sup>
Ratio of direct to indirect time on patient-related work		No current information available. See previous editions of this volume for sources of information. Please complete our time-use survey: <a href="https://www.surveymonkey.com/s/VVTDL7W">https://www.surveymonkey.com/s/VVTDL7W</a> .
London multiplier	1.19 x (A to B) 1.32 x E	Allows for the higher costs associated with working in London. <sup>5,6,9</sup>
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London. <sup>5,6</sup>
<b>Unit costs available 2013/2014 (costs including qualifications given in brackets)</b>		
£35 (£39) per hour; £66 (£74) per hour of face-to-face contact; £47 (£52) per hour of patient-related work.		

<sup>1</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>2</sup> 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.

<sup>3</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>4</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>5</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>6</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>7</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>8</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>9</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

### 10.3 Health visitor

Using data from the NHS reference costs,<sup>1</sup> the mean average cost for a face-to-face contact in health visiting services for 2013/2014 was £51, with an interquartile range of £42 to £57. Costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£31,943 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 6 of the July 2013-June 2014 NHS staff earnings estimates for qualified nurses. <sup>2</sup> An additional 2.8 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>2</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all health visitors is £34,038. <sup>3</sup> See section V for further information on pay scales.
B. Salary oncosts	£7,818 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£10,514 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>4</sup> Current cost information has been provided by the Department of Health and Health Education England (HEE). <sup>5</sup> See schema 18 for more details.
D. Overheads Management, administration and estates staff Non-staff	£7,677 per year £16,688 per year	Taken from NHS (England) Summarised accounts. <sup>6</sup> 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 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	£3,687 per year	Based on the new-build and land requirements of community health facilities, but adjusted to reflect shared use of both treatment and non-treatment space. <sup>7,8</sup> 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. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>9</sup>
Working time	42 weeks per year 37.5 hours per week	Unit costs are based on 1,575 hours per year: 210 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>10</sup>
Ratio of direct to indirect time on: Patient-related work	1:0.52	No time use information is currently available for health visitors. However, assuming that a health visitor carries out the same number of home visits as a district nurse, a study by Ball & Philippou (2013) <sup>11</sup> reported that band 6 district nurses spent 34 per cent of their time on direct care and a further 21 per cent of their time on care planning, assessment and coordination. Nineteen per cent of time was spent on admin, 14 per cent on management, 11 per cent travelling with a further 1 per cent on other duties. Based on the McKinsey report, <sup>12</sup> the median number of visits per day carried out by district nurses was 5.6 in 2008. No information is available on the duration of a visit. Please complete our time-use survey: <a href="https://www.surveymonkey.com/s/VVTDL7W">https://www.surveymonkey.com/s/VVTDL7W</a> .
London multiplier	1.19 x (A to B) 1.32 x E	Allows for the higher costs associated with working in London. <sup>7,8,13</sup>
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London. <sup>7,8</sup>
<b>Unit costs available 2013/2014 (costs including qualifications given in brackets)</b>		
£43 (£50) per hour; £65 (£76) per hour of patient-related work.		

<sup>1</sup> Department of Health (2014) *NHS reference costs 2012-2013*,

<https://www.gov.uk/government/news/financial-year-2011-to-2012-reference-costs-published/> [accessed 2 October 2013].

<sup>2</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>4</sup> 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.

<sup>5</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>6</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>7</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>8</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>9</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>10</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhs Careers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>11</sup> Ball, J. & Philippou, J. (2014) with Pike, G. & Sethi, J., *Survey of district and community nurses in 2013*, Report to the Royal College of Nursing, King's College London.

<sup>12</sup> Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London.

<sup>13</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

## 10.4 Nurse specialist (community)

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£31,943 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 6 of the July 2013-June 2014 NHS staff earnings estimates for qualified nurses. <sup>1</sup> An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>1</sup> See section V for further information on pay scales.
B. Salary oncosts	£7,818 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£10,514 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>2</sup> Current cost information has been provided by the Department of Health and Health Education England (HEE). <sup>3</sup> See schema 18 for more details.
D. Overheads		Taken from NHS (England) Summarised accounts. <sup>4</sup>
Management, administration and estates staff	£7,677 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	£16,688 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	£3,687 per year	Based on the new-build and land requirements of community health facilities, but adjusted to reflect shared use of both treatment and non-treatment space. <sup>5,6</sup> 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. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>7</sup>
Working time	42 weeks per year 37.5 hours per week	Unit costs are based on 1,575 hours per year: 210 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>8</sup>
Ratio of direct to indirect time on: Patient-related care	1:0.49	Based on a study by Ball & Philippou (2014) <sup>9</sup> of district and community nurses, specialist nurses spent 32 per cent of their time on direct care and a further 22 per cent of their time on care planning, assessment and coordination. Twenty per cent of time was spent on admin, 11 per cent on management, 13 per cent travelling with a further 1 per cent on other duties. See Ball & Philippou (2014) <sup>10</sup> for more detail and for information on other bands of nurses.
Patient-related work	1.19 x (A to B) 1.32 x E	Allows for the higher costs associated with working in London. <sup>5,6,10</sup>
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London. <sup>5,6</sup>
<b>Unit costs available 2013/2014 (costs including qualifications given in brackets)</b>		
£43 (£50) per hour; £64 (£74) per hour of patient-related work		

<sup>1</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>2</sup> 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.

<sup>3</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>4</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>5</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>6</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>7</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>8</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>9</sup> Ball, J. & Philippou, J. (2014) with Pike, G. & Sethi, J., *Survey of district and community nurses in 2013*, Report to the Royal College of Nursing, King's College London.

<sup>10</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).



## 10.5 Clinical support worker nursing (community)

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£16,282 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 2 of the July 2013-June 2014 NHS staff earnings estimates for unqualified nurses. <sup>1</sup> An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>1</sup> See section V for further information on pay scales.
B. Salary oncosts	£3,464 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Overheads		Taken from NHS (England) Summarised accounts. <sup>2</sup>
Management, administration and estates staff	£3,812 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	£8,287 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	£1,255 per year	Based on the new-build and land requirements of community health facilities, but adjusted to reflect shared use of both treatment and non-treatment space. <sup>3,4</sup> It is assumed that an auxiliary nurse uses one-sixth of the treatment space used by a district nurse. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
E. Travel		No information available on average mileage covered per visit. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>5</sup>
Working time	43 weeks per year 37.5 hours per week	Unit costs are based on 1,611 hours per year: 215 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>6</sup>
Ratio of direct to indirect time on:		No time use information is currently available for clinical support workers.
London multiplier	1.19 x (A to B) 1.32 x E	Allows for the higher costs associated with working in London. <sup>3,4,7</sup>
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London. <sup>3,4</sup>
<b>Unit costs available 2013/2014</b>		
£20 per hour.		

<sup>1</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>2</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>3</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>4</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>5</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>6</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>7</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

## 10.6 Nurse (GP practice)

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£25,847 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 of the July 2013-June 2014 NHS staff earnings estimates for qualified nurses. <sup>1</sup> An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>1</sup> See section V for further information on pay scales.
B. Salary oncosts	£6,123 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£10,514 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>2</sup> Current cost information has been provided by the Department of Health and Health Education England (HEE). <sup>3</sup> See schema 18 for more details.
D. Overheads		
Management and administration	£6,173 per year	No information available on management and administrative overheads for practice nurses. The same level of support has been assumed for practice nurses as for other NHS staff (19.31 per cent of direct care salary costs).
Office, general business and premises (including advertising and promotion)	£12,347 per year	No information available on overheads for a practice nurse. All information on office and general business expenses is drawn from the GP earnings and expenses report. <sup>4</sup> Office and general business, premises and other expenses calculated as the ratio of practice nurse salary costs to all GP employees' salary costs.
E. Capital overheads		
Buildings	£3,250 per year	Calculated as the ratio of GP practice nurse salary costs to net remuneration of GP salary and based on new-build and land requirements for a GP practitioner's suite and annuitised over 60 years at a discount rate of 3.5 per cent. <sup>5,6</sup>
F. Travel	£3,250 per year	No information available on average mileage covered per visit. From July 2014, NHS reimbursement has been based on a single rate for the first 3,500 miles travelled (56p) and a reduced rate thereafter, irrespective of the type of car or fuel used (20p). <sup>7</sup>
Working time	42 weeks per year 37.5 hours per week	Unit costs are based on 1,575 hours per year: 210 working days minus sickness absence and training/study days as reported for all NHS staff groups. <sup>8</sup>
Ratio of direct to indirect time on: face-to-face contacts	1:0.30	Based on proportion of time spent on surgery consultations (67.9%), phone consultations (5.2%), clinics (2.5%) and home and care home visits (1.2%). Patient direct to indirect contact ratios allocate all non-contact time to all contact time. Taken from the 2006/07 UK General Practice Workload Survey. <sup>9</sup> Please complete our time-use survey: <a href="https://www.surveymonkey.com/s/VVTDL7W">https://www.surveymonkey.com/s/VVTDL7W</a> .
Duration of contact	15.5 minutes	Per surgery consultation. Based on the 2006/07 UK General Practice Survey. <sup>10</sup>
Patient contacts	60 per week	Average number of consultations per week. <sup>10</sup>
London multiplier	1.19 x (A to B)	Allows for the higher costs associated with London compared to the national average cost. <sup>10</sup>
<b>Unit costs available 2013/2014 (costs including qualifications given in brackets)</b>		
£34 (£41) per hour; £44 (£53) per hour of face-to-face contact.		

<sup>1</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>2</sup> 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.

<sup>3</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>4</sup> Information Centre (2012) *GP earnings and expenses 2009/2010*, Information Centre, Leeds. <http://data.gov.uk/dataset/gp-earnings-and-expenses/> [accessed 3 October 2013].

<sup>5</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>6</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>7</sup> NHS Employers (2014) *Amended mileage rates from 1 July 2014*, <http://www.nhsemployers.org/case-studies-and-resources/2014/07/amended-mileage-rates-from-1-july-2014> [accessed 1 October 2014].

<sup>8</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>9</sup> Information Centre (2007) *2006/07 UK general practice workload survey*, Primary Care Statistics, Information Centre, Leeds.

<sup>10</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

## 10.7 Nurse advanced (includes lead specialist, clinical nurse specialist, senior specialist)<sup>1</sup>

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£38,345 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 7 of the July 2013-June 2014 NHS staff earnings estimates for qualified nurses. <sup>2</sup> An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. <sup>2</sup> See section V for further information on pay scales.
B. Salary oncosts	£9,598 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£10,514 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>3</sup> Current cost information has been provided by the Department of Health and Health Education England (HEE). <sup>4</sup>
D. Overheads		Taken from NHS (England) Summarised accounts. <sup>5</sup>
Management, administration and estates staff	£9,257 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	£20,121 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	£3,687 per year	Based on the new-build and land requirements of community health facilities, but adjusted to reflect shared use of treatment and non-treatment space. <sup>6,7</sup> Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	42 weeks per year 37.5 hours per week	Unit costs are based on 1,575 hours per year: 210 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>8</sup>
Length of consultation: surgery home telephone	15 minutes 25 minutes 6 minutes	Information provided by 27 nurse practitioners working in primary care contacted about duration of consultations. Venning et al. (2000) found that nurse practitioners spent a mean of 11.57 minutes face-to-face with patients (SD 5.79 mins) and an additional 1.33 minutes per patient in getting prescriptions signed. <sup>9</sup>
Ratio of direct to indirect time on: face-to-face contacts patient contact (incl. telephone)	1:0.71 1:0.55	Information provided by 27 nurse practitioners on time use. <sup>10</sup> Surgery consultations 58 per cent, home visits 0.4 per cent and telephone consultations 6.4 per cent. Getting prescriptions signed 1.4 per cent. Travel time to home visits was negligible (0.1%). Another study found that 60 per cent of a nurse practitioner/clinical nurse specialist's time was spent on clinical activities. <sup>11</sup> Another study on the role of nurse specialists in epilepsy found that clinical activities accounted for 40 per cent of the time. <sup>12</sup> Please complete our time-use survey: <a href="https://www.surveymonkey.com/s/VVTDL7W">https://www.surveymonkey.com/s/VVTDL7W</a> .
London multiplier	1.19 x (A to B) 1.50 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>6,7,13</sup>
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. <sup>6,7</sup>
<b>Unit costs available 2013/2014 (costs including qualifications given in brackets)</b>		
£51 (£58) per hour; £88 (£99) per hour in surgery; £80 (£90) per hour of client contact cost; £22 (£25) per surgery consultation.		

<sup>1</sup> A term for nurse practitioners specifically has not been developed due to the great variation in its use. Personal correspondence with the RCN NP Adviser has suggested that the best match is the Advance Nurse profile (band 7).

<sup>2</sup> Health & Social Care Information Centre (2014) *NHS staff earnings estimates 2014 (not publicly available)*, Health & Social Care Information Centre, Leeds.

<sup>3</sup> 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.

<sup>4</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>5</sup> Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

<sup>6</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>7</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>8</sup> Contracted hours are taken from NHS Careers (2014) *Pay and benefits, National Health Service*, London. <http://www.nhscareers.nhs.uk/working-in-the-nhs/pay-and-benefits/> [accessed 9 October 2014]. Working days and sickness absence rates as reported in Health & Social Care Information Centre (2014) *Sickness absence rates in the NHS: April 2009 – April 2014*, Health & Social Care Information Centre, Leeds.

<sup>9</sup> Venning, P., Durie, A., Roland, M., Roberts, C. & Leese, B. (2000) Randomised controlled trial comparing cost effectiveness of general practitioners and nurse practitioners in primary care, *British Medical Journal*, 320, 1048-1053.

<sup>10</sup> Curtis, L. & Netten, A. (2007) *The costs of training a nurse practitioner in primary care: the importance of allowing for the cost of education and training when making decisions about changing the professional*, *Journal of Nursing Management*, 15, 4, 449-457.

<sup>11</sup> Ball, J. (2005) *Maxi Nurses. Advanced and Specialist Nursing Roles, Results from a Survey of RCN Members in Advanced and Specialist Nursing Roles*, Royal College of Nursing, London.

<sup>12</sup> Higgins, S., Lanfear, J. & Goodwin, M. (2006) Qualifying the role of nurse specialists in epilepsy: data from diaries and interviews, *British Journal of Neuroscience Nursing*, 2, 5, 239-245.

<sup>13</sup> Department of Health estimate (2013) based on the Market Forces Factor (MFF).

## 10.8a General practitioner — cost elements

Costs and unit estimation	2013/2014 value	Notes (for further clarification see Commentary)
A. Net remuneration	£105,100 per year	Average income before tax for GPMS contractor GPs for England. <sup>1</sup>
B. Practice expenses:		
Direct care staff	£22,335 per year	Each FTE equivalent practitioner (excluding GP registrars & GP retainers) employed 0.47 FTE practice nurse (includes salary and oncosts). <sup>2</sup>
Administrative and clerical staff	£35,134 per year	Each FTE equivalent practitioner (excluding GP registrars & GP retainers) employed 1.30 FTE administrative and clerical staff <sup>1,2</sup> (includes salary and oncosts). Based on information taken from the GP earnings and expenses report. <sup>1,2</sup>
Office & general business	£9,970 per year	All office & general business, premises and other expenses including advertising, promotion and entertainment are based on expenditure taken from the GP earnings and expenses report. <sup>1</sup> Each GP employs 3.06 members of staff (including practice nurses, other patient care staff plus administrators and clerical staff). <sup>1,2</sup>
Premises	£14,005 per year	Office & general business, premises and other expenses calculated as the ratio of GP salary costs to all GP employees salary costs.
Other: includes advertising, promotion and entertainment	£16,616 per year	
Car and travel	£1,400 per year	Based on information taken from the GP earnings and expenses report. <sup>1,2</sup>
C. Qualifications	£44,846 per year	Qualification costs have been calculated using the method described in Netten et al. (1998). <sup>3</sup> Current cost information has been provided by the Department of Health and Health Education England (HEE). <sup>4</sup>
D. Ongoing training	£2,500 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. <sup>5</sup>
E. Capital costs:		
Premises	£13,217 per year	Based on new-build and land requirements for a GP practitioner suite. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. <sup>6,7</sup>
Working time	43.5 weeks per year 41.7 hours per week	Based on information taken from the 7 <sup>th</sup> National GP Worklife Survey. <sup>8</sup> Respondents to this 2012 survey reported working an average of 41.7 hours per week and a mean number of 7.3 sessions. Twenty one per cent of respondents (240/1,160) reported undertaking out-of-hours work (median number of hours=4). Unit costs based on 1,814 hours per year.
Ratio of direct to indirect time:		
Face-to-face time (excludes travel time)	1:0.61	Based on information taken from the 2013 UK General Practice Workload Survey, <sup>9</sup> the proportion of time spent on surgery consultations was 44.5 per cent. Direct patient care (surgeries, clinics, telephone consultations & home visits) formed 62.3 per cent of a GP's time. Indirect patient care (referral letters, arranging admissions) absorbed 19.3 per cent of time. General administration (practice management, PCO meetings etc.) formed 10.9 per cent of a time, with other activities (continuing education/development, research, teaching etc.) forming 7.5 per cent of a GP's time. No information on the percentage time allocated to out of surgery visits.
Patient-related time	1:0.23	
<b>Consultations:</b>		
Surgery	11.7 minutes	Based on the 2006/07 UK General Practice Workload Survey, <sup>10</sup> the time spent on a home visit includes only time spent in the patient's home. We assume an average of 12 minutes travel time per visit. This travel time has been allowed for in the estimation of the ratio of direct to indirect time spent on home visits. See commentary to schema 10.8c.
Clinic	17.2 minutes	
Telephone	7.1 minutes	
Home visit	11.4 minutes	
<b>Unit costs for 2013/2014 are given in schema 10.8b</b>		

<sup>1</sup> Information Centre (2013) *GP earnings and expenses 2011/2012*, Information Centre, Leeds. <http://data.gov.uk/dataset/gp-earnings-and-expenses/> [accessed 13 October 2014].

<sup>2</sup> Information Centre (2014) *General practice staff 2013*, Information Centre, Leeds.

<sup>3</sup> 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.

<sup>4</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>5</sup> Personal communication with the London Deanery, 2006.

<sup>6</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>7</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>8</sup> Hann, M., McDonald, J., Checkland, K., Coleman, A., Gravelle, H., Sibbald, B. & Sutton, M. (2013) *Seventh national GP worklife survey*, University of Manchester, Manchester.

<sup>9</sup> Information Centre (2007) *2006/07 General Practice Workload Survey, Primary Care Statistics*, Information Centre, Leeds. [http://www.dhsspsni.gov.uk/gp\\_workload\\_survey\\_2006\\_07.pdf](http://www.dhsspsni.gov.uk/gp_workload_survey_2006_07.pdf) [accessed 9 October 2013].

<sup>10</sup> Information Centre (2007) *2006/07 General Practice Workload Survey, Primary Care Statistics*, Information Centre, Leeds

**10.8b General practitioner — unit costs**

Unit cost 2013/2014	Including direct care staff costs		Excluding direct care staff costs	
	With qualification costs	Without qualification costs	With qualification costs	Without qualification costs
Annual (including travel)	£264,884	£220,278	£242,548	£197,943
Annual (excluding travel)	£263,484	£218,878	£241,148	£196,543
Per hour of GMS activity <sup>1</sup>	£146	£121	£134	£109
Per hour of patient contact <sup>1</sup>	£234	£195	£266	£175
Per minute of patient contact <sup>1</sup>	£3.90	£3.30	£3.60	£2.90
Per patient contact lasting 11.7 minutes <sup>1</sup>	£46	£38	£42	£35
Per patient contact lasting 17.2 minutes <sup>1</sup>	£67	£56	£62	£50
Per telephone consultation lasting 7.1 minutes <sup>1</sup>	£28	£23	£25	£21
Prescription costs per consultation (net ingredient cost)	£43.90 <sup>2</sup>			
Prescription costs per consultation (actual cost)	£40.70 <sup>2</sup>			

<sup>1</sup> Excludes travel.

<sup>2</sup> Personal communication with the Prescribing and Primary Care Group at the IC, 2012; and information on consultations: taken from Hippisley-Cox, J., Fenty, J. & Heaps, M. (2007) *Trends in Consultation Rates in General Practice 1995 to 2006: Analysis of the QResearch Database*, Final Report to the Information Centre and Department of Health, Information Centre, Leeds.

## 10.8c General practitioner — commentary

**General note about GP expenditure.** The General Medical Service contract (GMS),<sup>1</sup> introduced in 2003, was designed to improve the way that primary care services are funded, and to allow practices greater flexibility to determine the range of services they wish to provide, including opting out of additional services and out-of-hours care.

**Allowing for whole-time equivalence (FTE).** The NHS Health & Social Care Information Centre has estimated that the number of FTE practitioners (excluding GP registrars and GP retainers) has increased from 31,391 in 2011 to 32,075 in 2013.<sup>2</sup> FTE practice staff included 14,943 practice nurses, 8,946 direct patient care staff, 61,223 administrative and clerical and 2,031 other staff.<sup>2</sup> Assuming that administrative and clerical staff are shared equally between GP practitioners and direct patient care staff (including practice nurses), each FTE practitioner employs 1.09 FTE administrative and clerical staff (61,223/55,964).

**Direct care staff.** On average in 2013, each FTE equivalent practitioner (excluding GP registrars & GP retainers) employed 0.47 FTE practice nurse staff (14,943/32,075). All direct care staff have been costed at the same level as a band 5 GP practice nurse (see schema 10.5).

**Qualifications.** The equivalent annual cost of pre-registration and post-graduate medical education. The investment in training has been annuitised over the expected working life of the doctor.<sup>3</sup> Post-graduate education costs calculated using information provided by the Department of Health and the Health Education England.<sup>4</sup> This includes the cost of the two-year foundation programme, two years on a General Practice Vocational Training Scheme (GP-VTS) and a further year as a general practice registrar.<sup>5</sup>

**Prescription costs.** Prescription costs per consultation are £43.90 (net ingredient cost (NIC)) and £40.70 (actual cost). NIC is the basic cost of the drug, while the actual cost is the NIC less the assumed average discount plus the container allowance (and plus on-cost for appliance contractors). The prescription cost per consultation has been calculated by first dividing the number of prescriptions per GP by the number of consultations per GP (30,285/5,662) to give the number of prescriptions per GP consultation (5.35) and multiplying this by the actual cost per GP prescription (£7.60)<sup>6</sup> and the NIC per GP prescription (£8.20).<sup>6</sup> The number of consultations for all GPs was 181,600,000 in 2007<sup>7,8</sup> and the number of prescriptions per GP was 30,285 in 2013.<sup>6,9</sup> The total actual cost of GP prescriptions was £7,601,035,522 in 2013 and NIC of GP prescriptions was £8,194,361,336.<sup>6</sup>

**Activity.** The 2006/07 UK General Practice Workload Survey provides an overview of the entire workload and skill-mix of general practices in the UK in 2006/07. Staff in a representative sample of 329 practices across the UK completed diary sheets for one week in September or December. As the survey was targeted at work in the practice, it excludes work done elsewhere, as well as any work identified as out-of-hours not relating to the GMS/PMS/PCTMS practice contract.

<sup>1</sup> NHS Employers (2003) *General medical services contract*, NHS Employers, London.

<sup>2</sup> Information Centre (2014) *General practice staff 2013*, Information Centre, Leeds.

<sup>3</sup> 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.

<sup>4</sup> Personal communication with the Department of Health and Health Education England (HEE), 2014.

<sup>5</sup> NHS Employers (2006) *Modernising medical careers: a new era in medical training*, NHS Employers, London.

<sup>6</sup> Personal communication with the Prescribing and Primary Care Group at the IC, 2014.

<sup>7</sup> Hippisley-Cox, J., Fenty, J. & Heaps, M. (2007) *Trends in consultation rates in general practice 1995 to 2006: analysis of the QResearch Database*, Final Report to the Information Centre and Department of Health, Information Centre, Leeds.

<sup>8</sup> No further work on the number of GP consultations since 2007/08.

<sup>9</sup> Personal correspondence with the Information Centre, 2009.

## 10.9 Dentist – performer-only

A performer-only dentist performs dental services but does not hold a contract with a local health body. See <http://www.hscic.gov.uk/catalogue/PUB14016/pres-dent-eng-2013-gui.pdf> for more details of contract types. In 2012/13, there were 18,552 performer-only dentists in England.<sup>1</sup>

Costs and unit estimation	2013/2014 value	Notes (for further clarification see Commentary)
A. Net remuneration	£60,800 per year	This is the average taxable income (average gross earnings less average total expenses) for self-employed primary care performer-only dentists in 2012/13. <sup>2</sup> It has not been possible to agree an inflator to provide estimated net remuneration for 2013/14.
B. Practice expenses: Employee expenses Office and general business expenses  Premises Car and travel Other	£5,900 per year £4,100 per year  £2,600 per year £900 per year £19,500 per year	All office and general business, premises and other expenses including advertising promotion and entertainment are based on expenditure taken from the <i>Dental Earnings and Expenses</i> report. <sup>2</sup> Based on the BDA Business Trends survey (2010), each dentist employs 0.75 FTE of a hygienist/dental nurse (AFC Band 4), 0.21 FTE of a practice manager (AFC Band 7) and 0.54 FTE of a receptionist (AFC Band 2). <sup>3</sup>  'Other' includes a variety of expenses, including laboratory costs, materials costs, advertising, promotion and entertainment costs which have been divided equally between the dental staff (dentists and nurses/hygienists). See page 23 of the <i>Dental Earnings and Expenses</i> <sup>4</sup> report for information on double counting.
C. Qualifications	No costs available	All members of the dental team need to be registered with the General Dental Council in order to legally practise dentistry. The costs of undergraduate dental training are made up of three components: student fees which are £9,000 per year, a grant to the University from HEFCE (currently Band A funding), and some funding from Health Education England. See <a href="http://www.hefce.ac.uk/whatwedo/lt/healthcare/hefcesroleinfundingmedicalandeducationandtraining/">http://www.hefce.ac.uk/whatwedo/lt/healthcare/hefcesroleinfundingmedicalandeducationandtraining/</a> .
D. Ongoing training	No costs available	At least 250 hours of CPD are required every five years. At least 75 of these hours need to be 'verifiable' CPD. <sup>5</sup>
E. Capital costs	£ 7,503 per year	Based on the new-build and land requirements of a dentist surgery, but adjusted to reflect shared use of both treatment and non-treatment space. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. <sup>6</sup>
F. Equipment costs		See preface for information on the PSSRU survey of dentists.
Working time	43.3 weeks per year 35.8 hours per week.	The average total number of weekly hours worked by 'performer'-only dentists in 2013/14 was 35.8. <sup>7</sup> The average total number of weekly NHS hours worked was 26.7. On average dentists took 2.9 days of sickness leave and 4.5 weeks annual leave. Unit costs are based on 1,550 hours. <sup>7</sup>
Ratio of direct to indirect time: clinical time	1:0.25	Based on information taken from the 2013/14 <i>dental working hours</i> survey, performer-only dentists spent 80.1% of their working time on clinical activities. <sup>7</sup>
<b>Unit costs available 2013/2014</b>		
£65 per hour; £82 per hour of patient contact		

<sup>1</sup> Health and Social Care Information Centre (2013) NHS dental statistics for England: 2012/13, <http://www.hscic.gov.uk/catalogue/PUB11625/nhs-dent-stat-eng-12-13-rep-v2.pdf> [accessed 1 November 2014].

<sup>2</sup> Health and Social Care Information Centre (2013) *Dental earnings and expenses 2012/13 Additional Analysis*, <http://www.hscic.gov.uk/catalogue/PUB14920> [accessed 3 November 2014].

<sup>3</sup> DCP Workforce, 2010, <http://www.bda.org/dentists/policy-campaigns/research/workforce-finance/dcps/dcp-workforce.aspx> [accessed 25 July 2014].

<sup>4</sup> The Information Centre (2013) *Dental earnings and expenses: England and Wales, 2011/12*, <http://www.hscic.gov.uk/catalogue/PUB11473/dent-earn-expe-eng-wale-2011-12-rep.pdf> [accessed 30 July, 2014].

<sup>5</sup> General Dental Council (2013) *Continuing professional development for dental professionals*, <http://www.gdc-uk.org/Dentalprofessionals/CPD/Documents/GDC%20CPD%20booklet.pdf> [accessed 30 July 2014].

<sup>6</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>7</sup> Health and Social Care Information Centre (2014) *Dental working hours, 2012/13 & 2013/14 initial analysis*, <http://www.hscic.gov.uk/catalogue/PUB14929> [accessed 3 November 2014].

## 10.10 Dentist – providing-performer

The costs below relate to a providing-performer which is a dentist who holds a contract and who also acts as a performer, delivering dental services themselves.<sup>1</sup> In 2012/13, there were 4,649 providing-performer dentists in England.<sup>2</sup>

Costs and unit estimation	2013/2014 value	Notes (for further clarification see Commentary)
A. Net remuneration	£115,200 per year	This is the average taxable income of self-employed primary care providing-performer dentists in 2012/13. <sup>3</sup> It has not been possible to agree an inflator to provide estimated net remuneration for 2013/14.
B. Practice expenses:		
Employee expenses	£32,425 per year	This includes expenses relating to a practice manager, receptionist, therapist, hygienist (extended duty) and a dental nurse. Based on the BDA Business Trends survey (2010), each dentist employs 0.75 FTE of a hygienist/dental nurse (AFC Band 4), 0.21 FTE of a practice manager (AFC Band 7) and 0.54 FTE of a receptionist (AFC Band 2). <sup>4</sup>
Office and general business expenses	£18,300 per year	All office and general business, premises and other expenses including advertising promotion and entertainment are based on expenditure taken from the Dental Earnings and Expenses report. <sup>2</sup>
Premises	£20,000 per year	
Car and travel	£1,900 per year	
Other	£27,702 per year	'Other' includes a variety of expenses, including laboratory costs, materials costs, advertising, promotion and entertainment costs which have been divided equally between the dental staff (dentists and nurses/hygienists).
C. Qualifications	No costs available	All members of the dental team need to be registered with the General Dental Council in order to legally practise dentistry. The costs of undergraduate dental training are made up of three components: student fees which are £9,000 per year, a grant to the University from HEFCE (currently Band A funding), and some funding from Health Education England. See <a href="http://www.hefce.ac.uk/whatwedo/lt/healthcare/hefcesroleinfundingmedicalandeducationandtraining/">http://www.hefce.ac.uk/whatwedo/lt/healthcare/hefcesroleinfundingmedicalandeducationandtraining/</a> .
D. Ongoing training	No costs available	At least 250 hours of CPD are required every five years. At least 75 of these hours need to be 'verifiable' CPD. <sup>5</sup>
E. Capital costs	£ 7,503 per year	Based on the new-build and land requirements of a dentist surgery, but adjusted to reflect shared use of both treatment and non-treatment space. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. <sup>6</sup>
F. Equipment costs		See preface for information on the PSSRU survey of dentists.
Working time	43.4 weeks per year 41 hours per week.	The average total number of weekly hours worked by providing-performer dentists in 2013/14 was 41 with 25.7 hours devoted to NHS work. <sup>7</sup> On average dentists took 2.9 days of sickness leave and 4.2 weeks annual leave. Unit costs are based on 1,781 hours. <sup>7</sup>
Ratio of direct to indirect time: Clinical time	1:0.37	Based on information taken from the 2013/14 <i>dental working hours survey</i> , <sup>7</sup> providing-performer dentists spent 73.2% of their working time on clinical activities.
<b>Unit costs available 2013/2014</b>		
£127 per hour; £173 per hour of patient contact		

<sup>1</sup> The Health and Social Care Information Centre (2013) *A guide to NHS dental publications*, <http://www.hscic.gov.uk/catalogue/PUB13061/nhs-dent-stat-eng-2013-14-firs-quar-rep-beg-gui.pdf> [accessed 30 July, 2014].

<sup>2</sup> Health and Social Care Information Centre (2013) *NHS dental statistics for England: 2012/13*, <http://www.hscic.gov.uk/catalogue/PUB11625/nhs-dent-stat-eng-12-13-rep-v2.pdf>.

<sup>3</sup> Health and Social Care Information Centre (2013) *Dental earnings and expenses 2012/13 Additional Analysis*, <http://www.hscic.gov.uk/catalogue/PUB14920> [accessed 3 November 2014].

<sup>4</sup> DCP Workforce, 2010, <http://www.bda.org/dentists/policy-campaigns/research/workforce-finance/dcps/dcp-workforce.aspx> [accessed July 25, 2014].

<sup>5</sup> General Dental Council (2013) *Continuing professional development for dental professionals*, <http://www.gdc-uk.org/Dentalprofessionals/CPD/Documents/GDC%20CPD%20booklet.pdf> [accessed 30 July 2014].

<sup>6</sup> Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>7</sup> Health and Social Care Information Centre (2014) *Dental working hours, 2012/13 & 2013/14 initial analysis*, <http://www.hscic.gov.uk/catalogue/PUB14929> [accessed 3 November 2014].



## 10.11 NHS dental charges

Paying adults are charged according to the treatment band. 'Other' treatment incurs no charge. The schema below shows the NHS dental charges applicable to paying adults from 1 April 2013.

Treatment Band	Charges from 1 April 2013	
Band 1	£18.50	Examination, diagnosis (including x-rays), advice on how to prevent future problems, a scale and polish if needed, and application of fluoride varnish or fissure sealant.
Band 2	£50.50	This covers everything listed in Band 1 above, plus any further treatment such as fillings, root canal work or removal of teeth.
Band 3	£219.00	This covers everything listed in Bands 1 and 2 above, plus crowns, dentures and bridges.
Urgent	£18.50	

See: <http://www.nhs.uk/NHSEngland/AboutNHSservices/dentists/Pages/nhs-dental-charges.aspx> for further information on NHS dental charges.