

IV. HOSPITAL-BASED HEALTH CARE STAFF

13. Hospital-based scientific and professional staff

- 13.1 Hospital physiotherapist
- 13.2 Hospital occupational therapist
- 13.3 Hospital speech and language therapist
- 13.4 Hospital dietitian
- 13.5 Hospital radiographer
- 13.6 Hospital pharmacist
- 13.7 Allied health professional support worker

13.1 Hospital physiotherapist

Using data from the NHS reference costs,¹ the mean average cost for a non-consultant-led (non-admitted) follow-up physiotherapy attendance in 2013/14 was £34, with an interquartile range of £28 to £38 (unchanged from last year). Costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£23,475 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. ² An additional 7.2 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ² The Electronic Staff Records (ESR) system shows that the mean basic salary for all physiotherapists is £33,079. ³ 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). ⁴ Current cost information has been provided by the Department of Health and Health Education England (HEE). ⁵
D. Overheads		Taken from NHS (England) Summarised accounts. ⁶
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	£5,767 per year	Based on the new-build and land requirements of NHS hospital 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		
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. ⁹
Ratio of direct to indirect time		No current information available.
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. ^{7,8,10}
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}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£33 (£37) per hour.		

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

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

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

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 Health Education England (HEE), 2014.

⁶ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁸ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁹ 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..

¹⁰ Department of Health (2013) 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 2013/14 was £54. Costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£23,475 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. ² An additional 7.2 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ² The Electronic Staff Records (ESR) system shows that the mean basic salary for all occupational therapists is £31,995. ³ See section V for further information on pay scales.
B. Salary oncosts	£5,467 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). ⁴ Current cost information has been provided by the Department of Health and Health Education England (HEE). ⁵
D. Overheads Management, administration and estates staff	£5,588 per year	Taken from NHS (England) Summarised accounts. ⁶ 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	£5,767 per year	Based on the new-build and land requirements of NHS hospital 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		
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. ⁹
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. ^{7,8,10}
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}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£33 (£36) per hour.		

¹ Department of Health (2013) *NHS reference costs 2012-2013*,

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

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

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

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 Health Education England (HEE), 2014.

⁶ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁸ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁹ 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.

¹⁰ Department of Health (2013) 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 2013/14 was £67, with an interquartile range of £35 to £80. Costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£23,475 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. ² An additional 4.6 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ² The Electronic Staff Records (ESR) system shows that the mean basic salary for all speech and language therapists is £34,898. ³ See section V for further information on pay scales.
B. Salary oncosts	£5,463 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). ⁴ Current cost information has been provided by the Department of Health and Health Education England (HEE). ⁵
D. Overheads Management, administration and estates staff	£5,588 per year	Taken from NHS (England) Summarised accounts. ⁶ 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	£5,767 per year	Based on the new-build and land requirements of NHS hospital 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		
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. ⁹
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. ^{7,8,10}
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}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£33 (£37) per hour.		

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

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

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

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 Health Education England (HEE), 2014.

⁶ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁸ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁹ 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.

¹⁰ Department of Health (2013) based on the Market Forces Factor (MFF).

13.4 Hospital dietitian

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£23,475 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. ¹ An additional 7.2 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ¹ The Electronic Staff Records (ESR) system shows that the mean basic salary for all dietitians is £32,896. ² 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	£5,777 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 Health Education England (HEE). ⁴
D. Overheads Management, administration and estates staff	£5,588 per year	Taken from NHS (England) Summarised accounts. ⁵ 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	£5,767 per year	Based on the new-build and land requirements of NHS hospital facilities, but adjusted to reflect share 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.
F. Travel		
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. 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}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£33 (£37) per hour.		

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

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

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 Health Education England (HEE), 2014.

⁵ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁷ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁸ 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.

⁹ Department of Health (2013) 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 £335 and for a regular day or night case was £653. An outpatient contact was £106. Costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£23,475 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. ² An additional 7.2 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances for qualified therapeutic (diagnostic) radiography staff. ² The Electronic Staff Records (ESR) system shows that the mean basic salary for all Diagnostic and Therapeutic Radiologists is £32,941. ³ 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	£5,948 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 Health Education England (HEE). ⁵
D. Overheads		Taken from NHS (England) Summarised accounts. ⁶
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	£8,411 per year	Based on the new-build and land requirements of NHS hospital facilities, but adjusted to reflect shared use of both treatment and non-treatment space. ^{7,8} Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
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. ⁹
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. ^{7,8,10}
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}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£35 (£38) per hour.		

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

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

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

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 Health Education England (HEE), 2014.

⁶ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁸ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁹ 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.

¹⁰ Department of Health (2013) based on the Market Forces Factor (MFF).

13.6 Hospital pharmacist

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£30,998 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 6 (for qualified Allied Health Professionals) of the July 2013-June 2014 NHS staff earnings estimates. ¹ An additional 7.2 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ¹ The Electronic Staff Records (ESR) system shows that the mean basic salary for all pharmacists is £41,121. ² See section V for further information on pay scales.
B. Salary oncosts	£7,555 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£9,603 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. 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 18 for more details on training.
D. Overheads		Taken from NHS (England) Summarised accounts. ⁵
Management, administration and estates staff	£7,444 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	£16,180 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	£4,880 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		
Working time	42.6 weeks per year 37.5 hours per week	Unit costs are based on 1,597 hours per year: 213 working days minus sickness absence and training/study days as reported for NHS staff groups. ⁸
Ratio of direct to indirect time on:		The ratio is 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. ⁹
Patient-related activities	1:0.43	
London multiplier	1.19 x (A to B) 1.37 x E	Allows for the higher costs associated with London compared to the national average cost. ^{6,7,10}
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{6,7}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£42 (£48) per hour; £84 (£96) per cost of direct clinical patient time (includes travel); £60 (£68) per cost of patient-related activities.		

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

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

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 Bollington, L. & John, D. (2012) *Pharmacy education and training in the hospital service in Wales: Identifying demand and developing capacity*. STS Publishing, Cardiff.

⁵ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁷ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁸ 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.

⁹ Personal communication with the Greater Manchester Workforce Development Corporation, 2003.

¹⁰ Department of Health (2013) based on the Market Forces Factor (MFF).

13.7 Allied health professional support worker

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

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 (for unqualified Allied Health Professionals) of the July 2013-June 2014 NHS staff earnings estimates. ² An additional 7.2 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ² The Electronic Staff Records (ESR) system shows that the mean basic salary for all health care support workers is £16,600. ³ 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. Qualifications	£0	Training costs are assumed to be zero, although many take NVQ courses.
D. Overheads Management, administration and estates staff	£3,812 per year	Taken from NHS (England) Summarised accounts. ⁴ 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.
E. Capital overheads	£3,721 per year	Based on the new-build and land requirements of NHS hospital facilities, but adjusted to reflect shared 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		
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. 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. ^{5,6,8}
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}
Unit costs available 2013/2014		
£23 per hour.		

¹ NHS Careers (2011) *Clinical support staff*, National Health Service, London. <http://www.nhs Careers.nhs.uk/explore-by-career/wider-healthcare-team/careers-in-the-wider-healthcare-team/clinical-support-staff/> [accessed 9 October 2013].

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

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

⁴ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁶ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁷ 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.

⁸ Department of Health (2013) based on the Market Forces Factor (MFF).

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	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. ¹ An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ¹ 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). ² Current cost information has been provided by the Department of Health and Health Education England (HEE). ³
D. Overheads		Taken from NHS (England) Summarised accounts. ⁴
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	£2,752 per year	Based on the new-build and land requirements of NHS hospital 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 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. ⁷
Ratio of direct to indirect time on:		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 co-ordination, discussion with other nurses, and preparing medication (away from patients).
Face-to-face contacts	1:1.44	
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}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£51 (£58) per hour; £124 (£140) per hour of patient contact.		

¹ Health & Social Care Information Centre (2014) NHS staff earnings estimates 2014 (not publicly available), Health & Social Care 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 Health Education England (HEE), 2014.

⁴ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁶ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁷ 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.

⁸ 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 [accessed 9 October 2013].

⁹ Department of Health (2013) 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	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. ¹ An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ¹ 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). ² Current cost information has been provided by the Department of Health and Health Education England (HEE). ³
D. Overheads		Taken from NHS (England) Summarised accounts. ⁴
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	£16,687 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	£2,752 per year	Based on the new-build and land requirements of NHS hospital 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 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. ⁷
Ratio of direct to indirect time on:		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 co-ordination, discussion with other nurses, and preparing medication (away from patients).
Face-to-face contacts	1:1.44	
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}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£42 (£49) per hour; £104 (£120) per hour of patient contact.		

¹ Health & Social Care Information Centre (2014) NHS staff earnings estimates 2014 (not publicly available), Health & Social Care 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 Health Education England (HEE), 2014.

⁴ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁶ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁷ 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..

⁸ 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 [accessed 9 October 2013].

⁹ Department of Health (2013) based on the Market Forces Factor (MFF).

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

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. ¹ An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ¹ The Electronic Staff Records (ESR) system shows that the mean basic salary for a staff nurse is £29,607. ² 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). ³ Current cost information has been provided by the Department of Health and Health Education England (HEE). ⁴
D. Overheads		Taken from NHS (England) Summarised accounts. ⁵
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	£2,752 per year	Based on the new-build and land requirements of NHS hospital facilities, but adjusted to reflect shared use of office space for administration, and recreational and changing facilities. ^{6,7} 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 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. ⁸
Ratio of direct to indirect time on:		Based on the McKinsey report commissioned by the Department of Health in 2009, ⁹ hospital nurses are estimated to spent 41 per cent of their time on patient care with 59 per cent of their time spent on non-patient activities, such as paperwork and administration, handing over and co-ordination, discussion with other nurses, and preparing medication (away from patients).
Face-to-face contacts	1:1.44	
London multiplier	1.19 x (A to B) 1.34 x E	Allows for the higher costs associated with working in London. ^{6,7,10}
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. ^{6,7}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£34 (£41) per hour; £84 (£100) per hour of patient contact.		

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

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

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 Health Education England (HEE), 2014.

⁵ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁷ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁸ 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.

⁹ Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London, www.nhs.gov.uk/mckinsey%20report.pdf [accessed 9 October 2013].

¹⁰ Department of Health (2013) based on the Market Forces Factor (MFF).

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

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. ¹ An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ¹ 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). ² Current cost information has been provided by the Department of Health and Health Education England (HEE). ³
D. Overheads		Taken from NHS (England) Summarised accounts. ⁴
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	£2,752 per year	Based on the new-build and land requirements of NHS hospital 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 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. ⁷
Ratio of direct to indirect time on:		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 co-ordination, discussion with other nurses, and preparing medication (away from patients).
Face-to-face contacts	1:1.44	
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}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£34 (£41) per hour; £84 (£100) per hour of patient contact.		

¹ Health & Social Care Information Centre (2014) NHS staff earnings estimates 2014 (not publicly available), Health & Social Care 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 Health Education England (HEE), 2014.

⁴ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁶ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁷ 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.

⁸ Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London, www.nhs.history.net/mckinsey%20report.pdf [accessed 9 October 2013]

⁹ Department of Health (2013) based on the Market Forces Factor (MFF).

14.5 Clinical support worker (hospital)

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. ¹ An additional 12.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ¹ 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. Qualifications		No professional qualifications assumed.
D. Overheads		Taken from NHS (England) Summarised accounts. ²
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.
E. Capital overheads	£1,675 per year	Based on the new-build and land requirements of NHS hospital 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 clinical support workers 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 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. 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 E	Allows for the higher costs associated with working in London. ^{3,4,6}
Non-London multiplier	0.96 x E	Allows for the lower costs associated with working outside London. ^{3,4}
Unit costs available 2013/2014		
£21 per hour; £52 per hour of patient contact.		

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

² Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁴ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁵ 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.

⁶ Department of Health (2013) 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	2013/2014 value	Notes
A. Wages/salary	£22,869 per year	The mean basic salary for foundation officers (year 1) and house officers, taken from the July 2013-June 2014 Electronic Staff Record (ESR). ² An additional 41.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ³ See section V for further information on pay scales.
B. Salary oncosts	£5,296 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£20,182 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 Health Education England (HEE). ⁵ For hospital doctors, post-graduate study consists of a two-year Foundation Programme. ⁶ 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 Management, administration and estates staff Non-staff	£5,438 per year £11,820 per year	Taken from NHS (England) Summarised accounts. ⁷ 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. Ongoing training	£2,501 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. ⁸
F. Capital overheads	£3,935 per year	Based on the new-build and land requirements of NHS hospital facilities. ^{9,10} Adjustments have been made to reflect shared use of administration and recreational facilities, including accommodation for night-time duties. Treatment space has not been included. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	44.4 weeks per year 48 hours per week	Unit costs are based on 2,130 hours per year: 222 working days minus sickness absence and training/study days as reported for NHS staff groups. ¹¹ 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. ¹²
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. Please complete our time-use survey: https://www.surveymonkey.com/s/SZMF5YL/ .
London multiplier	1.19 x (A to B) 1.38 x E	Allows for the higher costs associated with London. ^{9,10,13}
Non-London multiplier	0.97 x (A to B) 0.97 x E	Allows for the lower costs associated with working outside London. ^{9,10,13}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£26 (£35) per hour (48 hour week); £22 (£30) per hour (56 hour week); £31 (£42) per hour (40 hour week). (Includes A to F).		

¹ National Health Service (2011) *The foundation programme*, <http://www.foundationprogramme.nhs.uk/pages/home/> [accessed 9 October 2013].

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

³ Health & Social Care Information Centre (2014) NHS staff earnings estimates 2014 (not publicly available), Health & Social Care Information Centre, Leeds.

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 Health Education England (HEE), 2014.

⁶ National Health Service (2008) *Modernising medical careers*, National Health Service, London.

⁷ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

⁸ Personal communication with the London Deanery, 2006.

⁹ Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

¹⁰ Based on Land costs researched for PSSRU by the Valuation Office Agency in 2013.

¹¹ 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.

¹² Provided by the Department of Health, 2009.

¹³ Department of Health (2013) 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 training.¹

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£28,080 per year	The mean basic salary for foundation officers (year 2), taken from the July 2013-June 2014 Electronic Staff Record (ESR). ² An additional 41.7 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ³ See section V for further information on pay scales.
B. Salary oncosts	£6,744 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£24,215 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 Health Education England (HEE). ⁵ For hospital doctors, post-graduate study consists of a two-year Foundation Programme. ⁶ 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 Management, administration and estates staff	£6,724 per year	Taken from NHS (England) Summarised accounts. ⁷ 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	£14,615 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	£2,516 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. ⁸
F. Capital overheads	£3,935 per year	Based on the new-build and land requirements of NHS hospital facilities. ^{9,10} Adjustments have been made to reflect shared use of administration and recreational facilities, including accommodation for night-time duties. Treatment space has not been included. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	44.4 weeks per year 48 hours per week	Unit costs are based on 2,131 hours per year: 222 working days minus sickness absence and training/study days as reported for NHS staff groups. ¹¹ Under the European Working Time Directive (EWTD), 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. ¹²
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. Please complete our time-use survey: https://www.surveymonkey.com/s/SZMF5YL/ .
London multiplier	1.19 x (A to B) 1.38 x E	Allows for the higher costs associated with London. ^{9,10,13}
Non-London multiplier	0.97 x (A to B) 0.97 x E	Allows for the lower costs associated with working outside London. ^{9,10,13}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£29 (£41) per hour (48 hour week). £25 (£35) per hour (56 hour week). £35 (£49) per hour (40 hour week). (Includes A to F).		

¹ National Health Service (2011) *The foundation programme*, www.foundationprogramme.nhs.uk/pages/home/ [accessed 9 October 2013].

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

³ Health & Social Care Information Centre (2014) NHS staff earnings estimates 2014 (not publicly available), Health & Social Care Information Centre, Leeds.

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 Health Education England (HEE), 2014.

⁶ National Health Service (2008) *Modernising medical careers*, National Health Service, London.

⁷ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

⁸ Personal communication with the London Deanery, 2006.

⁹ Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

¹⁰ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

¹¹ 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.

¹² Provided by the Department of Health, 2009.

¹³ Department of Health (2013) based on the Market Forces Factor (MFF).

15.3 Registrar group

In terms of staff numbers, registrars comprise the largest group of doctors (registrars, senior registrars, specialist registrars (SpRs) and specialty registrars (STR).

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£37,378 per year	The mean basic salary for registrars, taken from the July 2013-June 2014 Electronic Staff Record (ESR). ¹ An additional 46.5 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ² See section V for further information on pay scales.
B. Salary oncosts	£9,329 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£39,789 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 Health Education England (HEE). ⁴ Specialty registrar training involves three years' full-time post-graduate training with at least two of the years in a specialty training programme. ^{5,6}
D. Overheads Management, administration and estates staff Non-staff	£9,019 per year £19,602 per year	Taken from NHS (England) Summarised accounts. ⁷ 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. Ongoing training	£2,501 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. ⁸
F. Capital overheads	£3,935 per year	Based on the new-build and land requirements of NHS hospital facilities. ^{9,10} Adjustments have been made to reflect shared use of administration and recreational facilities, including accommodation for night-time duties. Treatment space has not been included. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	42.4 weeks per year 48 hours per week	Unit costs are based on 2,034 hours per year: 212 working days minus sickness absence and training/study days as reported for NHS staff groups. ¹¹ 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. ¹²
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. Please complete our time-use survey: https://www.surveymonkey.com/s/SZMF5YL/ .
London multiplier	1.19 x (A to B) 1.38 x E	Allows for the higher costs associated with London. ^{9,10,13}
Non-London multiplier	0.97 x (E) 0.97 x E	Allows for the lower costs associated with working outside London. ^{9,10}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£40 (£60) per hour (48 hour week); £34 (£51) per hour (56 hour week); £48 (£71) per hour (40 hour week). (Includes A to F).		

¹ Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

² Health & Social Care Information Centre (2014) NHS staff earnings estimates 2014 (not publicly available), Health & Social Care 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 Health Education England (HEE), 2014.

⁵ National Health Service (2008) *Modernising medical careers*, National Health Service, London.

⁶ NHS Employers (2008) *Terms and conditions of service for specialty doctors – England (2008)*, NHS Employers, London.

⁷ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

⁸ Personal communication with the London Deanery, 2006.

⁹ Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

¹⁰ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

¹¹ 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.

¹² Provided by the Department of Health, 2009.

¹³ Department of Health (2013) based on the Market Forces Factor (MFF).

15.4 Associate specialist

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

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£77,324 per year	The mean basic salary for associate specialists, taken from the July 2013-June 2014 Electronic Staff Record (ESR). ⁴ An additional 46.5 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ⁴ See section V for further information on pay scales.
B. Salary oncosts	£20,434 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£46,190 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 Health Education England (HEE). ⁶ 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	£18,877 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	£41,029 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	£2,501 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	£3,935 per year	Based on the new-build and land requirements of NHS hospital 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	42.4 weeks per year 40 hours per week	Unit costs are based on 1,696 hours per year: 212 working days minus sickness absence and training/study days as reported for NHS staff groups. ¹² The new associate specialist full time contract is based on 10 Programmed Activities (40 hours per week). ¹³
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. Please complete our time-use survey: https://www.surveymonkey.com/s/SZMF5YL/ .
London multiplier	1.19 x (A to B) 1.39 x E	Allows for the higher costs associated with London. ^{10,11,14}
Non-London multiplier	0.97 x (A to B) 0.97 x E	Allows for the lower costs associated with working outside London. ^{10,11,14}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£97 (£124) per hour (40 hour week).		

¹ British Medical Association (2008) *Staff and associate specialists committee newsletter*.

² British Medical Association (2008) *Your contract, your decision*, BMA Staff and Associate Specialists Group.

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

⁴ Health & Social Care Information Centre (2013) NHS staff earnings estimates 2014 (not publicly available), Health & Social Care 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 Health Education England (HEE), 2014.

⁷ National Health Service (2008) *Modernising medical careers*, National Health Service, London.

⁸ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

⁹ Personal communication with the London Deanery, 2006.

¹⁰ Building Cost Information Service (2014) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

¹¹ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

¹² 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.

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> [accessed 9 October 2013].

¹⁴ Department of Health (2013) based on the Market Forces Factor (MFF).

15.5 Consultant: medical

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£87,060 per year	The mean basic salary for medical consultants, taken from the July 2013-June 2014 Electronic Staff Record (ESR). ¹ An additional 33.5 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ² See section V for further information on pay scales.
B. Salary oncosts	£23,141 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£72,197 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 Health Education England (HEE). ⁴ See schema 18 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		
Management, administration and estates staff	£21,279 per year	Taken from NHS (England) Summarised accounts. ⁵ 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	£46,251 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	£4,891 per year	Based on the new-build and land requirements of NHS hospital facilities. ^{6,7} Includes shared use of consultation and examination areas, and designated secretarial office space. Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent.
Working time	42.4 weeks per year 43.3 hours per week	Unit costs are based on 1,836 hours per year: 212 working days minus sickness absence and training/study days as reported for NHS staff groups. ⁸ The 'new' contract aimed to reduce the number of hours that consultants worked, including aligning with the Working Time Directive and based funding assumptions on consultants working an average 43.4 hour week. A typical contract is based on 10.83 programmed activities which are 4 hours in length. ⁹
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. Please complete our time-use survey: https://www.surveymonkey.com/s/SZMF5YL/ .
London multiplier	1.19 x (A to B) 1.39 x E	Allows for the higher costs associated with London compared to the national average cost. ^{6,7,10}
Non-London multiplier	0.97 x (A to B) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. ^{6,7,10}
Unit costs available 2013/2014 (costs including qualifications given in brackets)		
£101 (£140) per contract hour.		

¹ Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

² Health & Social Care Information Centre (2014) NHS staff earnings estimates 2014 (not publicly available), Health & Social Care 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 Health Education England (HEE), 2014.

⁵ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁷ Based on Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁸ 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.

⁹ Information Centre (2006) *New consultant contract: implementation survey*, Information Centre, London.

¹⁰ Department of Health (2013) based on the Market Forces Factor (MFF).

15.6 Consultant: surgical

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£88,507 per year	The mean basic salary for surgical consultants, taken from the July 2013-June 2014 Electronic Staff Record (ESR). ¹ An additional 33.5 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ² See section V for further information on pay scales.
B. Salary oncosts	£23,543 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£72,197 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 Health Education England (HEE). ⁴ Consultants spend 2 years as a foundation house officer and 6 years as a specialty registrar in a hospital setting. ⁵ See schema 18 for more details.
D. Overheads		Taken from NHS (England) Summarised accounts. ⁶
Management, administration and estates staff	£21,636 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	£47,027 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	£4,891 per year	Based on the new-build and land requirements of NHS hospital 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	42.4 weeks per year 43.3 hours per week	Unit costs are based on 1,835 hours per year: 212 working days minus sickness absence and training/study days as reported for 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 43.4 hour week. 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. Please complete our time-use survey: https://www.surveymonkey.com/s/SZMF5YL/ .
London multiplier	1.19 x (A to B) 1.39 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 (A to B) 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 2013/2014 (costs including qualifications given in brackets)		
£102 (£142) per contract hour.		

¹ Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

² Health & Social Care Information Centre (2014) NHS staff earnings estimates 2014 (not publicly available), Health & Social Care 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 Health Education England (HEE), 2014.

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

⁶ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁸ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁹ 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.

¹⁰ Information Centre (2006) *New consultant contract: implementation survey*, Information Centre, London.

¹¹ Department of Health (2013) based on the Market Forces Factor (MFF).

15.7 Consultant: psychiatric

Costs and unit estimation	2013/2014 value	Notes
A. Wages/salary	£89,175 per year	The mean basic salary for psychiatric consultants, taken from the July 2013-June 2014 Electronic Staff Record (ESR). ¹ An additional 33.5 per cent can be added to reflect payments for activity such as overtime, shift work and geographic allowances. ² See section V for further information on pay scales.
B. Salary oncosts	£23,729 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£72,196 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 Health Education England (HEE). ⁴ Consultants spend 2 years as a foundation house officer and 6 years as a specialty registrar in a hospital setting.) ⁵ See schema 18 for more details.
D. Overheads		
Management, administration and estates staff	£21,801 per year	Taken from NHS (England) Summarised accounts. ⁶ 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	£47,385 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	£4,891 per year	Based on the new-build and land requirements of NHS hospital 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	42.4 weeks per year 43.3 hours per week	Unit costs are based on 1,835 hours per year: 212 working days minus sickness absence and training/study days as reported for 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 hour week. 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 patient-related activity		No current information available on patient-related activity. See previous editions of this publication for sources of information. Please complete our time-use survey: https://www.surveymonkey.com/s/SZMF5YL/ .
London multiplier	1.19 x (A to B) 1.39 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 (A to B) 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 2013/2014 (costs including qualifications given in brackets)		
£103 (£142) per contract hour.		

¹ Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

² Health & Social Care Information Centre (2014) NHS staff earnings estimates 2014 (not publicly available), Health & Social Care 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 Health Education England (HEE), 2014.

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

⁶ Audit Commission (2013) *Summarised accounts 2012-2013*, NHS, London.

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

⁸ Land costs researched for PSSRU by the Valuation Office Agency in 2013.

⁹ 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.

¹⁰ Information Centre (2006) *New consultant contract: implementation survey*, Information Centre, London.

¹¹ Department of Health (2013) based on the Market Forces Factor (MFF).