

## **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,<sup>1</sup> the mean average cost for a non-consultant-led (non-admitted) follow-up physiotherapy attendance in 2014/15 was estimated to be £34, with an interquartile range of £28 to £39. No later data available, so costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£23,284 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 (for allied health professionals) of the July 2014-June 2015 NHS staff earnings estimates. <sup>2</sup> An additional 7.2 per cent can be added to reflect payments for 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 £32,944. <sup>3</sup> See section V for further information on pay scales.
B. Salary oncosts	£5,375 per year	Employer's national insurance is included, plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£5,660 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>
D. Overheads		Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>6</sup> See Preface for more information.
Management, administration and estates staff	£5,990 per year	Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£14,014 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Capital overheads	£6,179 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. <sup>7,8</sup> 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 1,591 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>9</sup>
Ratio of direct to indirect time		No current information available.
London multiplier	1.54 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>7,8,10</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>7,8,10</sup>
<b>Unit costs available 2014/2015 (costs including qualifications given in brackets)</b>		
£34 (£38) per hour.		

<sup>1</sup> Department of Health (2015) *NHS reference costs 2013-2014*, <https://www.gov.uk/government/publications/nhs-reference-costs-2013-to-2014> [accessed 4 October 2015].

<sup>2</sup> Health & Social Care Information Centre (2015) *NHS staff earnings estimates to June 2015* (not publicly available), Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2015) 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> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>7</sup> Building Cost Information Service (2015) *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> 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>10</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

## 13.2 Hospital occupational therapist

Using data from the NHS reference costs,<sup>1</sup> the mean average cost for a non-consultant led (non-admitted) follow-up occupational therapy attendance in 2014/15 was estimated to be £53. Costs have been uprated using the HCHS pay & prices inflator.

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£23,284 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 (for allied health professionals) of the July 2014-June 2015 NHS staff earnings estimates. <sup>2</sup> An additional 7.2 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>3</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all occupational therapists is £31,928. <sup>4</sup> See section V for further information on pay scales.
B. Salary oncosts	£5,375 per year	Employer's national insurance is included, plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£5,669 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 and Health Education England (HEE). <sup>6</sup>
D. Overheads		
Management, administration and estates staff	£5,990 per year	Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>7</sup> See Preface for more information. Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£14,014 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Capital overheads	£6,179 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. <sup>8,9</sup> 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 1,591 hours per year: 225 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 current information available.
London multiplier	1.54 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>8,9,11</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>8,9</sup>
<b>Unit costs available 2014/2015 (costs including qualifications given in brackets)</b>		
£34 (£38) per hour.		

<sup>1</sup> Department of Health (2015) *NHS reference costs 2013-2014*, <https://www.gov.uk/government/publications/nhs-reference-costs-2013-to-2014> [accessed 4 October 2015].

<sup>2</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (not publicly available), Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2015) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>4</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

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

<sup>7</sup> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>8</sup> Building Cost Information Service (2015) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>9</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<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> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

### 13.3 Hospital speech and language therapist

Using data from the NHS reference costs,<sup>1</sup> the mean average cost for a non-consultant led (non-admitted) follow-up speech and language therapy attendance in 2014/15 was estimated to be £67, with an interquartile range of £35 to £80. Costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£23,284 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 (for allied health professionals) of the July 2014-June 2015 NHS staff earnings estimates. <sup>2</sup> An additional 4.6 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>3</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all speech and language therapists is £33,544. <sup>4</sup> See section V for further information on pay scales.
B. Salary oncosts	£5,375 per year	Employer's national insurance is included, plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£6,022 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 and Health Education England (HEE). <sup>6</sup>
D. Overheads		
Management, administration and estates staff	£5,990 per year	Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>7</sup> See Preface for more information. Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£14,014 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Capital overheads	£6,178 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. <sup>8,9</sup> 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 1,591 hours per year: 225 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 current information available.
London multiplier	1.54 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>8,9,11</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>8,9</sup>
<b>Unit costs available 2014/2015 (costs including qualifications given in brackets)</b>		
£34 (£38) per hour.		

<sup>1</sup> Department of Health (2015) *NHS reference costs 2013-2014*, <https://www.gov.uk/government/publications/nhs-reference-costs-2013-to-2014> [accessed 4 October 2015].

<sup>2</sup> Health & Social Care Information Centre (2015) *NHS staff earnings estimates to June 2015* (not publicly available), Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2015) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>4</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

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

<sup>7</sup> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>8</sup> Building Cost Information Service (2015) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>9</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<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> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

## 13.4 Hospital dietitian

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£23,284 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 (for allied health professionals) of the July 2014-June 2015 NHS staff earnings estimates. <sup>1</sup> An additional 7.2 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>2</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all dietitians is £32,821. <sup>3</sup> See section V for further information on pay scales.
B. Salary oncosts	£5,375 per year	Employer's national insurance is included, plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£5,881 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>
D. Overheads		
Management, administration and estates staff	£5,990 per year	Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>6</sup> See Preface for more information. Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£14,014 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Capital overheads	£6,179 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. <sup>7,8</sup> 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 1,591 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>9</sup>
Ratio of direct to indirect time		No current information available.
London multiplier	1.54 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>7,8,10</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>7,8</sup>
<b>Unit costs available 2014/2015 (costs including qualifications given in brackets)</b>		
£34 (£38) per hour.		

<sup>1</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (not publicly available), Health & Social Care Information Centre, Leeds.

<sup>2</sup> Health & Social Care Information Centre (2015) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<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> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>7</sup> Building Cost Information Service (2015) *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> 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>10</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].



## 13.5 Hospital radiographer

Using data from the NHS reference costs,<sup>1</sup> the mean average cost for a radiotherapy inpatient was estimated to be £338 and for a regular day or night case £660. An outpatient contact was £105. No later data found so costs have been updated using the HCHS pay & prices inflator.

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£23,284 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 5 (for allied health professionals) of the July 2014-June 2015 NHS staff earnings estimates. <sup>2</sup> An additional 7.2 per cent can be added to reflect payments for overtime, shift work and geographic allowances for qualified therapeutic (diagnostic) radiography staff. <sup>3</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all Diagnostic and Therapeutic Radiologists is £32,818. <sup>4</sup> See section V for further information on pay scales.
B. Salary oncosts	£5,375 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£6,048 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 and Health Education England (HEE). <sup>6</sup>
D. Overheads		
Management, administration and estates staff	£5,990 per year	Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>7</sup> See Preface for more information. Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£14,014 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Capital overheads	£9,004 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. <sup>8,9</sup> 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 1,591 hours per year: 225 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 current information available.
London multiplier	1.54 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>8,9,11</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>8,9</sup>
<b>Unit costs available 2014/2015 (costs including qualifications given in brackets)</b>		
£36 (£40) per hour.		

<sup>1</sup> Department of Health (2015) *NHS reference costs 2013-2014*, <https://www.gov.uk/government/publications/nhs-reference-costs-2013-to-2014> [accessed 4 October 2015].

<sup>2</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (not publicly available), Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2015) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>4</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

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

<sup>7</sup> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>8</sup> Building Cost Information Service (2015) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>9</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<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> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

## 13.6 Hospital pharmacist

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£31,070 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 6 (for allied health professionals) of the July 2014-June 2015 NHS staff earnings estimates. <sup>1</sup> An additional 7.2 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>2</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all pharmacists is £40,983. <sup>3</sup> See section V for further information on pay scales.
B. Salary oncosts	£7,540 per year	Employer's national insurance is included, plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£9,734 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. The cost of the clinical placement for pharmacists has been provided by Dr Lynne Bollington. See Bollington & John (2012) <sup>5</sup> 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 19 for more details on training.
D. Overheads		
Management, administration and estates staff	£8,069 per year	Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>6</sup> See Preface for more information. Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£18,880 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Capital overheads	£5,202 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		
Working time	42.6 weeks per year 37.5 hours per week	Unit costs are based on 1,598 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>9</sup>
Ratio of direct to indirect time on:		No current information available.
Patient-related activities	1:0.43	
London multiplier	1.54 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>7,8,10</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>7,8</sup>
<b>Unit costs available 2014/2015 (costs including qualifications given in brackets)</b>		
£44 (£50) per hour; £88 (£100) per cost of direct clinical patient time (includes travel); £63 (£72) per cost of patient-related activities.		

<sup>1</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (not publicly available), Health & Social Care Information Centre, Leeds.

<sup>2</sup> Health & Social Care Information Centre (2015) Information prepared for PSSRU from the Electronic Staff Records (ESR).

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

<sup>6</sup> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>7</sup> Building Cost Information Service (2015) *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> 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>10</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

## 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.<sup>1</sup>

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£16,356 per year	Based on the mean full-time equivalent basic salary for Agenda for Change band 2 (for allied health professionals) of the July 2014-June 2015 NHS staff earnings estimates. <sup>2</sup> An additional 7.2 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>3</sup> The Electronic Staff Records (ESR) system shows that the mean basic salary for all health care support workers is £16,691. <sup>4</sup> See section V for further information on pay scales.
B. Salary oncosts	£3,449 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	£4,139 per year	Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>5</sup> See Preface for more information. Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£9,685 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Capital overheads	£4,022 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. <sup>6,7</sup> 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 1,576 hours per year: 225 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 current information available.
London multiplier	1.34 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>6,7,9</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 2014/2015</b>		
£24 per hour.		

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

<sup>2</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (not publicly available), Health & Social Care Information Centre, Leeds.

<sup>3</sup> Health & Social Care Information Centre (2015) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>4</sup> Health & Social Care Information Centre (2014) Information prepared for PSSRU from the Electronic Staff Records (ESR).

<sup>5</sup> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>6</sup> Building Cost Information Service (2015) *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> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].



## **14. Hospital-based nurses**

The table overleaf provides the unit costs for hospital nurses bands 2-8 and replaces the individual schema usually found in this section. See Preface for more information on changes to the presentation of our estimates. Each Agenda for Change (AFC) band can be matched to professionals using the AFC generic profiles. <http://www.nhsemployers.org/your-workforce/pay-and-reward/pay/job-evaluation/national-job-profiles>. Reference should be made to the explanatory notes when interpreting the unit costs. See also chapter 18 for examples of roles in each band.

## 14. Hospital-based nurses

### A. Wages/salary

Based on the mean full-time equivalent basic salary for Agenda for Change bands 2-8 of the July 2013-June 2014 NHS staff earnings estimates for nurses.<sup>1</sup> An additional 12.7 per cent can be added to reflect payments for overtime, shift work and geographic allowances. See section V for further information on pay scales. The Electronic Staff Records (ESR) system shows that the mean basic salary for a staff nurse is £29,618.

### B. Salary oncosts

Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.

### C. Qualification costs

These 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 section V for detailed information on qualifications.

### D. Overheads

Taken from NHS foundation trusts: Consolidated Accounts 2013/14.<sup>4</sup> See Preface for more information.

Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff. Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.

### E. Capital overheads

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<sup>5,6</sup>

### F. Working time

Unit costs are based on 1,590 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups.<sup>7</sup>

### G. Ratio of direct to patient-related time.

Taken from the McKinsey report commissioned by the Department of Health in 2009,<sup>8</sup> hospital nurses are estimated to spend 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). When the ratio of time spent on patient care to other activities is 1:1.44, each hour spent with a client requires 2.44 paid hours.

### H. London multiplier and non-London multiplier

Allows for the higher costs associated with working.<sup>5,6,9</sup>

<sup>1</sup> Health & Social Care Information Centre (2014) NHS staff earnings estimates 2015 (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), 2015.

<sup>4</sup> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015]

<sup>5</sup> Building Cost Information Service (2015) *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> Health & Social Care Information Centre, NHS sickness absence rates: Jan to Mar 2015 and annual summary 2010/11 to 2014/15, <https://www.gov.uk/government/statistics/nhs-sickness-absence-rates-jan-to-mar-2015-and-annual-summary-2010/11-to-2014/15> [accessed 5 November 2015].

<sup>8</sup> Department of Health (2010) *Achieving world class productivity in the NHS, 2009/10-2013/14: the McKinsey report*, Department of Health, London.

<sup>9</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

## 14. Hospital-based nurses

This table provides the annual and unit costs for hospital-based nurses (see Preface for more information, and the notes facing for assistance in interpreting each cost item). See also chapter 18 for examples of roles in each band.

<b>Hospital-based nurses</b>							
<b>Refer to notes on facing page for references</b>	<b>Band 2</b>	<b>Band 3</b>	<b>Band 4</b>	<b>Band 5</b>	<b>Band 6</b>	<b>Band 7</b>	<b>Band 8a</b>
A Wages/salary	£16,356	£18,459	£20,167	£25,764	£31,914	£38,332	£45,240
B Salary oncosts	£3,449	£4,034	£4,509	£6,064	£7,774	£9,558	£11,479
C Qualifications	NA	NA	NA	£10,514	£10,514	£10,514	£10,514
<b>D Overheads</b>							
Management, admin and estates staff	£3,661	£4,701	£4,242	£6,173	£7,677	£9,257	£10,980
Non-staff	£8,565	£10,999	£10,359	£13,417	£16,687	£20,121	£23,865
E Capital overheads	£1,865	£1,865	£1,225	£3,687	£3,687	£3,687	£3,687
<b>F Working time</b>	42.4 weeks (1,590 hours) per year, 37.5 hours per week	42.4 weeks (1,590 hours) per year, 37.5 hours per week	42.4 weeks (1,590 hours) per year, 37.5 hours per week	42.4 weeks (1,590 hours) per year, 37.5 hours per week	42.4 weeks (1,590 hours) per year, 37.5 hours per week	42.4 weeks (1,590 hours) per year, 37.5 hours per week	42.4 weeks (1,590 hours) per year, 37.5 hours per week
<b>G Ratio of direct to indirect time on :</b>							
Face to face contacts				1:1.44	1:1.44	1:1.44	
H London multiplier	1.57 x E	1.57 x E	1.57 x E	1.57 x E	1.57 x E	1.57 x E	1.57 x E
Non-London multiplier	0.96 x E	0.96 x E	0.96 x E	0.96 x E	0.96 x E	0.96 x E	0.96 x E
<b>Unit costs available 2014/2015 (costs including qualifications given in brackets)</b>							
Cost per working hour (with qualifications)	£23	£25	£28	£36 (£43)	£45 (£51)	£54 (£60)	£63 (£70)
Cost per hour of patient contact (with qualifications)				£88 (£105)	£109 (£125)	£131 (£147)	£154 (£170)





## **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.<sup>1</sup>

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£22,870 per year	The mean basic salary for foundation officers (year 1) and house officers, taken from the July 2014-June 2015 Electronic Staff Record (ESR). <sup>2</sup> An additional 41.7 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>2</sup> See section V for further information on pay scales.
B. Salary oncosts	£5,260 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£24,030 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> For hospital doctors, post-graduate study consists of a two-year Foundation Programme. <sup>5</sup> During the first year, trainees hold only provisional registration with the General Medical Council, full registration being granted on successful completion of the first year.
D. Overheads		Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>6</sup> See Preface for more information.
Management, administration and estates staff	£5,879 per year	Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£13,765 per year	Non-staff costs were 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Ongoing training		Training is included in non-staff overheads and itemised in the NHS Foundation Trust: Consolidated Accounts. <sup>6</sup> See also: <a href="http://www.hfma.org.uk/download.ashx?type=infoservice&amp;id=252">http://www.hfma.org.uk/download.ashx?type=infoservice&amp;id=252</a> .
F. Capital overheads	£4,244 per year	Based on the new-build and land requirements of NHS hospital facilities. <sup>7,8</sup> 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 2,133 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>9</sup> Under the European Working Time Directive (EWTD), the majority of foundation officers (Year 1) are 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. <sup>10</sup>
Ratio of direct to indirect time on: patient-related activity		No current information available on patient-related activity. See previous editions of this publication for sources of information.
London multiplier	1.14 x (A to B) 1.56 x F	Allows for the higher costs associated with London. <sup>7,8,11</sup>
Non-London multiplier	0.97 x F	Allows for the lower costs associated with working outside London. <sup>7,8</sup>
<b>Unit costs available 2014/2015 (costs including qualifications given in brackets)</b>		
£24 (£36) per hour, 48-hour week; £21 (£31) per hour, 56-hour week; £29 (£43) per hour, 40-hour week. (Includes A to F).		

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

<sup>2</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (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> National Health Service (2008) *Modernising medical careers*, National Health Service, London.

<sup>6</sup> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>7</sup> Building Cost Information Service (2015) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

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

<sup>9</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>10</sup> Provided by the Department of Health, 2009.

<sup>11</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

## 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.<sup>1</sup>

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£28,054 per year	The mean basic salary for foundation officers (year 2), taken from the July 2014-June 2015 Electronic Staff Record (ESR). <sup>2</sup> An additional 41.7 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>3</sup> See section V for further information on pay scales.
B. Salary oncosts	£6,701 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£27,127 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> For hospital doctors, post-graduate study consists of a two-year Foundation Programme. <sup>6</sup> During the first year, trainees hold only provisional registration with the General Medical Council, full registration being granted on successful completion of the first year.
D. Overheads		Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>7</sup> See Preface for more information.
Management, administration and estates staff	£7,264 per year	Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£16,995 per year	Non-staff costs were 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Ongoing training	£2,516 per year	Training is included in non-staff overheads and itemised in the NHS Foundation Trust: Consolidated Accounts. <sup>7</sup> See also: <a href="http://www.hfma.org.uk/download.ashx?type=infoservice&amp;id=252">http://www.hfma.org.uk/download.ashx?type=infoservice&amp;id=252</a> .
F. Capital overheads	£4,244 per year	Based on the new-build and land requirements of NHS hospital facilities. <sup>8,9</sup> 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 2,133 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>10</sup> Under the European Working Time Directive (EWTD), the majority of foundation officers (Year 2) are 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. <sup>11</sup>
Ratio of direct to indirect time on: patient-related activity		No current information available on patient-related activity. See previous editions of this publication for sources of information.
London multiplier	1.14 x (A to B) 1.56 x F	Allows for the higher costs associated with London. <sup>8,9,12</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 2014/2015 (costs including qualifications given in brackets)</b>		
£30 (£42) per hour, 48-hour week; £25, £36; per hour, 56-hour week; £36 (£51) per hour, 40-hour week. (Includes A to F).		

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

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

<sup>3</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (not publicly available), Health & Social Care Information Centre, Leeds.

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

<sup>7</sup> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>8</sup> Building Cost Information Service (2015) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>9</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<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> Provided by the Department of Health, 2009.

<sup>12</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

## 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	2014/2015 value	Notes
A. Wages/salary	£37,329 per year	The mean basic salary for registrars, taken from the July 2014-June 2015 Electronic Staff Record (ESR). <sup>1</sup> An additional 46.5 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>2</sup> See section V for further information on pay scales.
B. Salary oncosts	£9,279 per year	Employer's national insurance is included, plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£38,423 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> Specialty registrar training involves three years' full-time post-graduate training with at least two of the years in a specialty training programme. <sup>5,6</sup>
D. Overheads		Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>7</sup> See Preface for more information.
Management, administration and estates staff	£9,741 per year	Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£22,792 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Ongoing training		Training is included in non-staff overheads and itemised in the NHS Foundation Trust: Consolidated Accounts. <sup>7</sup> See also: <a href="http://www.hfma.org.uk/download.ashx?type=infoservice&amp;id=252">http://www.hfma.org.uk/download.ashx?type=infoservice&amp;id=252</a> .
F. Capital overheads	£4,244 per year	Based on the new-build and land requirements of NHS hospital facilities. <sup>8,9</sup> 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 2,037 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>10</sup> 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. <sup>11</sup>
Ratio of direct to indirect time on: patient-related activity		No current information available on patient-related activity. See previous editions of this publication for sources of information.
London multiplier	1.14 x (A to B) 1.56 x F	Allows for the higher costs associated with London. <sup>8,9,12</sup>
Non-London multiplier	0.97 x F	Allows for the lower costs associated with working outside London. <sup>8,9</sup>
<b>Unit costs available 2014/2015 (costs including qualifications given in brackets)</b>		
£41 (£60) per hour, 48-hour week; £35 (£51) per hour, 56-hour week; £49 (£72) per hour, 40-hour week. (Includes A to F).		

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

<sup>2</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (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> National Health Service (2008) *Modernising medical careers*, National Health Service, London.

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

<sup>7</sup> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>8</sup> Building Cost Information Service (2015) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>9</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<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> Provided by the Department of Health, 2009.

<sup>12</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

## 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 are not listed 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.<sup>1,2,3</sup>

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£78,217 per year	The mean basic salary for associate specialists, taken from the July 2014-June 2015 Electronic Staff Record (ESR). <sup>4</sup> An additional 46.5 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>4</sup> See section V for further information on pay scales.
B. Salary oncosts	£20,646 per year	Employer's national insurance is included, plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£45,381 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 and Health Education England (HEE). <sup>6</sup> 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. <sup>7</sup>
D. Overheads		Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>8</sup> See Preface for more information.
Management, administration and estates staff	£20,662 per year	Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£48,344 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Ongoing training		Training is included in non-staff overheads and itemised in the NHS Foundation Trust: Consolidated Accounts. <sup>8</sup> See also: <a href="http://www.hfma.org.uk/download.ashx?type=infoservice&amp;id=252">http://www.hfma.org.uk/download.ashx?type=infoservice&amp;id=252</a> .
F. Capital overheads	£4,244 per year	Based on the new-build and land requirements of NHS hospital facilities. <sup>9,10</sup> 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 1,698 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>11</sup> The 2011 associate specialist full time contract is based on 10 programmed activities (40 hours per week). <sup>12</sup>
Ratio of direct to indirect time on: patient-related activity		No current information available on patient-related activity. See previous editions of this publication for sources of information.
London multiplier	1.14 x (A to B) 1.56 x F	Allows for the higher costs associated with London. <sup>9,10,13</sup>
Non-London multiplier	0.97 x F	Allows for the lower costs associated with working outside London. <sup>9,10</sup>
<b>Unit costs available 2014/2015 (costs including qualifications given in brackets)</b>		
£101 (£128) per hour (40 hour week).		

<sup>1</sup> British Medical Association (2008) *Staff and associate specialists committee newsletter*.

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

<sup>3</sup> British Medical Association (2009) *Glossary of doctors*, [www.bma.org.uk/patients\\_public/whos\\_who\\_healthcare/glossdoctors.jsp](http://www.bma.org.uk/patients_public/whos_who_healthcare/glossdoctors.jsp)

<sup>4</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (not publicly available), Health & Social Care Information Centre, Leeds.

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

<sup>7</sup> National Health Service (2008) *Modernising medical careers*, National Health Service, London.

<sup>8</sup> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>9</sup> Building Cost Information Service (2015) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>10</sup> Land costs researched for PSSRU by the Valuation Office Agency in 2013.

<sup>11</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>12</sup> 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].

<sup>13</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

**15.5 Consultant: medical**

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£87,229 per year	The mean basic salary for medical consultants, taken from the July 2014–June 2015 Electronic Staff Record (ESR). <sup>1</sup> An additional 33.5 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>2</sup> See section V for further information on pay scales.
B. Salary oncosts	£23,152 per year	Employer's national insurance is included, plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£58,351 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> See schema 19 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	£23,070 per year	Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>5</sup> See Preface for more information. Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£53,976 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Capital overheads	£5,101 per year	Based on the new-build and land requirements of NHS hospital facilities. <sup>6,7</sup> 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 1,838 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>8</sup> The 2006 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. <sup>9</sup>
Ratio of direct to indirect time on: patient-related activity		No current information available on patient-related activity. See previous editions of this publication for sources of information.
London multiplier	1.14 x (A to B) 1.56 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>6,7,10</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 2014/2015 (costs including qualifications given in brackets)</b>		
£105 (£137) per contract hour.		

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

<sup>2</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (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> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>6</sup> Building Cost Information Service (2015) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

<sup>7</sup> Based on 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> Information Centre (2006) *New consultant contract: implementation survey*, Information Centre, London.

<sup>10</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].

## 15.6 Consultant: surgical

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£88,684 per year	The mean basic salary for surgical consultants, taken from the July 2014-June 2015 Electronic Staff Record (ESR). <sup>1</sup> An additional 33.5 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>2</sup> See section V for further information on pay scales.
B. Salary oncosts	£23,556 per year	Employer's national insurance is included plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£58,351 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> Consultants spend 2 years as a foundation house officer and 6 years as a specialty registrar in a hospital setting. <sup>4</sup> See schema 19 for more details.
D. Overheads		
Management, administration and estates staff	£23,458 per year	Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>5</sup> See Preface for more information. Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£54,885 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Capital overheads	£5,101 per year	Based on the new-build and land requirements of NHS hospital facilities. <sup>6,7</sup> 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 1,838 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>8</sup> The 2006 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. <sup>9</sup>
Ratio of direct to indirect time on/in: Patient-related activity Operating theatre		No current information available on patient-related activity. See previous editions of this publication for sources of information.
London multiplier	1.14 x (A to B) 1.56 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>6,7,10</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 2014/2015 (costs including qualifications given in brackets)</b>		
£106 (£138) per contract hour.		

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

<sup>2</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (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> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>6</sup> Building Cost Information Service (2015) *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> Information Centre (2006) *New consultant contract: implementation survey*, Information Centre, London.

<sup>10</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].



## 15.7 Consultant: psychiatric

Costs and unit estimation	2014/2015 value	Notes
A. Wages/salary	£89,262 per year	The mean basic salary for psychiatric consultants, taken from the July 2014-June 2015 Electronic Staff Record (ESR). <sup>1</sup> An additional 33.5 per cent can be added to reflect payments for overtime, shift work and geographic allowances. <sup>2</sup> See section V for further information on pay scales.
B. Salary oncosts	£23,717 per year	Employer's national insurance is included, plus 14 per cent of salary for employer's contribution to superannuation.
C. Qualifications	£58,351 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> Consultants spend 2 years as a foundation house officer and 6 years as a specialty registrar in a hospital setting. <sup>4</sup> See schema 19 for more details.
D. Overheads		Taken from NHS Foundation Trusts: Consolidated Accounts 2013/14. <sup>5</sup> See Preface for more information.
Management, administration and estates staff	£23,613 per year	Management and other non-care staff costs are 20.9 per cent of direct care salary costs and include administration and estates staff.
Non-staff	£55,247 per year	Non-staff costs are 48.9 per cent of direct care salary costs. They include costs to the provider for drugs, office, travel/transport, publishing, training courses and conferences, supplies and services (clinical and general), and utilities such as water, gas and electricity.
E. Capital overheads	£5,101 per year	Based on the new-build and land requirements of NHS hospital facilities. <sup>6,7</sup> 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 1,838 hours per year: 225 working days minus sickness absence and training/study days as reported for NHS staff groups. <sup>8</sup> The 2006 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. <sup>9</sup>
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.
London multiplier	1.14 x (A to B) 1.56 x E	Allows for the higher costs associated with London compared to the national average cost. <sup>6,7,10</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 2014/2015 (costs including qualifications given in brackets)</b>		
£107 (£139) per contract hour.		

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

<sup>2</sup> Health & Social Care Information Centre (2015) NHS staff earnings estimates to June 2015 (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> NHS Foundation Trusts: *Consolidated Accounts 2013/14*. <https://www.gov.uk/government/publications/nhs-foundation-trusts-consolidated-accounts-201314> [accessed 19 October 2015].

<sup>6</sup> Building Cost Information Service (2015) *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.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>9</sup> Information Centre (2006) *New consultant contract: implementation survey*, Information Centre, London.

<sup>10</sup> Monitor (2013) *A guide to the Market Forces Factor*, <https://www.gov.uk/government/publications/guide-to-the-market-forces-factor-201415> [accessed 1 December 2015].