

IV. HOSPITAL-BASED HEALTH CARE STAFF

12. Hospital-based scientific and professional staff

The table overleaf provides the unit costs for hospital-based scientific and professional staff, and replaces the individual schema previously found in this section. 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>. Examples of roles by band are shown below and in more detail by job type in Schema 17. Reference should also be made to the explanatory notes when interpreting the unit costs.

Job titles by band	
Band 2	Clinical support worker (Physiotherapy, Occupational therapy, Speech and language therapy).
Band 3	Clinical support worker, (higher level) (Physiotherapy, Occupational therapy, Speech and language therapy).
Band 4	Occupational therapy technician, Speech and language therapy assistant/associate practitioner, Podiatry technician, Clinical psychology assistant practitioner, Pharmacy technician.
Band 5	Physiotherapist, Occupational therapist, Speech and language therapist, Podiatrist, Clinical psychology assistant practitioner (higher level), Counsellor (entry level).
Band 6	Physiotherapist specialist, Occupational therapist specialist, Speech and language therapist specialist, Podiatrist specialist, Clinical psychology trainee, Counsellor, Pharmacist, Arts therapist (entry level).
Band 7	Physiotherapist (advanced), Specialist physiotherapist (respiratory problems), Specialist physiotherapist (community), Physiotherapy team manager, Speech and language therapist (advanced), Podiatrist (advanced), Podiatry team manager, Clinical psychologist, Counsellor (specialist), Arts therapist.
Band 8a	Physiotherapist principal, Occupational therapist principal, Speech and language therapist principal, Podiatrist principal.
Band 8a-b	Physiotherapist consultant, Occupational therapist consultant, Clinical psychologist principal, Speech and language therapist principal, Podiatric consultant (surgery), Arts therapist principal.
Band 8a-c	Counsellor professional manager, Counsellor consultant, Consultant speech and language therapist.
Band 8c-d	Clinical psychologist consultant, Podiatric consultant (surgery), Head of arts therapies, Arts therapies consultant.
Band 8d-9	Clinical psychologist consultant (professional), Lead/head of psychology services, Podiatric consultant (surgery), Head of service.

12. Hospital-based scientific and professional staff

A Wages/salary

Based on the mean full-time equivalent basic salary for Agenda for Change (AfC) bands 4-9 of the May 2018/April 2019 NHS staff earnings estimates for allied health professionals.¹ See *NHS terms and conditions of service handbook* for information on payment for unsocial hours.² The Electronic Staff Records (ESR) system shows that the mean basic salary for all physiotherapists is £34,731; occupational therapists, £33,442; speech and language therapists, £34,892; dietitians, £34,810; and radiographers (diagnostic and therapeutic), £34,386.

B Salary oncosts

Employer's national insurance is included, plus 14.38 per cent of salary for employer's contribution to superannuation.

C Qualification costs

See Section V for detailed information on qualifications for each category of scientific and professional staff. These costs have been calculated using the method described in Netten et al. (1998).³ Current cost information has been gathered from various sources (see Schema 18). To calculate the cost per hour including qualifications for each profession, the appropriate expected annual cost shown in Chapter 18 should be divided by the number of working hours. This can then be added to the cost per working hour.

Note that the cost of the clinical placement for pharmacists has been provided by Dr Lynne Bollington.⁴ 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 foundation trusts accounts: consolidated (FTC) files 2014/2015*.⁵ Management and other non-care staff costs were 24.2 per cent of direct care salary costs and included administration and estates staff. Non-staff costs were 43.1 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.^{6,7}

F Working time

Working hours for each AfC band have been calculated by deducting sickness absence days as reported for NHS staff groups⁸ and training/study days from 225 working days per annum.

H Ratio of direct to patient-related time

See previous editions for time spent on patient-related activities. See also Section V for information on a PSSRU survey carried out in 2014/2015 providing estimates of time use for hospital-based staff.

London and non-London multipliers

See information produced by NHS Employers⁹ and NHS Improvement¹⁰ for information on Inner and Outer London supplements and the market forces factor (MFF) which estimates the unavoidable cost differences between healthcare providers, based on their geographical location.

¹ NHS Digital (2019) *NHS staff earnings estimates, 12-month period from May 2018 – April 2019* (not publicly available), NHS Digital, Leeds.

² NHS Employers (2018) *NHS Terms and Conditions of Service Handbook*, NHS Employers, London. <http://www.nhsemployers.org/tchandbook> [accessed 25 September 2018].

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 Monitor (2016) *NHS Foundation Trusts: Consolidation (FTC) files 2014/15*, <https://www.gov.uk/government/publications/nhs-foundation-trust-accounts-consolidation-ftc-files-201415> [accessed 9 October 2017]

⁶ Building Cost Information Service (2017) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

⁷ Ministry of Housing, Communities & Local Government (2018) *Land value estimates for policy appraisal 2017*, <https://www.gov.uk/government/publications/land-value-estimates-for-policy-appraisal-2017> [accessed 25 September 2018]

⁸ NHS Digital, NHS sickness absence rates, January 2019 to March 2019 and Annual Summary 2010-11 to 2018-19, NHS Digital, London. <https://digital.nhs.uk/data-and-information/publications/statistical/nhs-sickness-absence-rates/january-2019-to-march-2019-and-annual-summary-2010-11-to-2018-19> [accessed 1 October 2019]

⁹ NHS Employers (2019) Annex 9: High cost area supplements, <https://www.nhsemployers.org/tchandbook/annex-4-to-10/annex-9-high-cost-area-supplements> [accessed 1 October 2019].

¹⁰ NHS Improvement (2019) 2019/20 payment reform proposals, <https://improvement.nhs.uk/resources/201920-payment-reform-proposals/> [accessed 1 October 2019].

12. Hospital-based scientific and professional staff

This table provides the annual and unit costs for hospital-based scientific and professional staff. See notes facing for assistance in interpreting each cost item and the beginning of this chapter for examples of roles in each band. See also Excel database on the PSSRU website. **Please note that there are no staff on Bands 1-3 for this staff group.**

Refer to notes on facing page for references	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
A Wages/salary	£22,256	£24,212	£32,686	£40,180	£47,987	£57,495	£67,818	£81,836	£100,075
B Salary on-costs	£5,109	£5,660	£8,048	£10,160	£12,360	£15,040	£17,362	£21,899	£27,039
C Qualifications (see notes)									
D Overheads									
Management, admin and estates staff	£6,622	£7,229	£9,858	£12,182	£14,604	£17,553	£20,614	£25,104	£30,761
Non-staff	£11,794	£12,875	£17,557	£21,697	£26,010	£31,262	£36,713	£44,710	£54,786
E Capital overheads									
-physiotherapists/OTs	£6,582	£6,582	£6,582	£6,582	£6,582	£6,582	£6,582	£6,582	£6,582
-radiographers	£9,650	£9,650	£9,650	£9,650	£9,650	£9,650	£9,650	£9,650	£9,650
-dietitians/speech and language therapists (or other professionals with a small treatment space or sharing facilities).	£5,362	£5,362	£5,362	£5,362	£5,362	£5,362	£5,362	£5,362	£5,362
F Travel									
G Working time	43.2 (1,618 hours) per year, 37.5 hours per week	42.6 (1,599 hours) per year, 37.5 hours per week	42.6 (1,599 hours) per year, 37.5 hours per week	42.6 (1,599 hours) per year, 37.5 hours per week	42.6 (1,599 hours) per year, 37.5 hours per week	42.6 (1,599 hours) per year, 37.5 hours per week	42.6 (1,599 hours) per year, 37.5 hours per week	42.6 (1,599 hours) per year, 37.5 hours per week	42.6 (1,599 hours) per year, 37.5 hours per week
H Ratio of direct to indirect time	See note	See note	See note	See note	See note	See note	See note	See note	See note
London/non-London multiplier	See note	See note	See note	See note	See note	See note	See note	See note	See note
Unit costs available 2018/2019									
Cost per working hour									
-physiotherapists/OTs	£32	£35	£47	£57	£67	£80	£93	£113	£137
-radiographers	£34	£37	£49	£59	£69	£82	£95	£115	£139
-dietitians/speech and language therapists	£32	£35	£46	£56	£66	£79	£92	£112	£136

13. Hospital-based nurses

The table overleaf provides the unit costs for hospital nurses bands 2-9 and replaces the individual schema previously found in this section. 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 below for examples of roles in each band.

Job titles by band	
Band 2	Clinical support worker nursing (hospital)
Band 3	Clinical support worker higher level nursing (hospital/mental health)
Band 4	Nurse associate practitioner acute, Nursery nurse (neonatal)
Band 5	Nurse, Nurse (mental health)
Band 6	Nurse specialist/team leader
Band 7	Nurse advanced/team manager
Band 8a	Modern matron
Bands 8a-c	Nurse consultant
Bands 8c-8d & 9	Nurse/Midwife consultant higher level

13. Hospital-based nurses

A Wages/salary

Based on the mean full-time equivalent basic salary for Agenda for Change (AfC) bands 2-9 of the May 2018/April 2019 NHS staff earnings estimates for nurses.¹ See *NHS terms and conditions of service handbook* for information on payment for unsocial hours.² The Electronic Staff Records (ESR) system shows that the mean basic salary for all staff nurses is £31,117; matrons is £47,576; and nurse managers is £49,612.

B Salary oncosts

Employer's national insurance is included, plus 14.38 per cent of salary for employer's contribution to superannuation

C Qualification costs

See Section V for detailed information on qualifications for each grade of hospital-based nurses. These costs have been calculated using the method described in Netten et al. (1998).³ Current cost information has been gathered from various sources (see Schema 18). To calculate the cost per hour including qualifications for each grade, the appropriate expected annual cost shown in Chapter 18 should be divided by the number of working hours. This can then be added to the cost per working hour.

D Overheads

Taken from *NHS foundation trusts accounts: consolidated (FTC) files 2014/15*.⁴

Management and other non-care staff costs were 24.2 per cent of direct care salary costs and included administration and estates staff.

Non-staff costs were 43.1 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.^{5,6}

F Working time

Working hours for each AfC band have been calculated by deducting sickness absence days as reported for NHS staff groups⁷ and training/study days from 225 working days per annum.

G Ratio of direct to patient-related time

Taken from the McKinsey report commissioned by the Department of Health in 2009,⁸ hospital nurses are estimated to spend 41 per cent of their time on patient care, and 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. As this report did not specify which AfC Bands these ratios apply to, the cost per hour of patient contact has been calculated only for Bands 5 and 6.

¹ NHS Digital (2019) *NHS staff earnings estimates, 12-month period from May 2018 – April 2019* (not publicly available), NHS Digital, Leeds.

² NHS Employers (2018) *NHS Terms and Conditions of Service Handbook*, NHS Employers, London. <http://www.nhsemployers.org/tchandbook> [accessed 25 September 2018].

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 Monitor (2016) *NHS Foundation Trusts: Consolidation (FTC) files 2014/15*, <https://www.gov.uk/government/publications/nhs-foundation-trust-accounts-consolidation-ftc-files-201415> [accessed 17 October 2016]

⁵ Building Cost Information Service (2017) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London

⁶ Ministry of Housing, Communities & Local Government (2018) *Land value estimates for policy appraisal 2017*, <https://www.gov.uk/government/publications/land-value-estimates-for-policy-appraisal-2017> [accessed 25 September 2018].

⁷ NHS Digital, NHS sickness absence rates, January 2019 to March 2019 and Annual Summary 2010-11 to 2018-19, NHS Digital, London. <https://digital.nhs.uk/data-and-information/publications/statistical/nhs-sickness-absence-rates/january-2019-to-march-2019-and-annual-summary-2010-11-to-2018-19> [accessed 1 October 2019]

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

13. Hospital-based nurses

This table provides the annual and unit costs for hospital-based nurses (see the notes facing for assistance in interpreting each cost item). See also the beginning of this chapter for examples of roles in each band. See also Excel database on the PSSRU website. **Please note that there are no staff on Bands 1-3 for this staff group.**

Hospital-based nurses									
Refer to notes on facing page for references	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
A Wages/salary	£20,628	£26,894	£33,411	£39,994	£47,176	£56,102	£65,739	£77,494	£92,329
B Salary oncosts	£4,650	£6,416	£8,252	£10,108	£12,132	£14,647	£17,363	£20,675	£24,856
C Qualifications (see notes)									
D Overheads									
Management, admin and estates staff	£6,117	£7,864	£9,828	£11,837	£13,990	£16,716	£19,610	£23,111	£27,528
Non-staff	£10,895	£14,006	£17,504	£21,082	£24,917	£29,770	£34,926	£41,161	£49,028
E Capital overheads	£2,339	£3,462	£3,462	£3,462	£3,462	£3,462	£3,462	£3,462	£3,462
F Working time	42.3 weeks (1,589 hours) per year, 37.5 hours per week	42 weeks (1,573 hours) per year, 37.5 hours per week	42 weeks (1,573 hours) per year, 37.5 hours per week	42 weeks (1,573 hours) per year, 37.5 hours per week	42 weeks (1,573 hours) per year, 37.5 hours per week	42 weeks (1,573 hours) per year, 37.5 hours per week	42 weeks (1,573 hours) per year, 37.5 hours per week	42 weeks (1,573 hours) per year, 37.5 hours per week	42 weeks (1,573 hours) per year, 37.5 hours per week
G Ratio of direct to indirect time on :									
Face to face contacts	N/A	1:1.44	1:1.44	1:1.44	N/A	N/A	N/A	N/A	N/A
Cost per working hour	£28	£38	£47	£55	£65	£77	£91	£107	£127
Cost per hour of patient contact	-	£92	£113	-	-	-	-	-	-

14. Hospital-based doctors

The table overleaf provides the unit costs for hospital doctors and replaces the individual schema previously found in this section. Reference should be made to the explanatory notes when interpreting the unit costs. See below for examples of work performed under each title.

Work performed under each job title	
Foundation doctor FY1 Foundation doctor FY2	Foundation doctors are a grade of medical practitioner undertaking a two-year, general postgraduate medical training programme which forms the bridge between medical school and specialist/general practice training. They have the opportunity to gain experience in a series of posts in a variety of specialty and healthcare settings. ¹
Registrar	A registrar is a specialist in training for medical consultancy. ²
Associate specialist	An associate specialist grade is normally reached by doctors taking a non-consultant career path involving becoming a staff grade after being a foundation doctor. ²
Consultant: medical, surgical and psychiatric	Consultants are senior hospital-based physicians or surgeons who have completed all of their specialist training and been placed on the specialist register in their chosen speciality. A consultant typically leads a team of doctors which comprises specialty registrars and foundation doctors, all training to work in the consultant's speciality, as well as other 'career grade' doctors such as clinical assistants, clinical fellows, speciality doctors, associate specialists and staff grade doctors. ²

¹ NHS, UK (2016) *The Foundation Programme*, <http://www.foundationprogramme.nhs.uk/pages/home>

² Prospects (2016) *Job profile, hospital doctors*, <https://www.prospects.ac.uk/job-profiles/hospital-doctor>

14. Hospital-based doctors

A. Wages/salary

The mean basic salary for hospital doctors has been taken from the May 2018/April 2019 Electronic Staff Record (ESR).¹ See *NHS terms and conditions of service handbook* for information on payment for unsocial hours and shift work.² See Section V for further information on pay scales.

B. Salary oncosts

Employer's national insurance is included plus 14.38 per cent of salary for employer's contribution to superannuation.

C. Qualification costs

See Section V for detailed information on qualifications for each category of hospital doctors. These costs have been calculated using the method described in Netten et al. (1998).³ Current cost information has been gathered from various sources (see Schema 18). For hospital doctors, post-graduate study consists of a two-year Foundation Programme, specialty registrar training involves three years' full-time post-graduate training with at least two of the years in a specialty training programme. Associate specialist training involves at least four years' full-time post-graduate training, and consultants' training requires six years in a specialty hospital setting.⁴

D. Overheads

Taken from *NHS foundation trusts accounts: consolidated (FTC) files 2014/15*.⁵

Management and other non-care staff costs were 24.2 per cent of direct care salary costs and included administration and estates staff.

Non-staff costs were 43.1 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.^{6,7} 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, declining to 3 per cent after 30 years.

F. Working time

Working hours for each Agenda for Change band have been calculated by deducting sickness absence days as reported for NHS staff groups⁸ and training/study days from 225 working days per annum. 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.⁹

G. London and non-London multiplier

See information produced by NHS Employers¹⁰ and NHS Improvement¹¹ for information on Inner and Outer London supplements and the market forces factor (MFF) which estimates the unavoidable cost differences between healthcare providers, based on their geographical location.

¹ NHS Digital (2019) *NHS staff earnings estimates, 12-month period from May 2018 – April 2019* (not publicly available), NHS Digital, Leeds.

² NHS Employers (2018) *NHS Terms and Conditions of Service Handbook*, NHS Employers, London. <http://www.nhsemployers.org/tchandbook> [accessed 25 September 2018]

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

⁵ Monitor (2016) *NHS Foundation Trusts: Consolidation (FTC) files 2014/15*, <https://www.gov.uk/government/publications/nhs-foundation-trust-accounts-consolidation-ftc-files-201415> [accessed 1 October 2019]

⁶ Building Cost Information Service (2017) *Surveys of tender prices*, Royal Institute of Chartered Surveyors, London.

⁷ Ministry of Housing, Communities & Local Government (2018) *Land value estimates for policy appraisal 2017*, <https://www.gov.uk/government/publications/land-value-estimates-for-policy-appraisal-2017> [accessed 25 September 2018].

⁸ NHS Digital, NHS sickness absence rates, January 2019 to March 2019 and Annual Summary 2010-11 to 2018-19, NHS Digital, London. <https://digital.nhs.uk/data-and-information/publications/statistical/nhs-sickness-absence-rates/january-2019-to-march-2019-and-annual-summary-2010-11-to-2018-19> [accessed 1 October 2019]

⁹ Provided by the Department of Health, 2010.

¹⁰ NHS Employers (2019) Annex 9: High cost area supplements, <https://www.nhsemployers.org/tchandbook/annex-4-to-10/annex-9-high-cost-area-supplements> [accessed 1 October 2019].

¹¹ NHS Improvement (2019) 2019/20 payment reform proposals, <https://improvement.nhs.uk/resources/201920-payment-reform-proposals/>. [accessed 1 October 2019].

14. Hospital-based doctors

This table provides the annual and unit costs for hospital-based doctors (see the notes facing for assistance in interpreting each cost item). See also the beginning of this chapter for examples of work performed under each title. See also Excel database on the PSSRU website.

Hospital-based doctors							
Refer to notes on facing page for references	Foundation doctor FY1	Foundation doctor FY2	Registrar	Associate specialist	Consultant: medical	Consultant: surgical	Consultant: psychiatric
A Wages/salary	£27,074	£31,148	£43,157	£84,038	£91,970	£91,522	£93,099
B Salary oncosts	£6,467	£7,615	£10,999	£22,519	£24,755	£24,628	£25,073
C Overheads							
Management, admin and estates staff	£8,117	£9,381	£13,106	£25,787	£28,247	£28,108	£28,598
Non-staff	£14,456	£16,707	£23,341	£45,926	£50,308	£50,061	£50,932
D Capital overheads	£4,737	£4,737	£4,737	£4,737	£6,149	£6,149	£6,149
E Working time	44.5 weeks (2,137 hours) per year 48 hours per week	44.5 weeks (2,137 hours) per year 48 hours per week	42.4 weeks (2,038 hours) per year 48 hours per week	42.5 weeks (1,701 hours) per year 40 hours per week	42.5 weeks (1,841 hours) per year 43.3 hours per week	42.5 weeks (1,841 hours) per year 43.3 hours per week	42.5 weeks (1,841 hours) per year 43.3 hours per week
London multiplier/non-London multiplier	See note	See note	See note	See note	See note	See note	See note
Units costs available 2018/2019							
Cost per working hour	£29	£33	£47	£108	£109	£109	£111
Cost per working hour, 56-hr week	£24	£28	£40	NA	NA	NA	NA
Cost per working hour, 40-hr week	£34	£39	£56	NA	NA	NA	NA