

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

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