

Schema 8.1 Community physiotherapist

Using Reference costs (www.doh.gov.uk/nhsexec/refcosts.htm), the mean average cost for an episode of physiotherapy services for 2002 was £75 with the minimum range for 50% of services being £69 and the maximum £155.

Costs and unit estimation	2002/2003 value	Notes
A. Wages/salary	£25,958 per year	National average salary for a senior 1 grade physiotherapist, based on the mid-point of the April 2002 pay scale. It includes an element to reflect the proportion of staff who receive a London allowance and an allowance of £1,073 for supervising students.
B. Salary oncosts	£ 2,788 per year	Employers' national insurance plus 4 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£ 3,796 per year	The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. ¹⁵¹ See schema 7.5 for more details.
D. Overheads	£ 3,819 per year	Comprises £2,381 for indirect overheads and 5 per cent of salary costs for direct revenue overheads.
E. Capital overheads	£ 1,985 per year	Based on the new build and land requirements of NHS facilities, ^{152/ 153} but adjusted to reflect shared used of both treatment and non-treatment space. Capital costs have been annuitised over sixty years at a discount rate of 3.5 per cent. See editorial. At 6 per cent, the cost would be £3,064.
F. Travel	£2.24 p. visit	Based on expenditure provided by a community trust.
Working time	42 wks p.a., 36 hrs p.w.	Includes 25 days annual leave and 10 days statutory leave. ¹⁵⁴ Assumes 5 study/training days, and 10 days sickness leave. ¹⁵⁵
<i>Ratio of direct to indirect time on:</i> face-to-face contacts clinic contacts home visits	1:0.67 1:0.33 1:0.73	Assuming 50 per cent in patient's own home; 10 per cent in clinics; 20 per cent on non-contact time; and 20 per cent on travel. Information derived from consultation with NHS Trusts.
Length of contacts	30 mins 60 mins	Per clinic contact Per home visit. Based on discussions with Trusts.
Average elderly/short rehabilitation episode	5.2 hours	Williams (see below) estimates the cost of an example episode.
London multiplier	1.13 x (A to D) 1.27 x E	Allows for the higher costs associated with London compared to the national average cost. ¹⁵⁶ Building Cost Information Service and Department of the Environment.
Non-London multiplier	0.93 x (A to D) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. Building Cost Information Service and Department of the Environment.
Unit costs available 2002/2003 (costs including qualifications given in brackets)		
£23 (£25) per hour; £38 (£42) per hour of client contact; £30 (£34) per hour in clinic; £40 (£44) per hour of home visiting; £42 (£46) per home visit; £15 (£17) per clinic visit (includes A to E). Example episode £198 (£220).		

¹⁵¹ 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.

¹⁵² Building Cost Information Service (2003) *Surveys of Tender Prices*, February, BCIS, London.

¹⁵³ Department of the Environment, Transport and the Regions (2003) *Housing and Construction Statistics 1991-2001*, The Stationery Office, London. The appropriate inflator is provided by the DETR on request.

¹⁵⁴ Whitley Councils for the Health Services (Great Britain) (1995) *Pay and Conditions of Service Handbook, Professions allied to medicine and related grades of staff*. (PTA) Council, Department of Health, Leeds.

¹⁵⁵ Williams, J. (1991) *Calculating Staffing Levels in Physiotherapy Services*, Pampas, Rotherham.

¹⁵⁶ Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula

Schema 8.2 Community occupational therapist (health authority)

Using Reference costs (www.doh.gov.uk/nhsexec/refcosts.htm), the mean average cost for Occupational Therapy services for 2002 was £166 with the minimum range for 50% of services being £102 and the maximum £272.

Costs and unit estimation	2002/2003 value	Notes
A. Wages/salary	£25,449 per year	National average salary for a senior 1 grade occupational therapist, based on the mid-point of the April 2002 pay scale. The sum includes an element to reflect the proportion of staff who receive a London allowance and an allowance of £1,073 for supervising students.
B. Salary oncosts	£ 2,726 per year	Employers' national insurance plus 4 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£ 3,664 per year	The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. See schema 7.5 for more details.
D. Overheads	£ 3,790 per year	Comprises £2,381 for indirect overheads and 5 per cent of salary costs for direct revenue overheads.
E. Capital overheads	£ 1,985 per year	Based on the new build and land requirements of NHS facilities, ^{157/158} but adjusted to reflect shared used of both treatment and non-treatment space. Capital costs have been annuitised over sixty years at a discount rate of 3.5 per cent. See editorial. At 6 per cent, the cost would be £3,064.
F. Travel	£2.24 p. visit	Based on expenditure provided by a community trust.
Working time	42 wks p.a., 36 hrs p.w.	Includes 25 days annual leave and 10 days statutory leave. Assumes 5 study/training days, and 10 days sickness leave. ¹⁵⁹
<i>Ratio of direct to indirect time on:</i> face-to-face contacts clinic contacts home visits	1:0.67 1:0.33 1:0.73	Assuming 50 per cent in patient's own home; 10 per cent in clinics; 20 per cent on non-clinical activity time; and 20 per cent on travel. Information derived from consultation with NHS Trusts.
Length of contacts	30 mins 60 mins 5.2 hours	Per clinic contact Per home visit. Per care episode. Based on discussions with Trusts.
London multiplier	1.14 x (A to D) 1.27 x E	Allows for the higher costs associated with London compared to the national average cost. ¹⁶⁰ Building Cost Information Service and Department of the Environment.
Non-London multiplier	0.93 x (A to D) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. Building Cost Information Service and Department of the Environment.
Unit costs available 2002/2003 (costs including qualifications given in brackets)		
£22 (£25) per hour; £37 (£41) per hour of client contact; £30 (£33) per hour in clinic; £39 (£43) per hour of home visiting; £41 (£45) per home visit; £15 (£17) per clinic visit (includes A to E). £195 (£216) per care episode.		

¹⁵⁷ Building Cost Information Service (2003) *Surveys of Tender Prices*, February, BCIS, London.

¹⁵⁸ Department of the Environment, Transport and the Regions (2003) *Housing and Construction Statistics 1991-2001*, The Stationery Office, London. The appropriate inflator is provided by the DETR on request.

¹⁵⁹ Data provided by the DH health authority personnel division.

¹⁶⁰ Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.

Schema 8.3 Community speech and language therapist

Costs and unit estimation	2002/2003 value	Notes
A. Wages/salary	£23,778 per year	National average salary for a grade 2 speech and language therapist, based on the April 2002 pay scales. The sum includes an element to reflect the proportion of staff who receive a London allowance.
B. Salary oncosts	£ 2,520 per year	Employers' national insurance plus 4 per cent of salary for employers' contribution to superannuation.
C. Qualifications	£ 3,931 per year	The equivalent annual cost of pre-registration education after the total investment cost has been annuitised over the expected working life. ¹⁶¹ See schema 7.5 for more details.
D. Overheads	£ 3,696 per year	Comprises £2,381 for indirect overheads and 5 per cent of salary costs for direct revenue overheads.
E. Capital overheads	£ 1,985 per year	Based on the new build and land requirements of NHS facilities, ^{162/163} but adjusted to reflect shared used of both treatment and non-treatment space. See editorial for changes from previous years' rates. Capital costs have been annuitised over sixty years at a discount rate of 3.5 per cent. See editorial. At 6 per cent, the cost would be £3,064.
F. Travel	£2.24 p. visit	Based on expenditure provided by a community trust.
Working time	42 wks p.a., 36 hrs p.w.	Includes 25 days annual leave and 10 statutory leave days. Assumes 5 study/training days, and 10 days sickness leave. ¹⁶⁴
<i>Ratio of direct to indirect time on:</i> patient contacts clinic contacts home visits	1:0.67 1:0.33 1:0.73	Assuming 50 per cent of time in patient's own home, 10 per cent in clinics, 20 per cent on non-clinical activity and 20 per cent on travel. Information derived from consultation with NHS Trusts.
Length of contacts	30 mins 60 mins	Per clinic contact Per home visit. Based on discussions with Trusts.
London multiplier	1.14 x (A to D) 1.27 x E	Allows for the higher costs associated with London compared to the national average cost. ¹⁶⁵ Building Cost Information Service and Department of the Environment.
Non-London multiplier	0.93 x (A to D) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. Building Cost Information Service and Department of the Environment.
Unit costs available 2002/2003 (costs including qualifications given in brackets)		
£21 (£24) per hour; £35 (£40) per hour of client contact; £28 (£32) per hour in clinic; £37 (£41) per hour of home visiting; £39 (£43) per home visit; £14 (£16) per clinic visit (includes A to E).		

¹⁶¹ 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.

¹⁶² Building Cost Information Service (2003) *Surveys of Tender Prices*, February, BCIS, London.

¹⁶³ Department of the Environment, Transport and the Regions (2003) *Housing and Construction Statistics 1991-2001*, The Stationery Office, London. The appropriate inflator is provided by the DETR on request.

¹⁶⁴ Department of Health Advance Letter (SP) 5/91, Appendix F.

¹⁶⁵ Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.

Schema 8.4 Community chiropodist

Using Reference costs (www.doh.gov.uk/nhsexec/refcosts.htm), the mean average cost for chiropody/podiatry services for 2002 was £20 with the minimum range for 50 per cent of services being £16 and the maximum £26.

Costs and unit estimation	2002/2003 value	Notes
A. Wages/salary	£21,297 per year	National average salary for a grade 2 chiropodist, based on the April 2002 pay scales. The sum includes an element to reflect the proportion of staff who receive a London allowance.
B. Salary oncosts	£ 2,215 per year	Employers' national insurance plus 4 per cent of salary for employers' contribution to superannuation.
C. Qualifications		Qualification costs are not available.
D. Overheads	£ 3,557 per year	Comprises £2,381 for indirect overheads and 5 per cent of salary costs for direct revenue overheads.
E. Capital overheads	£ 1,985 per year	Based on the new build and land requirements of NHS facilities, ^{166/167} but adjusted to reflect shared used of both treatment and non-treatment space. See editorial for changes from previous years' rates. Capital costs have been annuitised over sixty years at a discount rate of 3.5 per cent. See editorial. At 6 per cent, the cost would be £3,064.
F. Travel	£1.17 per visit	Taken from Netten ¹⁶⁸ and inflated using the retail price index.
Working time	42 wks p.a., 36 hrs p.w.	Includes 25 days annual leave and 10 statutory leave days. Assumes 5 study/training days, and 10 days sickness leave. ¹⁶⁹
<i>Ratio of direct to indirect time on: client contact</i>		No information available. Costs are based on the number of visits per week.
Average number of visits per week	40 75	Domiciliary visits Clinic visits. Information provided by an NHS Trust
London multiplier	1.13 x (A to D) 1.27 x E	Allows for the higher costs associated with London compared to the national average cost. ¹⁷⁰ Building Cost Information Service and Department of the Environment.
Non-London multiplier	0.93 x (A to D) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. Building Cost Information Service and Department of the Environment.
Unit costs available 2002/2003		
£19 per hour; £17 per home visit; £9 per clinic visit (includes A to E).		

¹⁶⁶ Building Cost Information Service (2003) *Surveys of Tender Prices*, February, BCIS, London.

¹⁶⁷ Department of the Environment, Transport and the Regions (2003) *Housing and Construction Statistics 1991-2001*, The Stationery Office, London. The appropriate inflator is provided by the DETR on request.

¹⁶⁸ Netten, A. (1992) Some cost implications of Caring for People: interim report, Discussion Paper 809/4, Personal Social Services Research Unit, University of Kent.

¹⁶⁹ Data provided by the DH health authority Personnel division.

¹⁷⁰ Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.

Schema 8.5 Clinical psychologist

Costs and unit estimation	2002/2003 value	Notes
A. Wages/salary	£33,193 per year	National average salary for a clinical psychologist, based on the mid-point of the April 2002 pay scale.
B. Salary oncosts	£ 3,775 per year	Employers' national insurance plus 4 per cent of salary for employers' contribution to superannuation.
C. Qualifications		Qualification costs are not available.
D. Overheads	£ 4,230 per year	Comprises £2,381 for indirect overheads and 5 per cent of salary costs for direct revenue overheads.
E. Capital overheads	£1,713 per year	Based on the new build and land requirements of NHS facilities, ^{171/ 172} but adjusted to reflect shared used of both treatment and non-treatment space. See editorial for changes from previous years' rates. Capital costs have been annuitised over sixty years at a discount rate of 3.5 per cent. See editorial. At 6 per cent, the cost would be £2,643.
F. Travel	£1.17 per visit	Taken from Netten ¹⁷³ and inflated using the Retail Price Index.
Working time	41 wks p.a., 36 hrs p.w.	Includes 30 days annual leave and 10 days statutory leave. Assumes 5 study/training days, and 10 days sickness leave. ¹⁷⁴
Ratios of: professional outputs to support activities	1:0.3	Five types of 'chargeable service' have been distinguished ¹⁷⁵ : clinical work with patients; clinical consultancy and project work; service organisation and development; teaching and supervision; and research and service evaluation. Mental health psychologists spend 40 per cent of their time on client contact. The relationship between the five types of chargeable service and other 'supporting activities' is similar for both types of psychologist. The multiplier used in the schema to reflect this variety of outputs is based on mental health psychologists.
London multiplier	1.08 x (A to D) 1.25 x E	Allows for the higher costs associated with London compared to the national average cost. ¹⁷⁶ Building Cost Information Service and Department of the Environment.
Non-London multiplier	0.93 x (A to D) 0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. Building Cost Information Service and Department of the Environment.
Unit costs available 2002/2003		
£29 per hour; £66 per hour of client contact; £38 per professional chargeable hour (includes A to E). Travel £1.17 per visit.		

¹⁷¹ Building Cost Information Service (2003) *Surveys of Tender Prices*, February, BCIS, London.

¹⁷² Department of the Environment, Transport and the Regions (2003) *Housing and Construction Statistics 1991-2001*, The Stationery Office, London. The appropriate inflator is provided by the DETR on request.

¹⁷³ Netten, A. (1992) Some cost implications of Caring for People: interim report, Discussion Paper 809/4, Personal Social Services Research Unit, University of Kent.

¹⁷⁴ Data provided by the DH health authority personnel division.

¹⁷⁵ Cape J., Pilling, S. & Barker, C. (1993) Measurement and costing of psychology services, *Clinical Psychology Forum*, October.

¹⁷⁶ Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.

Schema 8.6 Community pharmacist

Costs and unit estimation	2002/2003 value	Notes
A. Wages/salary	£40,000 per year	Based on information provided by the Guild of Healthcare Pharmacists for 2002/2003. ¹⁷⁷ Examples of salaries in community pharmacy have been offered of around £35,000 for newly qualified pharmacists and salaries of £45,000 plus after only a few years of service. Pharmacists who commit to working in Emergency also receive an emergency duty commitment allowance of £2,297 per annum.
B. Salary oncosts	£ 4,851 per year	Employers' national insurance plus 4 per cent of salary for employers' contribution to superannuation.
C. Qualifications Pre-registration training: Post graduate training :	£ 5,170 per year	The equivalent annual cost of pre-registration education. The investment costs of a four year masters degree plus one year pre-registration training. The total investment cost has been annuitised over the expected working life. ^{178/179} The investment costs of education should always be included when evaluating the cost-effectiveness of different approaches to using health service staff as it is important to include all the costs implicit in changing the professional mix. The investment costs for pre-registration are borne partly by the HEFCE and by practitioners provided by the NHS. Community employers cover the cost for the Pre-registration training year with some help from the Department of Health. A postgraduate diploma is available for community pharmacists but this would be taken in their own time and there is no available data on the proportion of pharmacists who undergo this. See schema 12.6 on Hospital Pharmacists for this cost.
D. Overheads	£ 4,624 per year	Comprises £2,381 for indirect overheads and 5 per cent of salary costs for direct revenue overheads.
E. Capital overheads	£ 899 per annum	Based on the new build and land requirements of a pharmacy, ^{180/ 181} plus additional space for shared facilities. Capital costs have been annuitised over sixty years at a discount rate of 3.5 per cent. See editorial. At 6 per cent, the cost would be £1,387.
F. Travel	£1.17 p. visit	Taken from Netten ¹⁸² and inflated using the retail price index.
Working time	42 wks p.a, 40 hrs p.w.	Includes 25 days annual leave and 10 statutory leave days. Assumes 5 study/training days, and 10 days sickness leave.
<i>Ratio of direct to indirect time on:</i> Direct clinical activities Patient related activities	1:1.50 1:0.25	Ratios are estimated on the basis that 40 per cent of time is spent on direct clinical activities (includes advice to patients and travel), 40 per cent of time on dispensary service activities and 20 per cent of time on non clinical activities.
London multiplier	1.50 x E	Allows for the higher costs associated with London compared to the national average cost. ¹⁸³ Building Cost Information Service and Department of the Environment.
Non-London multiplier	0.97 x E	Allows for the lower costs associated with working outside London compared to the national average cost. Building Cost Information Service and Department of the Environment.
Unit costs available 2002/2003 (costs including qualifications given in brackets)		
£30 (£33) per hour (includes travel), £75 (£83) per hour of direct clinical activities (includes travel to visits), £37 (£41) per patient related activities.		

¹⁷⁷ <http://www.ghp.org.uk>.

¹⁷⁸ 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.

¹⁷⁹ Research carried out by the Royal Pharmaceutical Society of Great Britain.

¹⁸⁰ Building Cost Information Service (2003) *Surveys of Tender Prices*, February, BCIS, London.

¹⁸¹ Department of the Environment, Transport and the Regions (2003) *Housing and Construction Statistics 1991-2001*, The Stationery Office, London. The appropriate inflator is provided by the DETR on request.

¹⁸² Netten, A. (1992) Some cost implications of Caring for People: interim report, Discussion Paper 809/4, Personal Social Services Research Unit, University of Kent.

⁷ Provisional and unpublished analysis using data from the Department of Health's weighted capitation formula.