

Nurses Pay:

Occupational comparisons
Labour Force Survey analysis 2008

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Employment Research Ltd

Employment Research Ltd is an independent research consultancy formed in 1995. The consultancy undertakes a range of research and evaluation, and for the last five years Employment Research Ltd has undertaken the annual RCN Employment Survey and conducted the RCN *Working Well* survey.

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Public Sector Pay: Labour Force Survey analysis 2008

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Key Findings

This paper is based on analysis of the Labour Force Survey (January-March 2008) focusing on the pay and working hours of nurses and midwives in comparison with other public sector professions/occupations. This paper updates similar data provided in 2006 and makes comparisons between 2008 and 2006.

In 2006 five occupations provided the main focus of the research: qualified nurses and midwives (575,000 covered in data set this year), nursing auxiliaries/assistants (220,000), qualified primary teachers (395,000), qualified secondary teachers (388,000), police officers (sergeant and below, 182,000) and police officers (inspector up 16,000). This year three further occupations have been included in the analysis, in order to provide further context for nursing pay levels in occupations that can be seen as possible career choices for those who enter nursing: residential care managers (59,000), hospital managers (79,000), social workers (106,000) and social services managers (43,000).

In relation to the earnings of nurses and midwives the following represent the key findings (comparisons are made only for public sector respondents – bar residential care managers where private sector respondents are also included). The earnings presented in this report are predominantly hourly rates. This is to ensure that comparisons between occupations are not skewed by different rates of part-time working:

Aggregate earnings levels

- In Jan-Mar 2008 the LFS estimates that nurses and midwives in the public sector mean gross (total pay before tax but including additions to basic pay) hourly earnings are £13.48 per hour. This is 6% higher than the equivalent figure reported in 2006. The median figure in 2008 (£12.87 per hour) is 4.6% higher than the 2006 figure.
- The earnings levels reported in the LFS for nurses compare unfavourably with the other occupations covered in this research. Comparing mean earnings levels in January to March 2008 with the equivalent time period in 2006, social workers earn on average (mean) 10% more than nurses and midwives, primary teachers earn 24% more than nurses and secondary teachers earn 33% more than nurses.
- Within the health sector, on average hospital managers earn 38% more than nurses and midwives but residential care managers earn more or less the same as public sector nurses and midwives.
- Nursing auxiliaries/assistants mean gross hourly earnings are £8.86 per hour some 8% (mean) more than in 2006. The median figure is £8.18 per hour 9% more than the figure reported in 2006.

Supervisory and management responsibility

- Nurses and midwives (78%, 2006 77%) are more likely to have supervision responsibility than teachers (both primary (60%) and secondary (54%)), social workers (37%) and police officers (Sgt and below, 33%). Fewer nurses and midwives though have supervisory responsibility when compared to hospital managers (92%) and residential care managers (95%).
- Nurses and midwives with supervision responsibility earn on average £13.59 per hour approximately 4% more than nurses and midwives without these responsibilities.
- Nurses and midwives **with** supervisory responsibilities earn less than social workers, teachers and police officers **without** such responsibilities.

- A third of nurses (33%) have managerial responsibilities and the average earnings of this group is £14.35 per hour (2% more than the equivalent figure in 2006), again this is less than social workers and teachers with no supervision responsibility.
- Almost all residential care managers have management responsibility but, unlike the other professional groups, this is not reflected in significantly higher earnings. For nurses and midwives, those with managerial responsibility earn, on average, 16% more than nurses with no supervisory/managerial responsibility and secondary teachers with management responsibility earn 20% more than their colleagues with no management responsibility.

Experience (age related factors)

- Comparing earnings by age group, so as to eliminate some of the demographic differences between the professions, 40-49 year old teachers in primary and secondary education earn 30% and 34% respectively more than nurses and midwives. This gap widens from the younger age groups to the older, suggesting experience is rewarded relatively more in teaching than in nursing.
- Although the numbers are small and less reliable older nurses working residential care homes earn less than their younger colleagues.

Nursing auxiliaries/assistants

- Nursing auxiliaries/assistants are an important group in the healthcare workforce, particularly given the increased volume and range of care provided by these staff in many settings. The average earnings levels of this group (£8.86 per hour) are the lowest of the occupational groups covered in the analysis.
- One in five nursing auxiliaries/assistants has supervisory responsibility and the average earnings of this group is £10.98 per hour.
- Nursing auxiliaries/assistants also have the lowest levels of earnings progression as measured by age with those aged 50 plus earning just 12% more than those aged under 30, compared with a similar differential of 30% among nurses and midwives and 39% among police officers (sergeant and below).
- Nursing auxiliaries/assistants work more paid overtime than the other groups (5.2 hours in the last recorded week) but less unpaid overtime.

Sectoral factors

- Nurses in the NHS and public sector earn more than nurses in the private sector (NHS mean £13.40, other public sector £14.30 and private sector £12.37).
- Within the NHS, nurses in community settings (i.e. in LFS terms, non-hospital related activities) earn average mean gross hourly earnings of £14.57 while in hospital-based settings the equivalent is £12.99 per hour.

Overtime

- The LFS estimates that nearly a half of nurses and midwives receive additions to their basic pay, similar proportion of police officers (58%) but more than teachers.
- Police officers are more likely to be paid overtime in addition to their basic pay, while more nurses are made payments for unsocial hours.

Changes since 2006/2004

- The LFS estimates that the gross pay of nurses and midwives increased by approximately 6% between 2006 and 2008, similar to teachers but more than for police officers.

1. Introduction

As part of its submission to the 2008/9 Pay Review Body the RCN wanted to provide some external national data addressing nursing pay levels and issues. This analysis was to update and extend similar analysis undertaken in Summer 2006. Following discussions with Employment Research it was decided that analysis of the Labour Force Survey would be undertaken to examine current pay differentials between nursing and other public sector professions and explore change from 2004 and 2006. This year the coverage was extended to include social workers, residential care managers, hospital managers and social services managers.

The analysis provides some means to benchmark changing pay levels/differentials. This short report highlights key findings from this analysis. The following section introduces the Labour Force Survey and the key variables covered in this analysis.

The Labour Force Survey

The Labour Force Survey is conducted quarterly (since 1992) by the Social and Vital Statistics Division of the Office of National Statistics (ONS), providing detailed labour market information on a variety of labour market issues.

The survey seeks information on individuals' employment circumstances and their labour market status during a specific reference period, normally a period of one week or four weeks (depending on the topic) immediately prior to the interview.

The LFS is carried out under a European Union Directive and uses internationally agreed constructs and definitions.

The main advantages of LFS analysis are:

- Large sample sizes. Minimum reliable estimates can be provided for population sub groups over 10,000 and for pay information minimum sub group sizes are 25,000¹.
- Continuity and consistency in data collection and methodology. This enables reliable monitoring to be carried out over time and comparisons to be made with previous surveys.
- Possibility of comparisons with other professional groups/occupations/sectors or across the economy as a whole.
- Possibility of international comparison using the European Labour Force Surveys.
- Provision of pay and income data, which is notoriously difficult to collect via sample surveys.

¹ Where estimates are considered unreliable these are presented in the tables in italics.

Coverage of this analysis

The Labour Force Survey collects data on a wide variety of variables but for the purposes of this report the research focused on the following key variables:

Dependent variables

1. **Income/earnings** can be provided covering hourly, weekly, monthly and annually (basic and take home). After exploratory analysis it was decided to focus the review on hourly rates. This is primarily because of the different employment patterns between nurses, teachers and police i.e. nursing contains a higher proportion of part-time staff than teaching and especially the police. This analysis also covered overtime rates inclusions in gross pay i.e. unsocial hours payments etc.
2. **Hours worked in last week** including working hours part-time/full-time, basic, actual and overtime. Also covers paid/unpaid overtime.
3. **Second jobs** whether or not have one, type of job (income in second job). This analysis found there to be a much lower than expected rate of second jobs among nurses. This is being explored further to establish the differences between the RCN Annual Employment Survey and the Labour Force Survey.

Independent variables

1. Nurses compared to other professions (public sector only). This includes:
 - a. Nurses/midwives: health associate professionals
 - b. Assistant/auxiliary nurses: health and related occupations
 - c. Primary teachers
 - d. Secondary teachers
 - e. Police officers (sergeant and below)
 - f. Police officers (inspector and above)
 - g. Social workers
 - h. Hospital managers
 - i. Social services managers
 - j. Residential care managers
2. Responsibilities: whether or not respondent has managerial/supervisory responsibility.
3. Age breaks.
4. Hospital / community split
5. Public / private sector split within nursing.

The remainder of this report summarises the data to emerge from this analysis and is structured as follows.

Section 2: presents data covering overall numbers within each profession.

Section 3: provides analysis of pay in January-March 2008, providing analysis of differentials between nursing and other public sector professions.

Section 4: looks at working hours and second jobs

Section 5: examines changes in pay between Spring 2004, 2006 and 2008.

2. Numbers and coverage

This section looks at the coverage of the Labour Force Survey (LFS) for the three public sector professions of interest to the research.

Aggregate numbers

In total, the LFS estimates there to be just under 575,000 qualified and practicing nurses and midwives, representing one per cent of the UK workforce. For the purposes of the comparative analyses below there are 220,000 nursing auxiliaries/assistants, approximately qualified and practicing 395,000 primary teachers and 390,000 secondary teachers and 180,000 police officers (sergeant and below) and 16,000 police officers (inspectors and above). In addition, this year our analysis of the survey covers 106,000 social workers, 79,000 hospital managers, 43,000 social services managers and 59,000 residential care managers. In total these public sector professions/occupations account for approximately 7% of the UK workforce.

These figures are all more or less the same as those reported in 2006. The estimates suggest slightly higher numbers of nurses and midwives and teachers.

As mentioned above, the LFS provides reliable labour market estimates for sub-sample sizes of 10,000 and for income/earnings data 25,000 and above. Clearly, there is considerable scope for analysis of these professions bar the senior police officer group² and to a lesser extent the social services managers.

Table 2.1: Aggregate numbers covered by the Labour Force Survey

	Number	% of UK workforce
Nurses/midwives	575,300	2.0
Nursing auxiliary/assistants	220,500	0.7
Residential care managers	58,600	0.2
Hospital managers	78,900	0.3
Teachers (Primary)	395,300	1.3
Teachers (Secondary)	387,600	1.3
Police (Sgt and below)	182,200	0.6
Police (Inspector up)	16,000	0.1
Social workers	106,600	0.4
Social services managers	42,600	0.1
Total	2,063,700	7.0

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Sector

The LFS estimates that approximately 80% of all nurses and midwives are employed in the NHS, 6% in other public/voluntary sector organisations e.g. hospices, schools etc. and 14% in the private sector. More nursing auxiliaries/assistants are employed in the private sector (16%). Among residential care managers 68% work in the private sector, 3% in the NHS and 29% in other public sector/voluntary organisations.

There are a higher proportion of nurses and midwives working in private sector compared to teachers and police officers.

² Data for this group are provided for illustrative purposes but are not analysed in detail. Where 'police officers' are discussed in the report, this refers to police officers (sergeant and below) only. Wherever 'nurses and midwives' are referred to this applies to the qualified group (not auxiliaries/assistant nurses).

Table 2.2: Labour Force Survey numbers by sector – percentages

	% NHS	% other public voluntary sector	% private sector	Base total
Nurses/midwives	79.7	6.0	14.3	574,800
Nursing auxiliary/assistants	76.1	7.6	16.3	220,500
Residential care managers	2.8	28.5	68.7	58,000
Hospital managers	75.3	8.0	16.7	78,900
Teachers (primary)	0.0	91.9	8.1	394,100
Teachers (secondary)	0.0	90.4	9.6	387,100
Police (Sgt and below)	0.0	98.5	1.5	182,200
Police (Inspector up)	0.0	93.0	7.0	16,000
Social workers	10.5	82.5	7.0	106,000
Social services managers	6.1	80.5	13.4	42,600
Total	34.0	53.5	12.5	2,060,200

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

3. Income and earnings

This section examines pay levels as measured in the Jan-Mar 2008 LFS. To ensure compatibility public sector data only are provided for the main professional/occupational groups covered in the analysis. We have however included all residential care managers in the public and private sectors, as this is a key sub group of members within the RCN and most are employed in the private sector. In most tables hourly pay is used, as this provides a more comparable figure between occupations/professions with different levels of part-time/full-time employment. Table 3.1 and Figure 3.1 show the mean and median figures for all employed in each sector.

Table 3.1: Gross³ hourly pay by occupation 2008 – Mean and Median⁴ £

	Mean £	Median £	Base N=
Nurses/midwives	13.48	12.87	472,700
Nursing auxiliary/assistants	8.86	8.18	195,600
Teachers (primary)	16.74	16.30	326,700
Teachers (secondary)	17.96	17.30	363,000
Police (Sgt and below)	14.40	14.68	192,900
Police (Inspector up)	22.50	22.38	16,000
Social workers	14.87	14.79	80,100
Hospital managers	18.64	17.71	61,600
Social services managers	19.28	18.69	31,400
Residential care managers	12.42	12.49	47,400
Total	15.03	14.51	1,754,700

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

³ This includes all pay, pre-tax and other deductions (basic and supplements).

⁴ In subsequent tables for ease of presentation only the mean figure is used. The differences for these occupations are not great with median figures typically about 5% lower than the mean, although for residential care managers the reverse is true with the median figure being slightly higher than the mean.

The Labour force Survey 2008 estimates nurses and midwives average (mean) gross hourly earnings are £13.48 per hour (5.8% higher than the figure reported in 2008 £12.74). This compares unfavourably with the other professions covered in this analysis: 19% less than primary teachers (£16.74), 25% less than secondary teachers (£17.96) and 6% lower than police officers (sergeant and below £14.40). Nurses and midwives are paid on average 9% less than social workers (£14.87 per hour) and 28% less than hospital managers. The differential between nurses/midwives and the other public sector professional groups is more or less the same as that reported in 2006.

Figure 3.1: Mean hourly pay by occupation 2008



Source

e: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Although the data are taken from table 3.1, figure 3.1 highlights the hierarchy of earnings levels between the occupational groups of interest to the research. At the bottom end nursing auxiliaries/assistants earn an average of £8.86 per hour above them are the other nursing groups, residential care managers £12.42 per hour and nurses/midwives £13.48 per hour.

Table 3.2: Annual gross pay by occupation 2008 – £

	£: Weekly x 52	£: Hourly x 37.5 x 52	Base N=
Nurses/midwives	22,842	26,277	473,800
Nursing auxiliary/assistants	13,835	17,269	195,600
Teachers (primary)	27,598	32,639	333,200
Teachers (secondary)	31,183	35,022	367,600
Police (Sgt and below)	32,359	28,087	194,300
Police (Inspector up)	47,050	43,879	16,000
Social workers	25,812	28,990	80,100
Hospital managers	37,491	36,347	61,600
Social services managers	34,550	37,589	31,400
Residential care managers	23,428	24,223	47,400
Total	26,610	29,305	1,768,300

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Table 3.2 grosses up the hourly (and weekly) rate to provide an annualised gross income average for each occupational group. Clearly, comparing average pay between occupational groups is problematic as there may be different mixes of experience and responsibility. In order to help control for these factors the following sections and tables look at earnings (again hourly to control for mode of working) for different levels of responsibility and for different age groups.

Supervisory and managerial responsibilities

As was reported in 2006, more public sector nurses and midwives have supervisory responsibilities than either teachers or police officers.

Three quarters (78%; in 2006 the equivalent figure was 77%) of all nurses and midwives have some formal responsibility for supervising the work of other employees. This is much higher than for police officers (sergeant and below 33%; 38% in 2006), secondary teachers (54%; 52% in 2006) and primary teachers (60%; 64% in 2006).

Comparing within the health/social care sector, just 37% of social workers have any formal responsibility for supervising but more than 90% of residential care managers, hospital and social services managers have supervisory responsibility.

One in five nursing auxiliaries/assistants also reported having formal responsibility for supervising the work of other employees.

Table 3.3: In your job, do you have formal responsibility for supervising the work of other employees? by occupation 2008 – percentages

	Yes	No	Base N=
Nurses/midwives	77.9	22.1	490,300
Nursing auxiliary/assistants	19.0	81.0	183,300
Teachers (primary)	59.6	40.4	361,800
Teachers (secondary)	53.9	46.1	347,100
Police (Sgt and below)	33.2	66.8	179,500
Police (Inspector up)	96.6	3.4	14,900
Social workers	37.3	62.7	96,300
Hospital managers	92.2	7.8	65,100
Social services managers	94.7	5.3	36,900
Residential care managers	97.3	2.7	52,600
Total	58.1	41.9	1,793,400

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Looking now at the gross hourly earnings rates, comparing those with and without supervisory responsibilities, Table 3.4 shows that on average (mean) nurses and midwives **with** managerial responsibility earn less per hour than social workers, police officers or teachers **without** supervisory responsibilities. Residential care managers with supervisory responsibility earn less than the equivalent public sector nurses and midwives.

Table 3.4: Hourly earnings by occupation and supervisory responsibility 2008 – Gross hourly earnings

	Hold supervisory responsibilities?		Base N=
	Yes – Hourly £	No – Hourly £	
Nurses/midwives	13.59	13.07	471,300
Nursing auxiliary/assistants	10.98	8.47	194,000
Teachers (primary)	17.57	15.59	326,700
Teachers (secondary)	19.10	16.63	363,000
Police (Sgt and below)	15.61	13.90	192,900
Police (Inspector up)	22.50	-	16,000

Social workers	15.93	14.56	80,100
Hospital managers	18.76	-	61,600
Social services managers	19.77	-	31,400
Residential care managers	12.42	-	47,400
Total	16.18	13.59	1,751,600

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Furthermore, nurses and midwives with supervision responsibility earn 29% less than secondary school teachers with supervision responsibility, 23% less than the equivalent primary teachers, 13% less than police officers (sergeants and below) and 15% less than social workers. They also earn 28% less than hospital managers. However, residential care managers, almost all of whom have management responsibility, have the lowest earnings levels at £12.42 per hour, 9% lower than public sector nurses and midwives.

In addition to this, the LFS collates data on the type of responsibility held. Table 3.5 summarises the findings by occupational group.

Table 3.5: Managerial status (reported) by occupation, 2008 – percentages

	Manager	Supervisor	Not manager or supervisor	Base N=
Nurses/midwives	32.5	37.1	30.3	490,300
Nursing auxiliary/assistants	3.2	11.9	84.9	183,800
Teachers (primary)	34.6	19.4	46.0	361,800
Teachers (secondary)	45.2	8.7	46.1	346,700
Police (Sgt and below)	13.8	17.1	69.1	179,500
Police (Inspector up)	96.3	3.7	0.0	14,900
Social workers	16.3	17.8	65.9	96,300
Hospital managers	90.1	3.5	6.4	65,100
Social services managers	92.4	3.8	3.8	36,900
Residential care managers	95.1	3.5	1.4	52,600
Total	34.1	19.9	46.0	1,793,500

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

More nurses and midwives report that they have supervisor roles than other public sector occupational groups (37% compared to an average across all groups of 20%). A higher proportion holds managerial roles than is the case among police officers and social workers. A similar proportion of nurses and midwives, compared to primary teachers, hold managerial roles (35%) but this figure is slightly lower than among secondary teachers (45%) and considerably lower than the other NHS managerial grades. Almost all residential care managers have management responsibility (95%).

12% of nursing auxiliaries/assistants have supervisor status and 3% have managerial status.

Table 3.6: Gross hourly earnings by managerial status (reported) and occupation, 2008 – Gross hourly earnings £

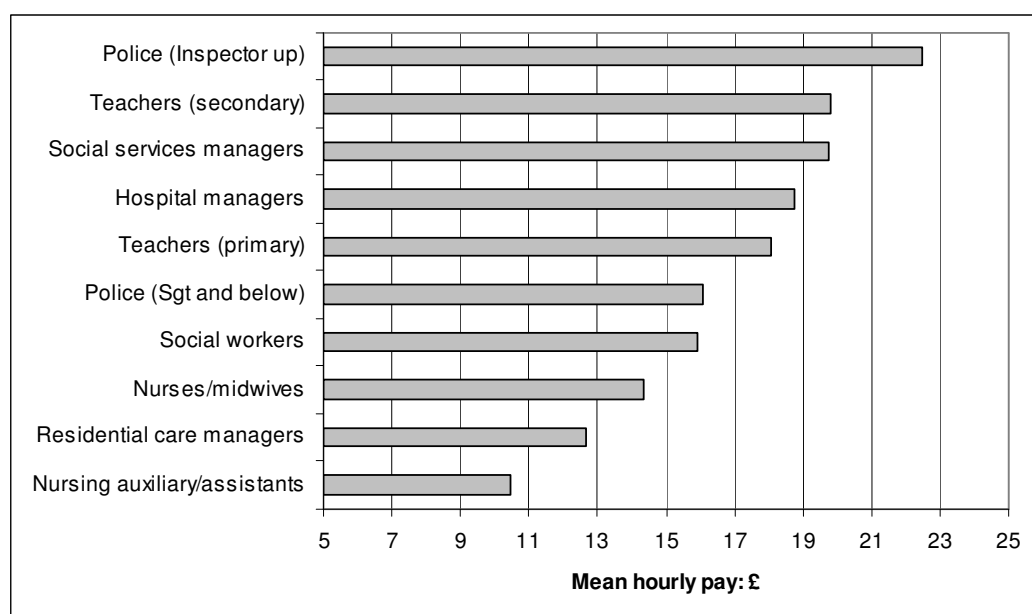
	Hourly £ Manager	Hourly £ Supervisor	Hourly £ No responsibility
Nurses/midwives	14.35	13.61	12.38
Nursing auxiliary/assistants	-	10.47	8.54
Teachers (primary)	18.05	16.95	15.58
Teachers (secondary)	19.80	16.09	16.31
Police (Sgt and below)	16.06	15.17	14.00
Police (Inspector up)	22.50	-	-
Social workers	-	15.93	14.54

Hospital managers	18.76	-	-
Social services managers	19.77	-	-
Residential care managers	12.68	9.83	-
Total	17.72	14.39	13.37

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Looking firstly at those on managerial grades, nurses and midwives in managerial roles earn less per hour than junior police officers (sergeants and below, 11%) and significantly less than teachers in both primary (20%) and secondary teaching (27%). Nurses and midwives with managerial responsibility earn 25% less than equivalent hospital managers and marginally less than social workers with no managerial or supervisory responsibility. The only group with management responsibility who earn less than nurses and midwives are residential care managers (14% less at £12.68) and nursing auxiliaries/assistants. .

Figure 3.2: Mean hourly pay for managers⁵ by occupation: 2008



Source

e: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Ordering the earnings rates as in Figure 3.2 demonstrates the relative earnings position of the health sector nursing workforce for those with managerial responsibility, again showing these groups to have the lowest earnings levels.

A similar picture to that presented above in Table 3.4 is noticeable for those with supervision responsibility only. Also, nursing and midwifery managers earn less than teachers in primary and secondary education with no managerial/supervisory responsibility, and only marginally more than junior police officers (sergeants and below) with no managerial or supervision responsibilities.

⁵ Identified as management responsibility. For nursing auxiliaries the figure is for supervision responsibility and for social workers it includes those with no supervision/management responsibility as cell sizes are too small for these sub groups.

Age related factors

Average earnings within any occupation/professional group are dependent, to some extent, upon the average age and length of experience profile of the group. Here we control for age factors in earnings comparisons as a proxy for experience. This is an important factor in making earnings comparisons between occupational/professional groups as where there are higher proportions of older employees one might expect, all other things being equal, higher average earnings levels⁶.

First, looking at the age distribution of the six occupations, it is noticeable that fewer nurses and midwives are aged under 30 than is the case among teachers and junior police officers (Sgt and below) but more are aged 40-49 compared to these occupational groups. However, among social workers fewer are aged under 30 (11%) and more are aged 40 plus. Among residential care managers two thirds (68%) are aged 40 plus.

Table 3.7: Age distribution by occupation, 2008 – percentages

	<30	30-39	40-49	50 plus	Base N=
Nurses/midwives	12.3	27.8	35.6	24.3	492,500
Nursing auxiliary/assistants	16.6	20.3	33.2	29.9	184,600
Teachers (primary)	19.7	28.6	23.2	28.5	362,300
Teachers (secondary)	19.6	26.8	20.0	33.7	349,900
Police (Sgt and below)	23.4	35.4	35.8	35.3	179,500
Police (Inspector up)	0.0	17.1	58.5	24.4	14,900
Social workers	10.6	20.8	37.7	30.9	98,600
Hospital managers	3.0	21.5	35.5	40.0	65,800
Social services managers	1.4	21.9	34.6	42.0	36,900
Residential care managers	8.9	22.9	30.0	38.2	58,600
Total	15.9	26.9	30.1	27.1	1,803,000

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Table 3.8 presents the gross hourly earnings by age, and shows the difference between nurses and midwives and the other groups: teachers, police officers, social workers and health sector managers. The figure in brackets represents how much higher or lower the gross hourly earnings rate is from the equivalent figure for nurses and midwives.

The 2008 data show that although nurses and midwives earnings levels are not too dissimilar to primary teachers and junior police officers in the early stages of careers (i.e. aged under 30), the gap widens among the 30-39, 40-49 and 50 plus age groups.

To give an example of the disparity between nurses and midwives and other occupational groups; primary school teachers aged 40-49 on average earn approximately 30% more than nurses and midwives in the same age bracket and among those aged 50 plus the difference is 37% but among the under 30 age group the difference is just 11%.

Table 3.8: Gross hourly earnings by occupation and age group, 2008 (in brackets percentage difference from nurses/midwives)

	Gross hourly earnings - £			
	<30	30-39	40-49	50 plus
Nurses/midwives	11.19	13.20	13.91	14.60
Nursing auxiliary/assistants	8.01 (-28%)	8.75 (-34%)	9.33 (-33%)	9.00 (-38%)
Teachers (primary)	12.45 (+11%)	15.27 (+16%)	18.02 (+30%)	19.95 (+37%)
Teachers (secondary)	14.06 (+26%)	17.73 (+34%)	18.57 (+34%)	19.97 (+37%)

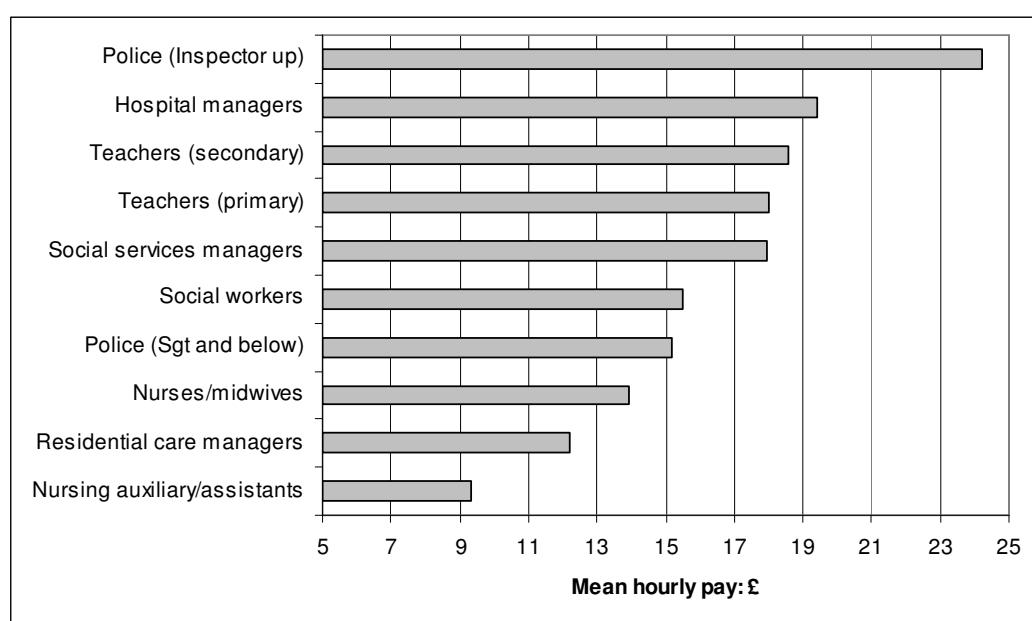
⁶ However, due to diminishing cell sizes comparisons can only be made for certain groups.

Police (Sgt and below)	11.60 (+4%)	14.95 (+13%)	15.17 (+9%)	16.07 (+10%)
Police (Inspector up)	-	-	24.24 (+74%)	-
Social workers	-	14.72 (+12%)	15.48 (+11%)	16.24 (+10%)
Hospital managers	-	-	19.42 (+40%)	18.97 (+30%)
Social services managers	-	-	17.97 (+29%)	19.00 (+30%)
Residential care managers	12.30 (+1%)	13.40 (+2%)	12.22 (-12%)	11.91 (-18%)
Total	11.80	14.76	15.41	16.91

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Older residential care managers earn less than their younger colleagues, although the sample sizes here are small and less reliable. Similarly, there is also little difference by age in the earnings of nursing auxiliaries/assistants with those aged 50 plus earning only 12% more than those aged under 30 compared to an equivalent figure of 30% for nurses and midwives. This demonstrates a lack of earnings progression among this section of the health sector workforce.

Figure 3.3: Mean hourly pay for 40-49 year olds by occupation: 2008



Source

e: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Figure 3.3 again highlights the pay differentials, this time within one age band 40-49 year olds in each occupational group. In this age group hospital managers earn 40% more than nurses and midwives, secondary teachers 34% more, and primary teachers 30% more than nurses and midwives. However, residential care managers at £12.22 earn 12% less than public sector nurses and midwives.

Private and public sector pay

Around one in seven nurses (14%) work in the private sector, as opposed to NHS (80%) or other public/voluntary sectors (6%).

Table 3.9 highlights differences in gross hourly pay between the private and public/voluntary sectors for nurses and midwives.

Table 3.9: Average gross hourly earnings by sector, 2008 – £

	Mean	Median	Base N=
NHS	13.40	12.87	435,600
Other public/voluntary	14.30	13.35	37,100
Private sector	12.37	12.50	82,400
Total	13.31	12.87	555,100

This shows that nurses in the private sector on average earn 8% less than nurses in the NHS while other public sector nurses earn 7% more than NHS nurses and midwives.

Primary and secondary care

Three quarters of nurses and midwives work in hospitals, while 15% work in community health settings, and 9% work in sectors outside of health, mainly social work and public administration⁷.

Table 3.10: Average gross hourly earnings by type of setting, 2008 – £

	Mean £	Median £	Base N=
Hospital activities	12.99	12.50	374,700
Community health activities	14.57	13.85	113,200
Total	13.35	12.87	487,900

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Nurses and midwives in community-based nursing earn on average £14.57 per hour compared to £12.99 per hour among nurses in hospital-based settings.

Pay supplements

In approximately 13% of cases the gross pay of nurses and midwives is different from their usual amount. Teachers are less likely to be paid an amount that varies from their usual pay but police officers are more likely (19%). The vast majority (90%) of those whose pay is different reported that they got more than usual, but numbers are too small to look at reasons.

Table 3.11: Last gross pay same as usual gross pay 2008 – percentages

	Yes	No	No usual amount	Base N=
Nurses/midwives	86.7	4.6	8.7	441,900
Nursing auxiliary/assistants	80.0	9.9	10.2	189,600
Teachers (primary)	92.9	2.5	4.6	320,400
Teachers (secondary)	92.8	2.3	4.8	353,700
Police (Sgt and below)	80.6	13.5	5.9	180,900
Social workers	97.4	0.0	2.6	78,100
Hospital managers	93.4	3.1	3.5	61,600
Social services managers	79.6	20.4	0.0	31,400
Residential care managers	80.9	19.1	0.0	47,400
Total	88.4	5.5	6.2	1,686,200

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Approximately four in ten nurses and midwives (39%) have additions to their basic pay. Nurses and midwives are more likely than teachers (10% primary and 13% secondary) to have additions to their basic pay, but less likely than police officers (49%). A third (30%) of residential care managers, 34% of social workers and 37% of hospital managers reported that they have additions to their basic pay.

Table 3.12: Additions to basic pay 2008 – percentages

	Yes	No	Don't know	Total
Nurses/midwives	38.9	60.3	0.8	452,000
Nursing auxiliary/assistants	36.9	63.1	0.0	194,100
Teachers (primary)	9.6	90.4	0.0	323,700
Teachers (secondary)	12.9	87.1	0.0	363,500

⁷ Regulation of the activities of agencies that provide health care, education, cultural services and other social services excluding social security.

Police (Sgt and below)	48.8	51.2	0.0	191,000
Police (Inspector up)	37.8	62.2	0.0	13,800
Social workers	34.1	65.9	0.0	80,100
Hospital managers	36.9	63.1	0.0	61,600
Social services managers	47.2	52.8	0.0	31,400
Residential care managers	30.0	70.0	0.0	47,400
Total	28.8	71.0	0.2	1,725,800

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Nurses and midwives most commonly get unsocial hours payments, whereas for nursing auxiliaries/assistants and police it is overtime (Table 3.13).

Table 3.13: Types of additions to basic pay 2008 (multiple response) – percentages⁸

	Nurses/ midwives	Nursing auxiliary/assistants	Teachers (primary)	Teachers (secondary)	Police (Sgt & below)	Social workers	Residential care managers
Overtime Payments	29	35	10	14	69	0	38.9
Payments for working unsocial hours	53	52	0	0	5	11	25.7
Shift Allowances	35	21	0	0	11	4	0.0
Bonuses	0	0	5	0	13	0	20.4
Profit related pay	1	0	0	0	0	0	0.0
London or other regional allowance	16	12	21	14	16	0	0.0
Stand-by or on-call	6	0	0	0	1	14	14.9
Any other additions	36	20	64	76	29	78	55.0
Total	177,500	71,600	30,900	46,800	93,100	27,300	47,600

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

The LFS asks for information on overtime rates but the numbers are too small to provide reliable estimates. However, they suggest that nurses and midwives are less likely than auxiliaries/assistants and police to get paid a higher rate for overtime than for normal pay.

⁸ **Bold** means reliable estimate, *bold italic* means borderline reliable

4. Working hours

Here we explore the LFS to provide data concerning the working hours of nurses/midwives in comparison with other public sector professional groups.

Part-time working

Part-time working is more prevalent in the nursing workforce. The LFS reports just over a third⁹ of nurses and midwives (34%), and 42% of nursing auxiliaries/assistants, work part-time, compared to 26% of primary teachers, 15% of secondary teachers, 21% of social workers and 5% of police officers. Around nine in ten hospital and social services managers work full-time.

Table 4.1: Full / part-time in main job 2008 – percentages

	Full-time	Part-time	Base N=
Nurses/midwives	66	34	492,000
Nursing auxiliary/assistants	58	42	184,100
Teachers (primary)	74	26	361,800
Teachers (secondary)	85	15	349,900
Police (Sgt and below)	95	5	179,500
Social workers	79	21	98,600
Hospital managers	85	15	65,800
Social services managers	87	13	36,900
Residential care managers	85	15	58,100
Total	76	24	1,801,400

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Nurses in the private sector are slightly more likely to work part-time. Just over half of nurses and midwives in community settings work part-time (52%), compared to just under a third of those working in hospitals. Nurses working in residential care homes are less likely than other health sector groups to work part-time (15%).

Working overtime

More than half (56%) of nurses and midwives work overtime¹⁰, slightly more than reported in 2006 (51%), more than is the case among social workers (45%) but they are slightly less likely to work overtime than teachers (62%) or police¹¹ (81%) and hospital managers (64%). A third of nursing auxiliaries/assistants worked overtime in the week prior to the survey.

Looking at the split between paid and unpaid overtime 13% of all nurses and midwives had undertaken paid overtime in the previous week, 8% both paid and unpaid and 27% had undertaken unpaid overtime. Police officers (Sergeant and below) are most likely have their overtime paid (31%), while more teachers are doing unpaid overtime.

⁹ 39% reported in the Annual Employment Survey Ball, J, Pike, G (2007) Holding On: *Results from the 2007 RCN Annual Employment Survey*, RCN, London

¹⁰ Overtime worked in the week prior to the interview.

¹¹ Note from above that more police (statistically not quite reliable) are paid overtime at a higher rate.

Table 4.2: Whether work overtime (OT) (paid / unpaid) 2008 – percentages

	Paid OT	Paid and unpaid OT	Unpaid OT	OT hours n/a	No OT	Base N=
Nurses/midwives Nursing	13	8	27	8	44	492,500
auxiliary/assistants	17	4	7	6	65	184,600
Teachers (primary)	1	2	56	2	38	362,300
Teachers (secondary)	1	1	58	2	38	349,900
Police (Sgt and below)	31	30	12	9	19	179,500
Social workers	10	3	27	5	55	97,500
Hospital managers	3	6	50	4	36	65,800
Social services managers	4	5	59	2	31	36,900
Residential care managers	9	3	46	6	36	58,600
Total	10	7	37	5	41	1,801,900

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Nurses had undertaken a total of 4.2 hours overtime in the week prior to the survey (lower than reported in 2006 5.1 hours), and lower than for teachers (approx. 12), social workers and police officers (6 hours). Residential care managers worked a total of 8 hours overtime in the week prior to the survey.

Table 4.3: Overtime hours worked in last week (paid / unpaid) 2008 – mean

	Paid overtime (mean hours)		Unpaid overtime (mean hours)		Total overtime (mean hours)
	Hours	Base N=	Hours	Base N=	
Nurses/midwives	2.0	269,700	2.2	271,200	4.2
Nursing auxiliary/assistants	5.2	63,300	1.0	63,800	6.1
Teachers (primary)	0.2	221,900	11.7	220,000	11.9
Teachers (secondary)	0.3	215,300	12.0	213,500	12.3
Police (Sgt and below)	4.7	143,800	1.5	145,400	6.2
Police (Inspector up)	0.1	11,800	9.3	11,800	9.4
Social workers	1.9	43,500	4.4	43,000	6.3
Hospital managers	0.9	41,900	5.9	41,900	6.7
Social services managers	0.7	25,600	6.9	25,600	7.7
Residential care managers	2.3	29,700	5.6	29,900	7.8
Total	1.7	1,047,800	6.5	1,047,800	8.2

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Nursing auxiliaries/assistants had worked more paid overtime than the other groups covered in the analysis, 5.2 hours but less unpaid overtime.

Second jobs

There is little difference in the proportion of each occupational group having a second job. This result for nurses and midwives is much lower than would be expected given that one in four respondents to the Annual Employment Survey¹² report having a second job. The question in the LFS refers only to the previous working week, while the Annual Employment Survey refers to possession of additional jobs/pay more generally, suggesting that there is a high level of ‘occasional’ working in second jobs among nurses.

Table 4.4: Second job in reference week 2008 – percentages

	Yes	No	Base N=
Nurses/midwives	4.4	95.6	492,500
Nursing auxiliary/assistants	3.9	96.1	184,600
Teachers (primary)	3.2	96.8	362,300
Teachers (secondary)	3.9	96.1	349,900
Police (Sgt and below)	0.2	99.8	179,500
Police (Inspector up)	6.9	93.1	14,900
Social workers	3.7	96.3	98,600
Hospital managers	3.7	96.3	65,800
Social services managers	7.5	92.5	36,900
Residential care managers	3.0	97.0	58,600
Total	3.6	96.4	1,803,000

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

Around 60% of nurses and midwives with a second job work as a health associate professional¹³. The numbers working in second jobs is too small to allow further analysis of pay/working hours.

5. Income/earnings changes 2004-8

The following table considers the changes in earnings between 2004 and 2008, again comparing nurses and midwives and residential care managers with social workers, hospital and social services managers, teachers and police (sergeants and below).

Table 5.1 highlights the aggregate changes in mean gross hourly earnings showing nurses and midwives to have increased by around 6% since 2006 and 17% since 2004.

Between 2006 and 2008 social workers appear to show the largest increase in average earnings but this was from an apparently anomalous 2006 figure which was lower than the 2004 figure¹⁴. Since 2006 police officers and residential care managers show the lowest increases teachers show similar increases to nurses and midwives 5-8%.

¹² Ball J and Pike G (2007) *op cit* pg. 28

¹³ Numbers too small to do much with, only 20,000 nurses and midwives with second jobs, and 10,000 in each teacher category.

¹⁴ Occasionally, and especially where sample sizes are nearer the minimum reliable estimator level, estimates are can vary, in particular in mean results where there may be some outlier figures.

Table 5.1: Gross hourly pay in main job 2004, 2006 and 2008 – £ and percentage change

	Mean £ 2008	Base N=	Mean £ 2006	Base N=	Mean £ 2004	Base N=	% change 2006-8	% change 2004-8
Nurses/midwives	13.48	472,700	12.74	523,800	11.54	457,400	6	17
Nursing auxiliary/assistants	8.86	195,600	8.17	165,000	7.65	185,500	8	16
Teachers (primary)	16.74	326,700	15.93	318,200	15.59	341,100	5	7
Teachers (secondary)	17.96	363,000	16.68	384,200	16.36	362,600	8	10
Police (Sgt and below)	14.40	192,900	14.03	139,300	12.31	149,900	3	17
Police (Inspector up)	22.50	16,000	24.18	23,500	21.42	27,600	-7	5
Social workers	14.87	80,100	12.99	67,700	14.02	84,700	14	6
Hospital managers	18.64	61,600	19.24	68,000	16.17	39,200	-3	15
Social services managers	19.28	31,400	16.40	52,800	15.54	42,000	18	24
Residential care managers	12.42	47,400	11.93	71,300	11.22	59,000	4	11
Total	15.03	1,754,700	14.36	1,779,200	13.48	1,717,900	5	12

Source: ONS LFS Jan-Mar/Employment Research/RCN, 2008

