

Nurses and Public Sector Pay: Labour Force Survey analysis 2006

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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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Key findings

This paper is based on analysis of the Labour Force Survey (January-March 2006) focusing on the pay and working hours of nurses and midwives in comparison with other public sector professions/occupations. The five groups of interest are qualified nurses and midwives (560,000), nursing auxiliaries/assistants (210,000), qualified primary teachers (370,000), qualified secondary teachers (409,000), police officers (sergeant and below, 160,000) and police officers (inspector up, 16,000). In relation to the earnings of nurses and midwives, the following points represent the key findings (comparisons are made only for public sector respondents):

- In January -March 2006 the Labour Force Survey (LFS) estimates that the mean gross hourly earnings of nurses and midwives in the public sector (total pay before tax but including additions to basic pay) are £12.74 per hour. This compares unfavourably with teachers (20% lower than primary teachers and 24% lower than secondary teachers).
- Nursing auxiliaries'/assistants' mean gross hourly earnings are £8.17 per hour.
- Looking at responsibility issues, nurses and midwives **with** supervisory responsibilities earn less than teachers and police officers **without** such responsibilities.
- In relation to management responsibility, nurses' and midwives' mean gross hourly earnings are much less than teachers' (24% and 27% less than primary and secondary teachers respectively and 14% less the police officers). Again, the LFS estimates that nurses and midwives with managerial responsibilities earn less than teachers or police officers without.
- 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 31% and 39% respectively more than nurses and midwives. A similar difference is apparent for all age groups.
- Nurses in the NHS and public sector earn more than nurses in the private sector (NHS mean £12.77, other public sector £12.39 and private sector £10.05).
- Within the NHS, nurses in community settings (i.e. in LFS terms, non-hospital related activities) earn average gross hourly earnings of £13.90, while in hospital-based settings the equivalent is £12.44 per hour.
- The LFS estimates that nearly a half (49%) of nurses and midwives receive additions to their basic pay, a similar proportion to police officers (58%) but more than teachers.
- Police officers are more likely to be paid overtime in addition to their basic pay.
- The LFS estimates that the gross pay of nurses and midwives increased by approximately 10% between 2004 and 2006, more than for teachers but less than for police officers.

Discussion and further analysis

All the estimates presented in this paper are reliable in relation to sample sizes. However, the reliability would be improved by providing longer time series to smooth any individual sampling differences between surveys.

- Comparator groups for nursing auxiliaries/assistants and private sector comparator groups.

- More detailed analysis of sub groups within nursing.
- Weekly/annual pay comparisons for respondents working different total hours per week (addressing overtime issues).
- More time series data coverage in earnings and occupational structure so as to establish the consistency of results and change over time. Also, presenting time series data for different groups e.g. supervisory responsibilities, age group, etc.

1. Introduction

As part of its submission to the 2006/7 Pay Review Body, the RCN wanted to provide some external national data addressing nursing pay levels and issues. 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.

Employment Research was commissioned to undertake some preliminary analysis to explore the current situation and with a view to identifying some key indicators that might provide a means to benchmark changing pay levels/differentials.

This short report highlights key findings from 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.

Coverage of this analysis

The Labour Force Survey collects data on a wide variety of variables but for the purposes of this initial analysis 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.

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

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)
2. Responsibilities: whether or not respondent has managerial/supervisory responsibility.
3. Gender and 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 2006, 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 and 2006.

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 560,000 qualified and practicing nurses and midwives, representing one per cent of the UK workforce. For the purposes of the comparative analyses shown here, there are 210,000 nursing auxiliaries/assistants, approximately qualified and practicing 370,000 primary teachers and 410,000 secondary teachers and 160,000 police officers (sergeant and below) and 16,000 police officers (inspectors and above). In total these public sector professions/occupations account for just under 3% of the UK workforce.

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.

Table 2.1: Aggregate numbers covered by the Labour Force Survey

	Number	% of UK workforce
Qualified nurses & midwives	559,219	1.0
Nursing auxiliaries/assistants	210,590	0.4
Qualified teachers – primary	370,356	0.6
Qualified teachers – secondary	409,416	0.7
Police - sgt & below	160,288	0.3
Police - inspector up	15,656	0.0
Total	1,725,525	2.9

Source: Labour Force Survey/Employment Research/RCN, 2006

Sector

The LFS estimates that approximately 81% of all nurses and midwives are employed in the NHS, 7% in other public/voluntary sector organisations e.g. hospices, schools etc. and 12% in the private sector. More nursing auxiliaries/assistants are employed in the private sector.

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

Table 2.2: Labour Force Survey numbers by sector – percentages

	% NHS	% other public voluntary sector	% private sector	Base total
Nurses & midwives	80.9	6.8	12.3	559,219
Nursing aux/asst	77.9	6.3	15.8	210,113
Teacher - primary	0.0	91.2	8.8	370,356
Teacher - secondary	0.0	90.2	9.8	408,834
Police - sgt & below	0.0	98.8	1.2	160,288
Police - inspector up	0.0	100.0	0.0	15,656
Total	35.8	54.0	10.2	1,724,466

Source: Labour Force Survey/Employment Research/RCN, 2006

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).

Data are provided for nursing auxiliaries/assistants but are not compared directly with teachers and police officers as they are not comparable occupational groups. It may be that future analysis could compare other occupational groups with nursing auxiliaries/assistants.

3. Income and earnings

This section examines pay levels for the January-March 2006 LFS. To ensure compatibility public sector data only are provided. 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 shows the mean and median figures for all employed in each sector.

Table 3.1: Gross³ hourly pay by occupation 2006 – Mean and Median⁴ £

	Mean £	Median £	Base N=
Nurses & midwives	12.74	12.30	523,829
Nursing aux/asst	8.17	7.53	164,997
Teacher - primary	15.93	15.38	318,213
Teacher - secondary	16.68	16.49	384,152
Police - sgt & below	14.03	13.34	139,268
Police - inspector up	24.18	23.55	23,488
Total	14.17	13.46	1,553,947

Source: Labour Force Survey/Employment Research/RCN, 2006

The Labour force Survey 2006 estimates that nurses' and midwives' average (mean) gross hourly earnings are £12.74 per hour. This compares unfavourably with the other two professions – 20% lower than primary teachers (£15.93), 24% lower than secondary teachers (£16.68) and 9% lower than police officers (sergeant and below £14.03).

Nursing auxiliaries/assistants earn an average of £8.17 per hour.

Table 3.2 grosses up the hourly (and weekly) rate to provide an annualised gross income average for each occupational group.

Table 3.2: Annual gross pay by occupation 2006 – £

	£: Weekly x 52	£: Hourly x 37.5 x 52	Base N=
Nurses & midwives	21,332	24,841	523,829
Nursing aux/asst	13,782	15,937	164,997
Teacher – primary	27,194	31,064	318,213
Teacher – secondary	30,539	32,524	384,152
Police - sgt & below	31,857	27,366	139,268
Police - inspector up	51,058	47,157	23,488
Total	25,427	27,633	1,553,947

Source: Labour Force Survey/Employment Research/RCN, 2006

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

Firstly, looking at responsibility for supervising by occupation in 2006. More public sector nurses and midwives have supervisory responsibilities than either teachers or police officers.

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.

Three quarters (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 38%), secondary teachers (52%) and primary teachers (64%).

Table 3.3: In your job, do you have formal responsibility for supervising the work of other employees? by occupation 2006 – percentages

	Yes	No	Base N=
Nurses & midwives	77.4	22.6	488,695
Nursing aux/asst	17.4	82.6	175,827
Teacher - primary	63.8	36.2	335,886
Teacher - secondary	51.8	48.2	366,324
Police - sgt & below	38.2	61.8	157,857
Police - inspector up	94.0	6.0	15,656
Total	57.6	42.4	1,540,245

Source: Labour Force Survey/Employment Research/RCN, 2006

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 police officers and teachers, in both primary and secondary schools, **without** supervisory responsibilities.

Furthermore, nurses and midwives with supervision responsibility earn 28% less than secondary school teachers with supervision responsibility and 26% less than the equivalent primary teachers and 14% less than police officers (sergeants and below).

Table 3.4: Hourly earnings by occupation and supervisory responsibility 2006 – Gross hourly earnings

	Hold supervisory responsibilities?		Base N=
	Yes – Hourly £	No – Hourly £	
Nurses & midwives	13.20	11.22	523,829
Nursing aux/asst	11.41	7.41	164,997
Teacher – primary	17.74	13.29	316,284
Teacher – secondary	18.42	14.50	384,152
Police - sgt & below	15.31	13.22	139,268
Police - inspector up	24.18	-	23,488
Total	15.70	11.98	1,552,018

Source: Labour Force Survey/Employment Research/RCN, 2006

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, 2006 – percentages

	Managerial status			Base N=
	Manager	Supervisor	Not manager or supervisor	
Nurses & midwives	35.3	37.4	27.2	489,007
Nursing aux/asst	4.9	9.6	85.6	175,827
Teacher – primary	35.9	21.5	42.6	336,380
Teacher – secondary	44.5	9.6	46.0	366,324
Police - sgt & below	20.3	15.4	64.3	157,857
Police - inspector up	91.0	2.6	6.4	15,656
Total	33.2	21.5	45.3	1,541,051

Source: Labour Force Survey/Employment Research/RCN, 2006

More nurses and midwives report that they have supervisor roles than both teachers and police officers and more hold managerial roles than is the case among police officers. 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%).

Table 3.6: Gross hourly earnings by managerial status (reported) and occupation, 2006 – Gross hourly earnings £

	Hourly £ Manager	Hourly £ Supervisor	Hourly £ No responsibility
Nurses & midwives	14.02	12.33	11.33
Nursing aux/asst	12.15	10.96	7.52
Teacher – primary	19.12	15.22	13.77
Teacher – secondary	18.41	18.51	14.28
Police - sgt & below	16.30	14.76	13.16
Police - inspector up	23.99	26.45	-
Total	16.84	13.95	12.04

Source: Labour Force Survey/Employment Research/RCN, 2006

Again, nurses and midwives in managerial roles earn considerably less than the equivalent police officers (sergeants and below, 14%) and teachers in both primary (27%) and secondary teaching (24%). 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 about the same as teachers in primary and secondary education with no managerial responsibility, and only marginally more (6%) than police officers (sergeants and below) with no managerial responsibility.

Age related factors

Average earnings within any occupation/professional group is 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.

First, looking at the age distribution of the six occupations, it is noticeable that nurses and midwives have the lowest proportion under 30 and the highest proportion of 40-49 year olds.

Table 3.7: Age distribution by occupation, 2006 – percentages

	<30	30-39	40-49	50 plus	Base N=
Nurses & midwives	12.4	30.2	37.4	19.9	490,414
Nursing aux/asst	19.4	24.4	31.0	25.2	176,843
Teacher – primary	19.8	25.7	21.4	33.1	337,938
Teacher – secondary	20.9	24.7	23.9	30.4	368,833
Police - sgt & below	19.3	39.9	35.5	5.3	158,293
Police - inspector up	0.0	27.0	55.0	18.0	15,656
Total	17.5	28.2	30.0	24.4	1,547,977

Source: Labour Force Survey/Employment Research/RCN, 2006

Table 3.8 presents the gross hourly earnings by age showing also the difference between teachers and police officers and nurses and midwives. The figure in brackets represents how much higher or lower the gross hourly earnings rate is from the equivalent figure for nurses and midwives.

Table 3.8: Gross hourly earnings by occupation and age group, 2006 (in brackets percentage difference from nurses/midwives)

	Gross hourly earnings - £			
	<30	30-39	40-49	50 plus
Nurses & midwives	9.72	12.97	13.02	13.74
Nursing aux/asst	7.15 (-26%)	8.23 (-37%)	8.48 (-35%)	8.70 (-37%)
Teacher - primary	11.51 (+18%)	16.52 (+27%)	17.04 (+31%)	17.63 (+28%)
Teacher - secondary	12.97 (+33%)	16.20 (+25%)	18.05 (+39%)	18.52 (+35%)
Police - sgt & below	11.36 (+17%)	13.57 (+5%)	15.62 (+20%)	17.06 (+24%)
Police - inspector up ⁵	-	-	-	-
Total	10.94	14.11	14.86	15.77

Source: Labour Force Survey/Employment Research/RCN, 2006

To give an example of the disparity between nurses and midwives and other occupational groups; secondary school teachers aged 40-49 on average earn approximately 39% more than nurses and midwives in the same age bracket.

Private and public sector pay

Around one in eight nurses (12.3%) work in the private sector, as opposed to NHS or other public/voluntary sectors (6.8%).

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

Table 3.9: Average gross hourly earnings by sector, 2006 – £

	Mean	Median	Base N=
NHS	12.77	12.30	478,560
Other public/voluntary	12.39	11.53	45,269
Private sector	10.05	9.61	70,714
Total	12.42	12.16	594,543

Source: Labour Force Survey/Employment Research/RCN, 2006

This shows that nurses and midwives in the private sector on average earn 21% less than nurses in the NHS.

Primary and secondary care

Three quarters of nurses and midwives work in hospitals, while 15% work in community health settings, and nine per cent work in sectors outside of health, mainly social work and public administration⁶.

Table 3.10: Average gross hourly earnings by type of setting, 2006 – £

	Mean £	Median £	Base N=
Hospital activities	12.44	12.16	390,915
Community health activities	13.90	13.22	85,745
Total	12.70	12.30	476,660

Source: Labour Force Survey/Employment Research/RCN, 2006

⁵ Numbers too small to provide results.

⁶ Regulation of the activities of agencies that provide health care, education, cultural services and other social services excluding social security.

Nurses and midwives in community-based nursing earn on average £13.90 per hour compared to £12.44 per hour among nurses in hospital-based settings.

Pay supplements

In approximately 19% 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 (26%).

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 2006 – percentages

	Yes	No	No usual amount	Base N=
Nurses & midwives	81.4	9.9	8.7	524,610
Nursing aux/asst	88.4	4.7	6.9	164,997
Teacher – primary	91.5	4.0	4.4	319,919
Teacher – secondary	95.0	3.6	1.5	388,567
Police – sgt & below	74.0	17.2	8.8	143,433
Police – inspector up	94.0	6.0	0.0	23,488
Total	87.1	7.2	5.7	1,565,014

Source: Labour Force Survey/Employment Research/RCN, 2006

Nearly half of nurses and midwives (49%) have additions to their basic pay. Nurses and midwives are more likely than teachers (9% primary and 12% secondary) to have additions to their basic pay, but less likely than police officers (58%).

Table 3.12: Additions to basic pay 2006 – percentages

	Yes	No	Don't know	Total
Nurses & midwives	49.2	50.5	0.3	526,224
Nursing aux/asst	39.7	60.3	0.0	164,997
Teacher - primary	9.3	90.7	0.0	319,919
Teacher - secondary	12.2	87.8	0.0	388,567
Police – sgt & below	58.2	41.8	0.0	143,433
Police – inspector up	47.8	52.2	0.0	23,488
Total	31.7	68.2	0.1	1,566,628

Source: Labour Force Survey/Employment Research/RCN, 2006

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 2006 (multiple response) – percentages⁷

	Nurses & midwives	Nursing aux/asst	Police (sgt & below)
Overtime payments	28.3	45.0	78.9
Payments for working unsocial hours	55.4	32.5	4.3
Shift allowances	33.0	14.8	14.1
Bonuses	0.0	0.0	6.1
Profit related pay	0.0	0.0	5.6
Piecework payments or payment by result	0.0	0.0	4.8
London or other regional allowances	17.2	8.8	26.8
Stand-by or on-call allowances	5.2	0.0	7.4
Tax credits	1.1	2.9	0.0
Any other additions to basic pay	31.6	27.3	27.2
Total	258,960	65,549	83,428

Source: Labour Force Survey/Employment Research/RCN, 2006

The LFS asks information on overtime rates, however the numbers are too small to provide reliable estimates but suggest that nurses and midwives (55%) are less likely than auxiliaries/assistants (74%) and police (76%) to get paid a higher rate for overtime than for normal pay.

⁷ **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

The LFS reports just over a third⁸ of nurses and midwives (34%), and 39% of nursing auxiliaries/assistants, work part-time, compared to 25% of primary teachers, 15% of secondary teachers, and 4% of police officers. This variation in working hours was the main reason the earnings comparisons reported above focused primarily on hourly rates.

Table 4.1: Full / part-time in main job 2006 – percentages

	Full-time	Part-time	Base N=
Nurses & midwives	65.6	34.4	490,414
Nursing aux/asst	60.9	39.1	176,843
Teacher – primary	75.5	24.5	337,516
Teacher – secondary	84.9	15.1	368,833
Police - sgt & below	96.0	4.0	158,293
Police - inspector up	100.0	0.0	15,656
Total	75.3	24.7	1,547,555

Source: Labour Force Survey/Employment Research/RCN, 2006

Nurses in the private sector are slightly more likely to work part-time (39%). 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.

Working overtime

Although just over half of nurses and midwives work overtime⁹, they are less likely to work overtime than teachers (60%) or police¹⁰ (80%). The figures for nurses here are slightly lower than reported in the Annual Employment Survey¹¹ (60%).

Table 4.2: Whether work overtime (paid or unpaid) 2006 – percentages

	Yes	No	Base N=
Nurses & midwives	51.5	48.5	489,694
Nursing aux/asst	30.1	69.9	176,578
Teacher - primary	62.5	37.5	337,938
Teacher - secondary	60.6	39.4	368,130
Police - sgt & below	80.3	19.7	157,310
Police - inspector up	77.2	22.8	15,656
Total	56.8	43.2	1,545,306

Source: Labour Force Survey/Employment Research/RCN, 2006

Nurses undertake a total of 5.1 hours overtime in the week prior to the survey, lower than for teachers (approx. 12) and slightly lower than police officers (6.5) Table 4.3.

⁸ 39% reported in the Annual Employment Survey Ball, J, Pike, G (2006) *Managing to Work Differently: Results from the 2005 RCN Annual Employment Survey*, RCN, London pg. 54

⁹ Overtime worked in the week prior to the interview.

¹⁰ Note from above that more police (statistically not quite reliable) are paid overtime at a higher rate.

¹¹ Ball J and Pike G (2005) *op cit* pg 60

Table 4.3: Overtime hours worked in last week (paid / unpaid) 2006 – mean

	Paid overtime (mean hours)		Unpaid overtime (mean hours)		Total overtime (mean hours)
	Hours	Base N=	Hours	Base N=	
Nurses & midwives	2.9	248,642	2.2	250,035	5.1
Nursing aux/asst	4.2	50,957	0.6	51,542	4.8
Teacher - primary	0.2	210,203	12.8	208,396	13.0
Teacher - secondary	0.2	222,103	11.5	219,432	11.7
Police - sgt & below	5.1	120,044	1.4	123,220	6.5
Police - inspector up	1.4	12,080	10.6	12,080	12.0
Total	1.9	864,029	7.0	864,705	8.9

Source: Labour Force Survey/Employment Research/RCN, 2006

On average, including usual basic hours and overtime, nurses work a total of just over 40 hours per week, compared to primary teachers' 48 hours, secondary teachers' 46 hours and police officers' 46 hours.

Second jobs

Nurses and midwives (4%) are more likely to have second jobs than teachers (3%), who are more likely to have second jobs than police (2%) or nursing auxiliaries/assistants (2%). This result for nurses and midwives is much lower than would be expected given that one in four respondents to the Annual Employment Survey¹². 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.

Table 4.4: Second job in reference week 2006 – percentages

	Yes	No	Base N=
Nurses & midwives	4.2	95.8	490,414
Nursing aux/asst	2.1	97.9	176,843
Teacher – primary	3.1	96.9	337,938
Teacher – secondary	3.3	96.7	368,833
Police - sgt & below	2.2	97.8	158,293
Police - inspector up	0.0	100.0	15,656
Total	3.2	96.8	1,547,977

Source: Labour Force Survey/Employment Research/RCN, 2006

Around 60% of nurses and midwives with a second job work as a health associate professional in that second job¹³. The numbers working in second jobs is too small to allow further analysis of pay/working hours.

¹² Ball J and Pike G (2005) *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.

5. Income/earnings changes 2004-6

To assess the impact on nurses' earnings of Agenda for Change (AfC), the new pay banding system for health service staff, the LFS was analysed to compare earnings before the introduction of AfC in 2004 and today, after most jobs have been banded. However, apart from the difficulties in comparing earnings over time using the LFS, the implementation of AfC is not complete and so this analysis is limited at this stage.

The following tables look at the changes in earnings between 2004 and 2006, again comparing nurses and midwives with 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 10%, more than teachers' but lower than police officers' (sergeant and below).

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

	Mean £ 2006	Base N=	Mean £ 2004	Base N=	% change 2004-6
Nurses & midwives	12.74	523,829	11.54	457,423	10.4
Nursing aux/asst	8.17	164,997	7.65	185,537	6.8
Teacher - primary	15.93	318,213	15.59	341,147	2.2
Teacher - secondary	16.68	384,152	16.36	362,572	2.0
Police - sgt & below	14.03	139,268	12.31	149,933	14.0
Police - inspector up	24.18	23,488	21.42	27,587	12.9
Total	14.17	1,553,947	13.37	1,524,199	6.0

Source: Labour Force Survey/Employment Research/RCN, 2006

However, there was also a shift in the age structure of each occupational group represented by the samples in 2004 and 2006. To reduce the effect of this Table 5.2 presents the average gross hourly earnings for each group by age band.

Table 5.2: Gross hourly pay in main job 2004 and 2006 by age – £ and percentage change

		Mean £ 2004	2004 Base N=	Mean £ 2006	2006 Base N=	% change 2004-06
Nurses & midwives	under 30	9.36	81,844	9.72	65,030	3.9
	30-39	11.36	125,766	12.97	136,910	14.2
	40-49	12.16	164,314	13.02	218,417	7.0
	50 and over	12.72	85,499	13.74	103,472	8.0
	Total	11.54	457,423	12.74	523,829	10.3
Nursing aux/asst	under 30	7.22	49,131	7.15	37,901	-1.0
	30-39	8.14	48,064	8.23	40,620	1.2
	40-49	7.25	35,349	8.48	42,438	17.1
	50 and over	7.86	52,993	8.70	44,038	10.7
	Total	7.65	185,537	8.17	164,997	6.9
Teacher – primary	under 30	12.16	64,603	11.51	64,679	-5.3
	30-39	15.52	84,212	16.52	97,145	6.4
	40-49	15.74	87,602	17.04	63,352	8.3
	50 and over	17.63	104,730	17.63	93,037	0.0
	Total	15.59	341,147	15.93	318,213	2.2
Teacher - secondary	under 30	11.32	59,500	12.97	87,524	14.5
	30-39	15.23	83,691	16.20	73,184	6.4
	40-49	17.39	96,403	18.05	110,552	3.8
	50 and over	18.76	122,978	18.52	112,892	-1.3
	Total	16.36	362,572	16.68	384,152	1.9
Police – sgt & below	under 30	10.45	36,620	11.36	22,926	8.7
	30-39	12.13	64,750	13.57	64,038	11.9
	40-49	13.90	39,049	15.62	46,677	12.4
	50 and over	14.14	9,514	17.06	5,627	20.7
	Total	12.31	149,933	14.03	139,268	14.0
Police - inspector up	Total	21.42	27,587	24.18	23,488	12.9
Total	under 30	10.16	291,698	10.94	278,060	7.8
	30-39	12.86	411,476	14.11	418,547	9.7
	40-49	14.18	442,175	14.86	493,344	4.8
	50 and over	15.48	378,850	15.77	363,996	1.9
	Total	13.37	1,524,199	14.17	1,553,947	6.0

Source: Labour Force Survey/Employment Research/RCN, 2006

This table shows that the average earnings of nurses and midwives aged 30-39 has increased faster than for the other age groups in nursing and compared to the other occupational groups.

The changes between 2004 and 2006 need some further analysis to provide a meaningful comparison. This may be possible in due course with the January-March 2004 data set and if analysed within a longer time-series.

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