

Appendix 2: Number of staff receiving premia and estimated cost by staff group

Staff group	Recruitment and retention premia		High cost area supplement	
	Number and percentage of staff receiving payment	Estimated cost per year (£'000s)	Number and percentage of staff receiving payment	Estimated cost per year (£'000s)
Hospital and community doctors	399 (0.3%)	£7,100	33,929 (26%)	£57,000
Nurses & health visitors	2,032 (0.6%)	£3,600	72,785 (21%)	£320,000
Midwives	140 (0.5%)	£260	6,486 (24%)	£26,000
Ambulance staff	100 (0.5%)	£200	3,565 (19%)	£14,000
Scientific, therapeutic & technical staff	1,697 (1%)	£6,000	38,312 (22%)	£170,000
Support to clinical staff	1,066 (0.3%)	£2,000	74,966 (18%)	£240,000
Infrastructure support	2,174 (1%)	£9,100	38,311 (18%)	£160,000

Source: Nuffield Trust analysis of [NHS Digital](#) data (2021). Cost estimates are based on the mean average amount of premia received per year by staff group.