



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Phríomhoifigigh Airgeadais
Feidhmeannacht na
Seirbhíse Sláinte
Seomra 125, Ospidéal
Dr. Steevens
BÁC 8

Office of the Chief Financial Officer
Health Service Executive
Room 125, Dr Steevens
Hospital
Dublin 8

13th February 2019

Deputy Stephen S. Donnelly TD,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

Re PQ 4602 19: To ask the Minister for Health the estimated full year cost of recruiting an extra 500 hospital consultants; and the average estimate for support staff required per consultant

PQ 4603 19: To ask the Minister for Health the estimated full year cost of recruiting an additional 4,000 nursing staff

PQ 4610 19: To ask the Minister for Health the estimated full year cost of recruiting an additional 200 speech and language therapists

PQ 4611 19: To ask the Minister for Health the estimated full year cost of recruiting an additional 200 occupational therapists

PQ 4612 19: To ask the Minister for Health the estimated full year cost of recruiting an additional two hundred physiotherapists

PQ 4613 19: To ask the Minister for Health the estimated full year cost of recruiting an additional 50 dental surgeons

Dear Deputy Donnelly,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Questions, which you submitted to the Minister for Health for response. Your PQ's above have been referred to me for response.

I attach herewith the table below with the estimated annual pay cost only of recruiting each additional staff category at the levels requested. All estimates are calculated using an average annual fully burdened salary (i.e. including average premium and employers PRSI) for the grade and position noted.

PQ ref	Grade	Grade Descriptor	No	Fully Burdened Sal pa	Cost per Annum €m	Comment
PQ 4602 19	1015	Consultant Anaesthetist	500	188,566	94.3	Based on mid point of 2018 Pay Scales, "Consultant Anaesthetist" Scale
PQ 4603 19	2135	Staff Nurse - General	4,000	53,495	214.0	Based on mid point of 2018 Pay Scales, "Staff Nurse - General" Scale
PQ 4610 19	336Y	Speech & Language Therapist	200	49,840	10.0	Based on mid point of 2018 Pay Scales, "Speech & Language Therapist" Scale
PQ 4611 19	3298	Occupational Therapist	200	49,937	10.0	Based on mid point of 2018 Pay Scales, "Occupational Therapist" Scale
PQ 4612 19	314X	Physiotherapist	200	50,037	10.0	Based on mid point of 2018 Pay Scales, "Physiotherapist" Scale
PQ 4613 19	1597	Dental Surgeon, General	50	81,144	4.1	Based on mid point of 2018 Pay Scales, "Dental Surgeon, General" Scale

Please note all estimates are calculated using the mid points of the January 2018 HSE pay scales built up to incorporate 2019 pay cost pressures.

In addition to the pay costs it is reasonable to assume that there are other non-pay costs associated with the recruitment process i.e. advertising, interview boards, possible travel expenses etc. These have not been included in the estimates above.

Also, there may be ancillary support services associated with the new posts arising from the implied additional activity that would be undertaken as a result of the increased number of staff. Some of these services may be drawn from existing cost pools however there may be incremental costs incurred i.e. facilities costs, admin support, medical support teams etc. These have not been included in the estimates above.

The estimated annual pay costs of employing additional staff must be considered in this context.

With specific reference to PQ 4602 19 it is not possible to determine/define what constitutes a consultants support staff with any degree of certainty due to the multi-disciplinary nature of medical consultants work and the resultant range of complexity associated with support services. Therefore we are unable to provide a cost associated with the latter part of the PQ.

If you have any queries, please do not hesitate to contact me at sarah.anderson1@hse.ie or tel: 045 882559.

Yours sincerely



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