



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

fig 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

9<sup>th</sup> July 2019

Deputy Barry Cowen TD,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

**Re PQ 26298 19:** *To ask the Minister for Health the estimated first and full year cost of implementing support staff job evaluation in the HSE; and if he will make a statement on the matter. -Barry Cowen*

Dear Deputy Cowen,

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

Costing information has been prepared by the HSE National Pay Unit, part of the National Finance Division, in consultation with HR and other colleagues. This is the best estimate based on the terms of the original "agreement". The actual terms of settlement that may emerge from the current IR process will dictate the actual costs in 2019 and future years.

The estimated costings indicate an average cost of €2,043 per WTE per year. This includes PRSI and premia costs. This is a 12 month cost per WTE i.e. in a full year of operation, using the WTE numbers reported as at the end of March 2019.

Please see Table 1 attached in **Appendix 1** for the estimated total cost and average cost per WTE for each of the 4 phases of the agreement. Please pay particular attention to the important notes below the table.

The effective date currently understood for the agreement is October 2018. There is some debate however as to whether all 4 phases or just phases 1 and 2 are payable from October 2018 under the terms of the original "agreement". The cost in 2019 will depend on what effective date is agreed.

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

Yours sincerely

*Sarah Anderson*

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## Appendix 1 to PQ 26298 19

**Table 1 - Estimated cost of implementing support staff job evaluation in the HSE**

| Job Evaluation Phases | WTE Mar 2019  | Total Basic Cost  | PRSI             | Premia           | Total Cost        | Avg Total Cost per WTE | Avg Basic Cost per WTE |
|-----------------------|---------------|-------------------|------------------|------------------|-------------------|------------------------|------------------------|
|                       | WTE           | €                 | €                | €                | €                 | €                      | €                      |
| Phase 1               | 1,064         | 2,480,923         | 291,824          | 281,272          | 3,054,019         | 2,871                  | 2,333                  |
| Phase 2               | 5,906         | 8,933,849         | 1,275,715        | 2,952,204        | 13,161,768        | 2,229                  | 1,513                  |
| <b>Sub-total</b>      | <b>6,970</b>  | <b>11,414,772</b> | <b>1,567,539</b> | <b>3,233,475</b> | <b>16,215,787</b> | <b>2,327</b>           | <b>1,638</b>           |
| Phase 3               | 3,423         | 4,792,711         | 532,236          | 383,243          | 5,708,190         | 1,667                  | 1,400                  |
| Phase 4               | 10,643        | 15,258,390        | 2,041,117        | 3,746,004        | 21,045,512        | 1,977                  | 1,434                  |
|                       | <b>21,036</b> | <b>31,465,874</b> | <b>4,140,892</b> | <b>7,362,723</b> | <b>42,969,489</b> | <b>2,043</b>           | <b>1,496</b>           |

### Important Notes

1. The above are all 12 month costs i.e. in a full year of operation - using the WTE numbers reported as at end of March 2019
2. The cost in 2019 will depend on what is the 'effective date' agreed
3. The effective date currently understood for the agreement is October 2018.
4. There is some debate as to whether this Oct 2018 effective date applies to all 4 phases or just phases 1 to 2
5. The precise terms of any settlement that involves any element of "arrears" will dictate whether such arrears cause a deficit in 2019 even if paid in 2020 (i.e. if they have to be accrued for then will cause deficit in normal course)
6. The actual 2019 cost will also be determined by whatever emerges from the current IR process