



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

11th July 2019

Deputy Louise O'Reilly TD,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

Re:

PQ 27246 19: To ask the Minister for Health the estimated cost of increasing the number of obstetricians and gynaecologists employed by ten

PQ 27247 19: To ask the Minister for Health the estimated cost of recruiting ten consultants on the average pay grade.

PQ 27248 19: To ask the Minister for Health the estimated cost of recruiting 10, 20 and 40 dentists, respectively on the average pay grade in tabular form.

PQ 27250 19: To ask the Minister for Health the estimated cost of recruiting 5 and 10 orthodontists, respectively on the average pay grade in tabular form

PQ 27251 19: To ask the Minister for Health the estimated cost of recruiting 60 dental nurses on the average pay grade.

PQ 27326 19: To ask the Minister for Health the estimated cost of employing 100, 200, 300 and 400 nurses, respectively on the average pay scale in tabular form

PQ 27327 19: To ask the Minister for Health the estimated cost of employing 100, 150 and 200 midwives, respectively on the average pay scale in tabular form

PQ 27328 19: To ask the Minister for Health the estimated cost of employing 10 and 25 advanced nurse practitioners in tabular form

PQ 27329 19: To ask the Minister for Health the estimated cost of employing 10 and 25 community nurse specialists in tabular form

PQ 27330 19: To ask the Minister for Health the estimated cost of employing ten community physiotherapists and hospital physiotherapists at entry level with five years experience and ten years of experience, respectively

PQ 27347 19: To ask the Minister for Health the estimated cost of employing 100 occupational therapists

PQ 27348 19: To ask the Minister for Health the estimated cost of employing 100 physiotherapists

PQ 27349 19: To ask the Minister for Health the estimated cost of employing 150 psychologists

PQ 27350 19: To ask the Minister for Health the estimated cost of employing 100 speech and language therapists

PQ 27355 19: To ask the Minister for Health the estimated cost of employing 250 speech and language therapists based on mid-point 2018 pay scales

-Louise O'Reilly

Dear Deputy O'Reilly,

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.

Please see **Table 1** attached in **Appendix 1** below with the estimated annual pay cost only of recruiting each additional staff category at the levels requested for each of the above PQ's. All estimates, with

the exception of PQ 27355 19, are calculated using the mid points of the April 2019 HSE pay scales as adjusted to take into account 2019 Pay Awards and Pay Cost Pressures. From this, an average annual fully burdened salary is calculated (i.e. including average premium and employers PRSI) for the grade and position noted.

In addition to the pay costs above it is reasonable to expect 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.

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

Yours sincerely



Sarah Anderson
General Manager
Corporate Finance
sarah.anderson1@hse.ie Tel: 045 882559

Appendix 1 - Table 1

	PQ ref	Grade	Grade Descriptor	No	Fully Burdened Salary pa €	Cost per Annum €M	Comment
1	PQ 27246 19	1139	Consultant Obstetrician & Gynaecologist	10	225,265	2.3	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
2	PQ 27247 19	109Y	Consultant Haematologist (Clinical and Laboratory)	10	223,324	2.2	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
3	PQ 27248 19	1589	Dental Surgeon, Senior	10	95,739	1.0	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
4	PQ 27248 19	1589	Dental Surgeon, Senior	20	95,739	1.9	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
5	PQ 27248 19	1589	Dental Surgeon, Senior	40	95,739	3.8	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
6	PQ 27250 19	1775	Consultant Orthodontist	5	218,145	1.1	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
7	PQ 27250 19	1775	Consultant Orthodontist	10	218,145	2.2	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
8	PQ 27251 19	6437	Dental Nurse	60	36,317	2.2	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
9	PQ 27326 19	2135	Staff Nurse - General	100	52,940	5.3	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
10	PQ 27326 19	2135	Staff Nurse - General	200	52,940	10.6	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
11	PQ 27326 19	2135	Staff Nurse - General	300	52,940	15.9	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
12	PQ 27326 19	2135	Staff Nurse - General	400	52,940	21.2	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
13	PQ 27327 19	2143	Staff Midwife	100	54,094	5.4	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
14	PQ 27327 19	2143	Staff Midwife	150	54,094	8.1	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
15	PQ 27327 19	2143	Staff Midwife	200	54,094	10.8	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
16	PQ 27328 19	2267	Advanced Nurse Practitioner (General)	10	77,303	0.8	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
17	PQ 27328 19	2267	Advanced Nurse Practitioner (General)	25	77,303	1.9	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
18	PQ 27329 19	2628	Clinical Nurse Specialist (Community/Primary Care)	10	65,295	0.7	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
19	PQ 27329 19	2628	Clinical Nurse Specialist (Community/Primary Care)	25	65,295	1.6	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
20	PQ 27330 19	314X	Physiotherapist	10	40,476	0.4	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
21	PQ 27330 19	314X	Physiotherapist	10	51,268	0.5	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
22	PQ 27330 19	3158	Physiotherapist, Senior	10	64,010	0.6	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
23	PQ 27347 19	3298	Occupational Therapist	100	51,065	5.1	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
24	PQ 27348 19	314X	Physiotherapist	100	51,268	5.1	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
25	PQ 27349 19	3689	Psychologist, Clinical	150	74,929	11.2	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
26	PQ 27350 19	336Y	Speech & Language Therapist	100	51,116	5.1	Based on mid point of Apr 2019 Pay Scales as adjusted for 2019 Pay Awards
27	PQ 27355 19	336Y	Speech & Language Therapist	250	48,457	12.1	Based on mid point of 2018 Pay Scales