



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

29th September 2020

Deputy Matt Carthy TD,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

Re PQ 24054 20: *To ask the Minister for Health the estimated cost in 2021 of recruiting 120 extra paramedics.*

Dear Deputy Carthy,

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.

Please note the HSE does not have a post of *paramedic*. The term *paramedic* does not form part of any staff grade description in the HSE. However the term *paramedic* is often used to refer to Emergency Medical Technicians and so for the purposes of this response we have used the grade description Emergency Medical Technicians.

The estimated annual cost of recruiting an additional 120 Emergency Medical Technicians in 2021 (Grade Code 6463) is €7.9m per annum.

The estimate was provided by the National Pay Unit of the National Finance Division and is calculated using the mid-point of the January 2020 HSE pay scales. From this, an average annual fully burdened salary is calculated (i.e. including average premium and employers PRSI) for the Grade and position noted. It is also adjusted upwards to take into account 2020 pay awards and pay cost pressures and includes the 2% pay increase due in October 2020.

In addition to the pay costs above there are specific non-pay costs of €8k per recruit covering specialist equipment and uniforms. The total cost of this for 120 additional recruits would therefore be €960k.

In addition to the pay costs and specific non-pay costs above 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. which would also be incurred. There may also be ancillary support services associated with 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: 087 9423319.

Yours sincerely

Sarah Anderson

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