



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

1st October 2020

Deputy David Cullinane TD,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

Re PQ 24496 20: *To ask the Minister for Health the cost of hiring an additional one medical scientist in testing laboratories.*

Re PQ 24497 20: *To ask the Minister for Health the cost of providing at 10% pay rise to medical scientists; and the hiring of an additional one medical scientist with this in mind.*

Dear Deputy Cullinane,

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.

In response to your PQ 24496 20, the estimated annual cost of hiring an additional Medical Scientist (Grade Code 3875) is €65,877 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 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.

In response to your PQ 24497 20 above, and in light of the response above to your PQ 24496 20, the annual cost of providing a 10% pay increase for a Medical Scientist (Grade Code 3875) (including average premium and employers PRSI) is estimated to be €6,588 per annum. The estimated cost therefore of recruiting an additional one medical scientist at that increased rate would be €72,464 per annum.

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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