



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

23<sup>rd</sup> September 2021

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

**Re PQ 43128 21:** To ask the Minister for Health the estimated cost of 50 new healthcare assistant posts.  
**PQ 43149 21:** To ask the Minister for Health the estimated cost of 50 new midwife posts.

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 PQs above have been referred to me for response.

Please see **Table 1** below with the estimated annual pay cost only of recruiting each additional staff category for each of the above PQ's.

**Table 1**

PQ ref	Grade	Grade Descriptor	No	Fully Burdened Sal pa €	Cost per Annum €m
PQ 43128 21	6075	Health Care Assistant	50	46,310	€2.32
PQ 43149 21	2143	Staff Midwife	50	55,747	€2.79

The estimates were provided by the National Pay Unit of the National Finance Division and are calculated using the mid-point of the July 2021 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 the remaining 2021 pay awards and pay cost pressures.

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.

If you have any queries, please do not hesitate to contact me at [sarah.anderson1@hse.ie](mailto:sarah.anderson1@hse.ie) or tel: 087 9423319.

Yours sincerely

*Sarah Anderson*

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