



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

11th May 2022

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

Re PQ 19422 22: *To ask the Minister for Health the cost of hiring one additional new entrant consultant on a type A contract; and if he will make a statement on the matter.*

PQ 19423 22: *To ask the Minister for Health the cost of hiring one additional new entrant consultant on a type B contract; the additional cost assuming full pay restoration; and if he will make a statement on the matter.*

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 above has been referred to me for response.

In relation to **PQ 19422 22** the estimated cost of recruiting one additional Type A Consultant (Grade Code Type A) is €215,860 per annum.

The estimates were provided by the National Pay Unit of the National Finance Division and are calculated using the mid-point of the October 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.

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 relation to **PQ 19423 22** regarding a new entrant consultant on a Type B contract and the additional cost assuming full pay restoration, consultants pay and the proposition of a new public only contract is currently the subject of on-going discussion with staff representatives under the auspices of the appropriate industrial relations channels. Consequently it is not possible to make any assumptions or provide any estimates associated with same currently.

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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