



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannacht na Seirbhíse Sláinte,
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30^h August 2023

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

Re PQ 35152 23: *To ask the Minister for Health the cost of a 10% increase in clinical training places for medical interns, initial specialist training, higher specialist training, GP training, clinical psychology, advanced nurse/midwife practitioners, advanced practice physiotherapy, in tabular form; and the number of places this would result in.*

Dear Deputy Cullinane,

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. The part of your PQ above relating to clinical psychology, advanced nurse/midwife practitioners and advanced practice physiotherapy has been referred to me for response.

The HSE National Pay Unit advised us based on the Ytd July 2023 WTE profile of Grade Code 3697 - Trainee Clinical Psychologists, that a 10% increase in posts would amount to 17 WTE's with a total estimated additional annualised pay cost of €808,820 per annum.

In addition to the estimated pay costs above, the National Health & Social Care Professions Office have confirmed that 60% of the university fees for trainee clinical psychologists recruited are paid by the HSE. The average annual cost to the HSE is €8,642 per student per annum and therefore equates to an estimated average annual additional cost of €146,914 per annum to cover 17 additional trainee posts. These fees are payable each year for 3 years which is the duration of the trainee programme.

The Office of Nursing and Midwifery Services have advised us that a 10% increase in posts for Advanced Midwife Practitioner (Candidate) - Grade Code 2536 amounts to 20 WTE's with a total estimated additional annualised pay cost of €1,657,583 per annum.

Furthermore we have been informed by the Office of Nursing and Midwifery Services that the HSE covers the costs of the MSc ANP university fee at a cost of €6,000 per student per annum resulting in an estimated annual additional cost of €120,000 per annum to cover 20 additional trainee posts. These fees are payable each year for 2 years which is the duration of the trainee programme.

Both of the pay estimates above were calculated using the mid points of the March 2023 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. These costs are full year pay only estimates including average allowances, OT and other premia associated with the grade code. Also included is ER PRSI at 11.05%. No other ancillary costs outside of those noted are considered.



In addition to the pay costs and university fee 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. Additionally it is reasonable to assume that 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.

Regarding your request re clinical training places for advanced practice physiotherapy, following inquiries with the HSE National Lead Health & Social Care Professions, we are advised that there is no grade or recognised position of advanced practice physiotherapist nor yet an agreed process by which to become an advanced practice physiotherapist.

The HSE are working closely with the Department of Health in development of advanced practice for the Health and Social Care Professions which will include physiotherapy and have prepared an advanced practice framework for HSCP which the HSE will work to implement with the DoH.

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

Yours sincerely

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