



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannacht na Seirbhíse Sláinte,
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27th July 2023

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

Re PQ 35157 23: To ask the Minister for Health the fully burdened cost of employing additional (details supplied) inclusive of employers' PRSI, in tabular form.

· physiotherapist, · psychologist, · SLT, · OT, · dentist, · dental nurse, · HSE Safeguarding Team, · Neurorehabilitation Team, · salaried GP, · community development worker, · senior staff nurse (mental health), · Social inclusion case worker, Counsellor in addiction services

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. Your PQ above has been referred to me for response.

Please see the table below with the estimated annual pay cost only of recruiting each additional staff category listed below as requested.

Grade	Grade Descriptor	No	Fully Burdened Salary pa €
391T	Counsellor	1	70,480
6437	Dental Nurse	1	40,538
1620	Dentist, Examining	1	114,179
152X	General Practitioner	1	124,518
3298	Occupational Therapist	1	56,492
314X	Physiotherapist	1	57,136
3689	Psychologist, Clinical	1	83,069
3017	Social Worker	1	64,277
336Y	Speech & Language Therapist	1	56,483
2383	Staff Nurse Senior, Mental Health (Nursing Bank)	1	74,595
6030	Community Welfare Officer	1	57,953

The term HSE Safeguarding Team is not a generic structure within the HSE and can vary in terms of staffing levels and skill mix depending upon a wide variety of variables.

Therefore the National Pay Unit have used an existing CHO safeguarding team structure as an example in the table below in order to provide a response to you.



Grade	Grade Descriptor	No	Fully Burdened Salary pa €	Cost Per Annum €
0041	General Manager	1	97,323	€ 97,323
0558	Grade IV	1	47,606	€ 47,606
0574	Grade VI	1	65,835	€ 65,835
3017	Social Worker	5	64,277	€ 321,387
350Y	Social Worker, Principal	1	91,715	€ 91,715
3902	Social Worker, Team Leader	8	78,477	€ 627,814

All estimates above were provided by the National Pay Unit of the National Finance Division and are 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 codes. Also included is ER PRSI at 11.05%. No other ancillary costs outside of those noted are considered.

Regarding the estimated staff costs of a Community Neuro-Rehabilitation team in each Community Healthcare Organisation (CHO), please see the table in Appendix 1 below which was provided by the Change Planning & Delivery - Disability & Mental Health Services unit and the National Pay Unit of the National Finance Division. The estimated costs are based on March 2023 HSE pay scales with the Full Year Cost including average premium and employers PRSI.

In addition to the pay 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.

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

Sarah Anderson
General Manager HSE Corporate Finance
HSE National Finance Division
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Appendix 1 to PQ 35157 23

Staffing of Community Neuro-Rehabilitation Team (per CHO)

Grade Code	Grade Code Description	Total WTE for Grade Code	Basic Pay (Mar 2023 Consol Scales)	Full Year Cost of WTEs
OVERALL TOTAL		13	885,761	1,016,256
2632	Clinical Nurse Specialist (General)	1.00	60,789	73,736
3298	Occupational Therapist	1.00	50,800	56,492
314X	Physiotherapist	0.50	25,400	28,568
3019	Social Worker, Senior Medical	1.00	70,647	78,752
6503	Physiotherapy Assistant	2.00	72,118	81,980
0655	Grade VIII	1.00	82,061	91,915
180X	Consultant in Rehabilitation Medicine	0.50	122,167	153,598
3301	Occupational Therapist, Senior	1.00	63,691	70,806
3379	Speech & Language Therapist, Senior	1.00	63,691	70,799
3158	Physiotherapist, Senior	1.00	63,691	71,825
3707	Physiotherapist, Clinical Specialist	1.00	69,912	80,207
367Y	Psychologist, Senior Clinical	1.00	98,913	109,970
0558	Grade IV	1.00	41,881	47,606

Sources: Change Planning & Delivery - Disability & Mental Health Services and National Pay Unit of National Finance Division