



BY EMAIL ONLY

Deputy Duncan Smith
Dáil Éireann
Leinster House
Kildare Street
Dublin 2

10th July 2023

PQ29579/23-Deputy Duncan Smith- To ask the Minister for Health the full-year cost to recruit one additional WTE genetic consultant and one extra WTE genetic counsellor, in tabular form.

Dear Deputy Smith,

Thank you for your representation.

All estimates 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 employers PRSI) for the grade and position noted and all amounts are denoted in €M

Grade	Grade Descriptor	No	Fully Burdened Sal PA	Cost per Annum €	€K	Cost per Annum €M	Comment
1937	Consultant in Clinical Genetics	1	307,197	€307,197	€307	€0.31	Based on mid-point of March 2023 Pay Scales, "Consultant in Clinical Genetics" Scale
3019	Social Worker Senior Medical	1	78,752	€78,752	€79	€0.08	Based on mid point of Mar 2023 Pay Scales, "Social Worker, Senior Medical" Scale
Total	2		€385,949	€386,000	€0.39m		

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.

Assumptions:

- Since a "genetic consultant" and a "genetic counsellor" are not specific grades within the HSE paycales, Grade 1937 Consultant in Clinical Genetics and Grade 3019 Social Worker, Senior Medical were selected.
- 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.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Deirdre McNamara'.

Deirdre McNamara
Director of Strategic Programmes