



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> May 2023

Deputy Darren O'Rourke TD,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

**Re PQ 21277 23:** *To ask the Minister for Health the estimated full-year cost of recruiting one additional WTE pharmacist chief 1, 1 WTE pharmacist chief 2, and senior pharmacist, in tabular form.*

Dear Deputy O'Rourke,

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 for the PQ above.

Grade	Grade Descriptor	No	Fully Burdened Salary p.a. €
3263	Pharmacist, Chief I	1	107,371
3271	Pharmacist, Chief II	1	101,329
3239	Pharmacist, Senior	1	84,912

The estimates 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.

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](mailto:sarah.anderson1@hse.ie) or tel: 087 9423319.

Yours sincerely

*Sarah Anderson*

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