



**Oifig an Phríomhoifigigh Airgeadais**

Feidhmeannacht na Seirbhíse Sláinte,  
Seomra 125, Ospidéal Dr. Steevens,  
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**Office of Chief Financial Officer**

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18<sup>th</sup> July 2024

Deputy Richard Boyd Barrett TD,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

**Re PQ 28815 24:** *To ask the Minister for Health the estimated full-year cost of hiring 1,000 new nurses on the pre-2011 rate of pay.*

Dear Deputy Boyd Barrett,

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 the additional staff at the pre-2011 rate of pay as requested.

Grade	Grade Descriptor	No	Fully Burdened Salary per annum per WTE €	Total Cost per Annum €m
2135	Staff Nurse - General	1,000	54,298	€54.3

All estimates above were provided by the National Pay Unit of the National Finance Division and are calculated using the midpoint of the January 2010 HSE pay scales. From this, an average annual fully burdened salary is calculated (i.e. including current 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 the current rate of ER PRSI at 11.05% and additional added costs are based on 2023 averages. 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 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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