



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannacht na Seirbhíse Sláinte,
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24th July 2024

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

Re PQ 30375 24: To ask the Minister for Health the all-in cost of 100 WTE physiotherapists.
Re PQ 30389 24: To ask the Minister for Health the all-in cost of 100 WTE public health nurses.
Re PQ 30390 24: To ask the Minister for Health the all-in cost of 100 WTE clinical nurse specialists.
Re PQ 30391 24: To ask the Minister for Health the all-in cost of 100 WTE advanced nurse practitioners.
Re PQ 30392 24: To ask the Minister for Health the all-in cost of 100 WTE dental surgeons.
Re PQ 30374 24: To ask the Minister for Health the all-in cost of 100 WTE psychologists.

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 the additional staff as requested.

Grade	Grade Descriptor	No	Fully Burdened Salary per annum per WTE €	Total Cost per Annum €M
314X	Physiotherapist	100	60,114	€6.01
2828	Public Health Nurse	100	77,028	€7.70
2632	Clinical Nurse Specialist (General)	100	76,753	€7.68
2267	Advanced Nurse Practitioner (General)	100	90,532	€9.05
1597	Dental Surgeon, General	100	94,720	€9.47
3689	Psychologist, Clinical	100	87,267	€8.73

All estimates above were provided by the National Pay Unit of the National Finance Division and are calculated using the midpoint of the June 2024 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 or tel: 087 9423319.

Yours sincerely

Sarah Anderson

Sarah Anderson
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