

**Oifig an Phríomhoifigigh Airgeadais**

Feidhmeannacht na Seirbhíse Sláinte,
Seomra 125, Ospidéal Dr. Steevens,
BÁC 8, D08 W2A8

Office of Chief Financial Officer

Health Service Executive,
Room 125, Dr Steevens Hospital,
Dublin 8, D08 W2A8

www.hse.ie
[@hselive](https://twitter.com/hselive)

t 01 6352542
e cfo@hse.ie

3rd March 2025

Deputy Alan Kelly TD,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

Re PQ 6283 25: *To ask the Minister for Health the estimated full-year cost to recruit one WTE staff grade optician and one senior grade optician to work within the public health service.*

Dear Deputy Kelly,

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 note the HSE do not have a grade code for 'optician' listed per the HSE consolidated pay scales. Therefore, in order to provide you with a relevant response we have provided the estimates based on

1. Optometrist (also known as Ophthalmic Optician)
2. Orthoptist

Orthoptists are experts in diagnosing and treating defects in eye movement and problems with how the eyes work together (VISION)). The HSE recruit as part of the Integrated Eyecare Teams.

Optometrists have an extended role and are trained to examine the eyes to detect defects in vision, signs of injury, ocular diseases, or abnormalities. They also identify the signs of problems with general health, such as diabetes or high blood pressure. The HSE also recruit as part of the Integrated Eyecare Teams.

The HSE do not recruit Dispensing opticians who fit glasses according to a prescription by an optometrist.

Depending on the service requirement for public health the following average costs apply

Grade	Grade Descriptor	WTE	Fully Burdened Sal pa
3409	Orthoptist	1	59,778
3417	Orthoptist, Senior	1	75,116
3420	Optometrist, Clinical	1	74,970



This is the best information available at this time. The estimates above were provided by the National Pay Unit of the National Finance Division and were calculated using the midpoints of the October 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

Bainisteoir Ginearálta | General Manager

HSE Airgeadais Corparáideach, An Rannóg Airgeadais Náisiúnta agus Soláthair HSE

Teach Darach, Páirc na Mílaoise, An Nás, Co. Chill Dara, W91 KDC2.

HSE Corporate Finance, HSE National Finance & Procurement Division

Oak House, Millennium Park, Naas, Co Kildare, W91 KDC2.

E: sarah.anderson1@hse.ie

T: 087 9423319