

**Oifig an Phríomhoifigigh Airgeadais**

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

**Office of Chief Financial Officer**

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08 July 2025

Deputy Sorca Clarke TD,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

**PQ 35426 25:** To ask the Minister for Health the estimated cost of recruiting and retaining 1,000 additional mental health professionals, by profession, for example, psychiatrists, psychologists, nurses, occupational, therapists, social workers, and by salary band.

Dear Deputy Clarke,

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 costs only of recruiting the additional staff for the grade code noted.

PQ	Grade	Grade Descriptor	Fully Burdened Salary per Annum per WTE €	Number of WTE	Fully Burdened Salary cost per Annum for 1000 WTEs € M
PQ 35426 25	143Y	Consultant General Adult Psychiatrist	319,847	1000	319.85
PQ 35426 25	367Y	Psychologist, Senior Clinical	119,278	1000	119.28
PQ 35426 25	2625	Clinical Nurse Specialist(Mental Health)	90,174	1000	90.17
PQ 35426 25	3298	Occupational Therapist	61,134	1000	61.13
PQ 35426 25	3017	Social Worker	69,535	1000	69.53

The estimate above was provided by the National Pay Unit of the National Finance Division and was calculated using the midpoint of the March 2025 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 code. Also included is ER PRSI at 11.15%. 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. which would also be incurred. 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.

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**

**Bainisteoir Ginearálta | General Manager**

HSE Airgeadais Corparáideach, An Rannóg Airgeadais Náisiúnta agus Soláthair HSE

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