



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
t 01 6352542
e cfo@hse.ie

08 July 2025

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

PQ 35430 25: To ask the Minister for Health the current average salary and total annual cost, including PRSI, pension, of a full-time consultant psychiatrist, clinical psychologist, mental health nurse (all grades), occupational therapist, social worker, counsellor and psychotherapist, peer support worker, in tabular form

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 €
PQ 35430 25	1457	Consultant Child&Adolescent Psychiatrist	315,366
PQ 35430 25	3689	Psychologist, Clinical	89,856
PQ 35430 25	2157	Staff Nurse, Senior (Mental Health)	93,892
PQ 35430 25	2165	Staff Nurse Senior Dual Qual Mental Hlth	99,909
PQ 35430 25	2268	Advanced Nurse Practitioner (Psych)	102,424
PQ 35430 25	2274	Adv Nrs Pract Candidate (Mental Health)	92,234
PQ 35430 25	2285	Enhanced Nurse (Mental Health)	79,210
PQ 35430 25	2293	Enhanced Nurse Senior, (Mental Health)	96,199
PQ 35430 25	2301	Staff Nurse, Community Mental Health	88,858
PQ 35430 25	238Y	Clinical Nurse Manager 3 (Mental Health)	109,638
PQ 35430 25	2526	Director of Nursing (Mental Health)	123,863
PQ 35430 25	2527	Clinical Nurse Manager 1 (Mental Health)	97,205
PQ 35430 25	2542	Director of Nursing Mental Health, Asst	112,897
PQ 35430 25	2585	Principal Nurse Tutor (Mental Health)	92,570
PQ 35430 25	2586	Nurse Tutor (Psychiatric)	89,020
PQ 35430 25	2606	Staff Nurse Dual Qualified Mental Health	87,624
PQ 35430 25	2625	Clinical Nurse Specialist(Mental Health)	90,174
PQ 35430 25	2658	Clinical Nurse Manager 2 (Mental Health)	97,449
PQ 35430 25	2674	Staff Nurse, Mental Health	71,927
PQ 35430 25	2699	Clinical Nurse Spec Candidate Mental Hea	74,721
PQ 35430 25	2862	Staff Nurse, (Adapt Place) Mental Health	46,269
PQ 35430 25	2382	Staff Nurse, Mental Health (Nursing Bank)	64,863
PQ 35430 25	3298	Occupational Therapist	61,134
PQ 35430 25	3017	Social Worker	69,535
PQ 35430 25	391T	Counsellor	76,282
PQ 35430 25	3056	Psychotherapist	91,513
PQ 35430 25	6038	Peer Support Worker	44,525

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.

Please note that the HSE has no oversight of pension costs and therefore these are not included as part of the calculation.

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

HSE Corporate Finance, HSE National Finance & Procurement Division

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

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

E: sarah.anderson1@hse.ie

T: 087 9423319