

**Oifig an Phríomhoifigigh Airgeadais**

Feidhmeannacht na Seirbhíse Sláinte,
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4th June 2025

Deputy Liam Quaide TD,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

Re PQ 25712 25: *To ask the Minister for Health for the average monthly cost to the HSE of a full-time agency staff psychiatrist, clinical nurse specialist, staff nurse, psychologist, social worker and occupational therapist; and to ask for a comparison of average monthly salary costs to the HSE for a staff member who is directly employed by the HSE across the same disciplines, in tabular form*

Dear Deputy Quaide,

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 which outlines the average monthly costs for HSE directly employed staff and for agency staff for each of the staff categories you requested.

Average monthly costs of HSE directly employed and full time agency staff				
Grade Code	Grade Descriptor	Wte #	HSE Directly employed staff €	Agency staff €
1535	Registrar, Psychiatry	1	9,148	14,233
2632	Clinical Nurse Specialist (General)	1	6,267	8,824
2135	Staff Nurse - General	1	4,275	6,065
3689	Psychologist, Clinical	1	7,435	10,734
3017	Social Worker	1	5,784	8,351
3298	Occupational Therapist	1	5,081	7,336
Source: HSE directly employed staff costs provided by National Pay Unit - HSE Finance (NPU).				
Agency staff costs provided by Human Resources Shared Services (HRSS)				
Note 1: HSE directly employed Registrar costs includes average overtime & premia payments. All other grades pay costs are exclusive of premium payments to allow for more direct comparability.				
Note 2: Agency staff costs include Agency Fee and VAT.				

The estimates for HSE directly employed staff were provided by the National Pay Unit (NPU) of the National Finance Division and were calculated using the midpoints of the March 2025 HSE pay scales. Also included is ER PRSI at 11.15%. For Registrars the costs are full year pay only estimates including average allowances, overtime and other premia associated with the grade code. No other ancillary costs outside of those noted are considered. For all other grade codes



the average costs provided exclude average overtime and premium for the grade and position noted to allow for more direct comparisons to agency costs.

The agency costs were provided by HSE Human Resources Shared Services (HRSS). Agency workers are booked for specific time periods/shifts. Some agency staff may be working only night shifts, others may be working day shifts only. There is no centralised record of average times booked or agency work patterns. In the absence of this data, the periods 9 - 5 Mon - Friday are used for the purpose of this illustration. Also please note that there is no record of booking agency staff for the grade of Clinical Nurse Specialist (General).

Please note that National agency supplier framework panel members must ensure that payment for overtime is not required.

Under the Protection of Employees (Temporary Agency Work) Act 2012 agency workers are entitled to the same basic terms and conditions of employment as direct employees. These terms include basic pay, shift premiums, unsocial hours and Sunday rates and holiday allowances. Therefore agency workers are entitled to an hourly pay rate in line with the Department of Health consolidated pay scales and also have an entitlement to the same annual leave / public holiday allowance as direct employees. Employment agencies pass on statutory pay costs such as PRSI and holiday allowances to the hirer. An agency cannot invoice the Hirer when their employee (the agency worker) is on holiday, therefore the relevant pro-rata holiday entitlement is added to all worked hours.

Procurement of agency staff incurs additional costs for Agency fees and VAT.

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

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