



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannachtna 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

11th June 2025

Deputy Marie Sherlock TD,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

Re PQ 26964 25: *To ask the Minister for Health the estimated cost to the State of hiring an additional 50, 100 and 250 clinical psychiatrists, psychologists and psychiatric nurses, respectively; and if she will make a statement on the matter.*

Dear Deputy Sherlock,

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 codes noted.

Grade	Grade Descriptor	Wte's #	Fully Burdened Sal per annum per Wte €	Total Cost per annum €m
1457	Consultant Child&Adolescent Psychiatrist	50	315,366	15.8
3689	Psychologist, Clinical	100	89,856	9.0
2704	Psychiatric Nurse, Community	250	90,195	22.5

All estimates above were provided by the National Pay Unit of the National Finance Division and are 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 codes. 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.



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