

**Oifig an Phríomhoifigigh Airgeadais**

Feidhmeannacht na Seirbhíse Sláinte,  
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12<sup>th</sup> June 2025

Deputy David Cullinane TD,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

**Re PQ 28663 25:** *To ask the Minister for Health the all-in cost of 100 WTE advanced nurse practitioners.*

**PQ 28653 25:** *To ask the Minister for Health the training and net additional pay costs of increasing the percentage of advanced nurse practitioners to 2%, 3%, 4%, and 5% of the nursing workforce; and the number of nurses this corresponds to.*

Dear Deputy Cullinane,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Questions, which you submitted to the Minister for Health for response. Your PQs above have been referred to me for response.

In response to your PQ 28663 25 above, please see the table below with the estimated annual pay cost only of recruiting the additional staff for the grade code noted.

Grade	Grade Descriptor	#WTE	Fully Burdened Salary per annum per WTE €	Total Cost per annum €m
2267	Advanced Nurse Practitioner (General)	100	92,655	9.27

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.



In relation to your PQ 28653 25 above, please see the Tables in Appendix 1 to this letter. **Table 1** shows the Total Nursing and Midwifery workforce numbers (for Statutory & Voluntary services) at April 2025 and the Total Advanced Nurse Practitioner WTEs within the Total Nursing & Midwifery workforce. At April 2025 Advanced Nurse Practitioners (ANPs) represented 1.8% of the total Nursing & Midwifery workforce. This data was sourced from the Health Services Employment Report April 2025 which is available using the following link.  
<https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/health-services-employment-report-april-2025.pdf>

**Table 2** details, based on April 2025 workforce reporting, the level of increase in ANP WTEs and the associated increased annual pay costs if the ANP WTE's as a percentage of the Total Nursing & Midwifery workforce were increased to the levels per your PQ 28653 25. Please note that the estimated increased pay costs have been based on the average fully burdened salary per annum for grade code 2267 Advanced Nurse Practitioner (General) as shown earlier in this letter in response to your PQ 28663 25.

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**

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## Appendix 1 to PQ 28663 25 and PQ 28653 25

**Table 1**

ANP and Total Nursing & Midwifery workforce at April 2025 <i>For HSE Statutory &amp; Voluntary Services</i>	
Total Nursing & Midwifery WTE's	48,393
ANP WTE's	871
ANP WTE's as % of Total Nursing & Midwifery workforce	1.8%
<i>Source: Health Services Employment Report April 2025</i>	
<i>ANP - Advanced Nurse Practitioners</i>	

**Table 2**

Data for PQ 28653 25 <i>For HSE Statutory &amp; Voluntary Services</i>			
If ANP % of Nursing workforce equals	Then Total ANP WTE #	Being ANP WTE Increase of #	Increased pay cost per annum €m
2%	968	97	9.0
3%	1,452	581	53.8
4%	1,936	1,065	98.7
5%	2,420	1,549	143.5
<i>Based on Health Services Employment Report April 2025</i>			
<i>ANP - Advanced Nurse Practitioners</i>			