

**Oifig an Phríomhoifigigh Airgeadais**

Feidhmeannacht na Seirbhíse Sláinte,
Seomra 125, Ospidéal Dr. Steevens,
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Office of Chief Financial Officer

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12th June 2025

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

Re PQ 28662 25: *To ask the Minister for Health the all-in cost of 100 WTE clinical nurse specialists.*

Dear Deputy Cullinane,

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.

Grade	Grade Descriptor	# WTE's	Fully Burdened Salary per annum per WTE €	Total Cost per annum €m
2632	Clinical Nurse Specialist (General)	100	80,274	8.03

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.

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

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