



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannachta Seirbhíse Sláinte,
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24th June 2025

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

Re PQ 28721 25: *To ask the Minister for Health the cost of 100 community practicing nurses, by grade, in tabular form.*

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 Table 1 in Appendix 1 to this letter with the estimated annual pay costs only of recruiting the additional staff for the grade codes noted. The grade codes, as provided by the Office of the Nursing & Midwifery Director (ONMSD), are all the relevant nursing and midwifery grades used in Community services.

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
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Appendix 1 to PQ 28721 25

Table 1

Grade	Grade Descriptor	Fully Burdened Salary per annum per WTE * €	Fully Burdened Salary per annum per 100 WTEs * €m
2903	Director of Nursing 1	113,470	11.35
2904	Director of Nursing 2	106,894	10.69
2905	Director of Nursing 2A	103,515	10.35
2906	Director of Nursing 3	97,548	9.75
2907	Director of Nursing 4	95,465	9.55
2908	Director of Nursing 5	86,015	8.60
2801	Director of Public Health Nursing	112,067	11.21
281x	Director of Public Health Nursing, Asst	90,178	9.02
233x	Clinical Nurse Manager 3	96,194	9.62
2119	Clinical Nurse Manager 2	84,210	8.42
2127	Clinical Nurse Manager 1	84,735	8.47
2133	Clinical Midwife Manager 3	91,314	9.13
2132	Clinical Midwife Manager 2	89,267	8.93
2131	Clinical Midwife Manager 1	86,425	8.64
2267	Advanced Nurse Practitioner (General)	92,655	9.27
2268	Advanced Nurse Practitioner (Psych)	102,424	10.24
2269	Advanced Nurse Practitioner (Comm/PC)	90,326	9.03
2270	Advanced Nurse Practitioner (Children's)	88,879	8.89
2271	Advanced Nurse Practitioner (Intell Dis)	89,858	8.99
2625	Clinical Nurse Specialist (Mental Health)	90,174	9.02
2626	Clinical Nurse Specialist (Children's)	79,718	7.97
2627	Clinical Nurse Specialist (I.D.)	95,976	9.60
2628	Clinical Nurse Specialist (Comm/PC)	80,179	8.02
2632	Clinical Nurse Specialist (General)	80,274	8.03
2535	Advanced Midwife Practitioner	91,855	9.19
2313	Clinical Midwife Specialist	83,463	8.35
2135	Staff Nurse - General	65,896	6.59
2136	Staff Nurse (Children's)	68,604	6.86
213T	Staff Nurse - Intellectual Disability	72,113	7.21
2674	Staff Nurse, Mental Health	71,927	7.19
2301	Staff Nurse, Community Mental Health	88,858	8.89
2828	Public Health Nurse	76,129	7.61
2143	Staff Midwife	67,198	6.72
2674	Staff Nurse, Mental Health	71,927	7.19
2157	Staff Nurse, Senior (Mental Health)	93,892	9.39
* Based on mid point of March 2025 Pay Scales			