



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannacht na 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

12th June 2025

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

Re PQ 28737 25: *To ask the Minister for Health the all-in cost of a community-practicing nurse, for each grade and speciality.*

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
Teach Darach, Páirc na Milaoise, 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



Appendix 1 to PQ 28737 25

Table 1

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