



Cúntóir Feidhmiúcháin Stiúrthóir Náisiúnta AD
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15th October 2025

Deputy Toibin
Dáil Éireann
Leinster House
Kildare Street
Dublin 2

Email: peadar.toibin@oireachtas.ie

Dear Deputy Toibin

RE: PQ 55218/25 To ask the Minister for Health the average cost to the HSE for one hour of work from an agency nurse within the health service.

Patients and clients are at the centre of the HSE, providing access to safe and available services is a critical focus. The delivery of this 24 hour 365 days a year service requires safe staffing levels. This means sourcing additional recruitment solutions such as agency workers to meet unexpected shortfalls as well as surges in service demand.

The Protection of Employees (temporary agency work) Act 2012 entitles agency workers to the same basic conditions of employment as direct employees. The basic conditions are: basic pay, working time, rest periods, rest breaks, night work, overtime, annual leave, public holidays, access to collective facilities e.g. canteen and access to information on direct employment opportunities. Agency nurses supplied via the national supplier panel are paid the same hourly rate as direct employees in line with the Department of Health pay scales and public pay policy. The average cost per hour to the HSE for one hour of work from an agency nurse is €46. The majority of the average hourly cost of an agency nurse is related to their entitlements under legislation.

If you require any further information, please do not hesitate to contact me.

Yours sincerely

Eileen Winnington
Assistant National Director of HR