



Deputy David Cullinane
Dáil Eireann
Leinster House
Dublin 2

5th November 2025

PQ 55630/25- To ask the Minister for Health the number of people who have sought but not received the allowance for advance paramedics to date in 2025

PQ 55282/25- To ask the Minister for Health the number of people who have sought but not received the allowance for advance paramedics to date in 2025

PQ 55281/25 - To ask the Minister for Health the number of people who are in receipt of the allowance for advanced paramedics but who are not practicing advanced paramedics, broken down by grades director, assistant director, other senior management, and other grades, in tabular form

PQ 55280/25- To ask the Minister for Health the number of people who are in receipt of the allowance for advanced paramedics, broken down by grades director, assistant director, other senior management and other grades, in tabular form; and if she will make a statement on the matter

Dear Deputy Cullinane,

I refer to the above parliamentary questions which were referred to the Health Service Executive (HSE) for direct response. The composite response is outlined below.

Advanced Paramedic Allowances – arrangements flowing from the NAS Organisation Re-Design Programme – September 2021

There is no specific employment grade within the HSE called Advanced Paramedic, but rather this qualification denotes a level of training achieved. Hence, a variety of grades of staff may be registered as Advanced Paramedic with PHECC and be privileged to practice on behalf of the HSE.

There are a range of managerial roles across NAS, the terms of conditions of which vary considerably depending on Staff Categorisation, Eligibility Criteria and Department of Health sanction.

One of the challenges facing NAS over the years, in terms of recruitment and retention of staff, has been the extent that allowances contribute to overall staff pay rather than basic salary. This was one of the issues addressed as part of the negotiated implementation of the NAS Organisational Re-Design Programme which commenced implementation in September 2021. Flowing from that agreement and recognising the increase in basic salary encompassed by the Agreement, all Department of Health sanctions for posts created in NAS as a consequence of the NAS Organisational Re-Design Programme explicitly preclude the payment of any allowances beyond the salary for the role. Where the eligibility criteria for any role specifically requires an Advanced Paramedic registration, then the basic salary makes provision for such requirements. In keeping with the Agreement and Departmental sanction, no additional allowances or payments may be made to the appointee.



Therefore, since 2022, no new managerial appointments or promotions have provided for payment of the Advanced Paramedic allowance. This is explicitly outlined in the terms and conditions of employment which enables the person to make an informed decision whether or not to apply for the post.

In line with normal IR negotiations, the Trade Union Agreement provided that those eligible for the allowance prior to the agreement were entitled to maintain that allowance due to the historical arrangements that applied.

For example, where a person applies for promotion to an operational management post and is successful at interview, the terms and conditions of the position do not require the person to be at the clinical level of Advanced Paramedic. The primary function of the role is operational management, and the person will be remunerated to the specific management grade. This is identified in the terms and conditions of employment when the role is advertised and it is the individual's choice to accept the post on the conditions outlined or not to accept in which case the post will be offered to the next successful candidate on the panel.

Examples on the non-managerial side would include the specialist paramedic grade introduced from 2023 onwards or the posts of tutor, each of which will have qualifications to master's standard and whose basic salaries increased significantly, reflecting that the allowance was no longer attributable.

Introduction of Specialist Paramedic Grade 2023

In 2023, the Department of Health introduced the grade Specialist Paramedic, recognising the changing nature of NAS Services. Since 2023, all appointments for non-managerial roles requiring specialist training are appointed as Specialist Paramedics, remuneration for which reflects the requirements of the role.

Number of People who are in receipt of the allowance for Advanced Paramedics

As of the 21 January 2025, there were 49 pre 2022 beneficiaries who have not taken up a new appointment or promotion. The staff listed have maintained the allowance due to the historical arrangement in place prior to 2022 and in line with normal IR negotiations, the maintenance of these allowances was agreed as part of the trade union negotiations at the time. Should they apply for a post going forward which does not require them to have an Advanced Paramedic qualification, the allowance will not be paid in the new post or if it does require the qualification the allowance is built into the salary scale rather than an additional allowance:

GVI equivalent	10
GVII equivalent	37
General Manager	1
Assistant National Director	1

As referenced earlier, since 2023, all appointments for non-managerial appointments requiring specialist training are appointed as Specialist Paramedics, remuneration for which reflects the requirements of the role.

As of the 21 January 2025, there were 369 pre 2023 beneficiaries who have not taken up a new appointment or promotion:

Paramedic	269
Paramedic Supervisor	100



In September 2025, 12 newly privileged staff are in receipt of the Advanced Paramedic allowance on an interim basis pending finalisation of their appointment as a Specialist Paramedic.

The number of people who have sought but not received the allowance for advanced paramedics to date in 2025

The number of people who are in receipt of the allowance for advanced paramedics but who are not practicing advanced paramedics

The new beneficiaries in 2025 are those who have recently completed the Advanced Paramedic Privileging Process and are due to be appointed as Specialist Paramedics but are receiving the Advanced Paramedic allowance, on an interim basis pending appointment.

At this time, every HSE employee in receipt of the Advanced Paramedic Allowance is currently privileged to Practice on behalf of the HSE and remains available to practice on behalf of the HSE.

If you require any further information or clarification on these issues, I am happy to discuss at your convenience. You can contact me on 087 2405893 or my office at 01 6352308.

Yours sincerely,

Pat Healy
National Director
National Services and Schemes