



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannacht na Seirbhíse Sláinte,
Seomra 125, Ospidéal Dr. Steevens,
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25th July 2024

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

Re PQ 30383 24: *To ask the Minister for Health the training and net additional pay costs of increasing the percentage of advanced nurse practitioners to 2%, 3%, 4%, and 5% of the nursing workforce; and the number of nurses this corresponds to.*

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 which shows the estimated pay cost element only and number of WTEs for recruiting the additional staff as requested.

Range	WTE	Estimated Full Year Cost €M
increase ANP to 2% of total Nursing WTE	215	€19.42
increase ANP to 3% of total Nursing WTE	678	€61.35
increase ANP to 4% of total Nursing WTE	1,141	€103.28
increase ANP to 5% of total Nursing WTE	1,604	€145.21

The estimates above was provided by the National Pay Unit of the National Finance Division and do not include any training costs.

The WTE associated with this estimate is based on the May 2024 WTE as reported in the national census for grade code 2267. As there are multiple grade codes associated with multiple disciplines within ANP posts this grade code is selected as an indicative overall grade code, it being the most populace of all the ANP grade codes at May 2024 accounting for 80% of the total WTE.



All estimates are calculated using the midpoints of the June 2024 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.

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.

Cost of Training:

The cost of training for an Advanced Nurse/Midwife Practitioner is €6,000 per year of a two year MSc in Advanced Nursing/Midwifery Practice.

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

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