



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

6th November 2024

Deputy Cathal Crowe TD,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

PQ 42853 24: To ask the Minister for Health to provide the estimated full-year cost of employing a public-only consultant.

PQ 42849 24: To ask the Minister for Health to provide the estimated full-year cost of employing one consultant in emergency medicine.

PQ 42850 24: To ask the Minister for Health to provide the estimated full year cost of employing one advanced nurse practitioner.

PQ 42852 24: To ask the Minister for Health to provide the estimated full-year cost of employing a health and social care professional to the HSE.

Dear Deputy Crowe,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Questions, which you submitted to the Minister for Health for response. Your PQs above have been referred to me for response.

Please see the table below with the estimated annual pay cost only of recruiting the additional staff as requested.

Grade	Grade Descriptor	WTE	Fully Burdened Salary pa €
1279	Consultant General Surgeon	1	327,836
169T	Consultant in Emergency Medicine	1	328,436
2267	Advanced Nurse Practitioner (General)	1	91,515
3999	Health & Social Care Professionals Unclassified	1	59,778

The estimates above were provided by the National Pay Unit of the National Finance Division and are calculated using the midpoints of the October 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. 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 11.05%. 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. 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

Sarah Anderson
General Manager HSE Corporate Finance
HSE National Finance Division
Email: sarah.anderson1@hse.ie
Tel: 087 9423319