



24<sup>th</sup> September 2024

Deputy Peadar Toibin  
Dáil Éireann  
Leinster House  
Kildare Street  
Dublin 2

Email: [peadar.toibin@oireachtas.ie](mailto:peadar.toibin@oireachtas.ie)

Dear Deputy Toibin

**RE: PQ36594/24 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. -Peadar Tóibín**

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question, submitted by you to the Minister for Health. This matter has been referred to me for response on behalf of the HSE.

This response is based on nurses provided via the national supplier panel (excludes all off Framework usage). However, the bulk of agency nurses / midwives are provided via our national supplier panels.

Under the Protection of Employees (Temporary Agency Work) Act 2012 Agency workers are entitled to the same basic employment conditions as direct recruits. The basic working and employment conditions include pay and annual leave. Agency nurses are paid an hourly rate based on the relevant point of the Department of Health salary scale for the relevant grade of nurse, plus any relevant allowances. Standard statutory employer costs (e.g. Annual Leave percentage, PRSI etc.) are applicable plus the agency fee and VAT. Therefore an agency nurse paid an hourly rate from the 6<sup>th</sup> point of the salary scale will cost on average € 37.62 per hour. An illustration of this hourly cost is:

01/06/24 DoH Salary Scale 6th point - ILLUSTRATION ONLY

Basic Pay 6th Point, 1 working hour 8 am to 9 am

Basic Pay	21.98
Annual & Public Leave at 15.49%	€3.40
Gross Nurse Pay	€25.38
PRSI at 11.05% on Gross Nurse Pay	€2.81
Salary Costs	€28.19
Agency Fee Tier 1 Supplier 8.5%	€2.40
VAT at 23%	€7.03
Average Hourly Cost	<u>€37.62</u>



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

Yours sincerely

A handwritten signature in black ink, appearing to read 'Eileen Winnington', written in a cursive style.

Eileen Winnington  
Assistant National Director of HR