



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

an Phríomhoifigigh Airgeadais  
Feidhmeannacht na  
Seirbhíse Sláinte  
Seomra 125, Ospidéal  
Dr. Steevens  
BÁC 8

Office of the Chief Financial Officer  
Health Service Executive  
Room 125, Dr Steevens  
Hospital  
Dublin 8

5th July 2017

Deputy Billy Kelleher TD,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

**Re PQ 29351/17:** *To ask the Minister for Health the estimated full year cost of recruiting an extra 500 hospital consultants; and the average estimated cost for support staff required per consultant.*

**PQ 29352/17:** *To ask the Minister for Health the estimated full year cost of recruiting an additional 4,000 nursing staff.*

**PQ 29360/17:** *To ask the Minister for Health the estimated full year cost of recruiting an additional 200 speech and language therapists.*

**PQ 29361/17:** *To ask the Minister for Health the estimated full year cost of recruiting an additional 200 occupational therapists.*

**PQ 29362/17:** *To ask the Minister for Health the estimated full year cost of recruiting an additional 200 physiotherapists.*

**PQ 29363/17:** *To ask the Minister for Health the estimated full year cost of recruiting an additional 50 dental surgeons.*

Dear Deputy Kelleher,

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 PQ's above have been referred to me for response.

We have previously responded to these questions in March 2017 and have referenced for your convenience the corresponding PQ's in the table below.

Please find table below with the estimated annual pay cost only of recruiting each additional staff category at the levels requested. This has been calculated using a calculated average annual fully burdened 2016 new entrant salary cost for each staff grouping (i.e. including average premium and employers PRSI).

Current PQ Ref	PQ's responded to in March	Staff Category	Grade Grouping	Quantity	Cost per WTE €	Estimated fully burdened cost per annum €m
29351 17	11654 17	Medical Consultants	Consultants	500	163,100	81.6
29352 17	11655 17	Nursing Staff	Nurse (Staff)	4,000	49,300	197.2
29360 17	11663 17	Speech & Language Therapist	Therapists	200	42,100	8.4
29361 17	11664 17	Occupational Therapists	Therapists	200	42,100	8.4
29362 17	11665 17	Physiotherapists	Therapists	200	42,100	8.4
Note 1	11666 17	Dental Surgeons	Consultants	50	163,100	8.2
29363 17	Note 1	Dental Surgeon, Senior	Grade 1589	50	87,100	4.4

**Note 1:** On reviewing the response to your request PQ 11666 17 it was noted that applying the overall Consultants Grade Grouping overstates the estimated average annual fully burdened cost per annum for Dental Surgeons which are engaged at a considerably lower salary level. Therefore the table now includes the cost per annum for Grade Code 1589 Dental Surgeon, Senior in response to your PQ 29363 17.

In addition to the pay costs 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. These have not been included in the estimates above.

Also, there may be ancillary support services associated with appointing additional 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.

With specific reference to PQ 29351 17 it is not possible to determine/define what constitutes a consultants support staff with any degree of certainty due to the multi-disciplinary nature of medical consultants work and the resultant range of complexity associated with support services. Therefore we are unable to provide an average estimated cost associated with the latter part of that PQ.

If you have any queries, please do not hesitate to contact me at [sarah.anderson1@hse.ie](mailto:sarah.anderson1@hse.ie) or tel: 045 882559.

Yours sincerely

*Sarah Anderson*

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