



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig 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

7th Jan 2015

Mr Sean Fleming TD
Leinster House
Dail Eireann
Dublin 2.

Re PQ 45696/15: To ask the Minister for Health the estimated annual cost of recruiting an extra 100 consultants. - Sean Fleming

Dear Mr. Fleming,

I refer to your PQ above which has been referred to me for response.

The estimated annual Pay Cost Only of recruiting an additional 100 consultants is approx. €17M. This is calculated using an average annual fully burdened salary cost of €170K (i.e. including average premia and employers PRSI)

In addition Pay costs, there are other non-pay costs associated with the recruitment process i.e. advertising, interview boards, etc. These have not been included in the calculation above.

Also, there are ancillary support services associated with appointing a new consultant arising from the additional activity that would be undertaken as a result of an increased number of consultants. Some of these services may be drawn from existing cost pools however there are generally incremental costs incurred i.e. facilities costs, admin support, medical teams, medical equipment etc. These have not been included in the estimate above.

It is important to understand that incremental costs directly associated with the hire of additional consultants can be significant, amounting to multiples of the direct pay cost of the consultants hired. The incremental ancillary costs can vary depending on the specialty involved. The estimated annual Pay Costs of recruiting additional consultants must be considered in this context.

Yours sincerely

Sarah Anderson

Sarah Anderson
General Manager
Corporate Finance

sarah.anderson1@hse.ie Tel: 045 882559