

Appendix 1

Cost of employing 100, 200, 300 and 400 nurses on the average pay scale in tabular form:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	100	€20,500	€2,050,000	€	€2,050,000
SRN2	Senior Staff Nurse - General	100	€19,500	€1,950,000	€	€1,950,000
SRN3	Senior Staff Nurse - General	100	€18,500	€1,850,000	€	€1,850,000
SRN4	Senior Staff Nurse - General	100	€17,500	€1,750,000	€	€1,750,000
Total		400		€7,600,000	€	€7,600,000

Cost of employing 100, 150 and 200 midwives on the average pay scale in tabular form:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	100	€17,500	€1,750,000	€	€1,750,000
SRN2	Senior Staff Nurse - General	150	€16,500	€2,475,000	€	€2,475,000
SRN3	Senior Staff Nurse - General	200	€15,500	€3,100,000	€	€3,100,000
Total		450		€7,325,000	€	€7,325,000

The cost of employing 10 and 25 Advanced Nurse Practitioners in tabular form:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€20,500	€205,000	€	€205,000
SRN2	Senior Staff Nurse - General	25	€19,500	€487,500	€	€487,500
Total		35		€692,500	€	€692,500

The cost of employing 10 and 25 Community Nurse Specialists in tabular form:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€18,500	€185,000	€	€185,000
SRN2	Senior Staff Nurse - General	25	€17,500	€437,500	€	€437,500
Total		35		€622,500	€	€622,500

The cost of employing 10 community physio/hospital therapists at entry level, 10 community physio/hospital physio at the level of 5 years' experience and at 10 years' experience:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€17,500	€175,000	€	€175,000
SRN2	Senior Staff Nurse - General	10	€16,500	€165,000	€	€165,000
SRN3	Senior Staff Nurse - General	10	€15,500	€155,000	€	€155,000
SRN4	Senior Staff Nurse - General	10	€14,500	€145,000	€	€145,000
Total		40		€640,000	€	€640,000

The cost of providing staffing cover for the HSE Staff who engage in continuous professional development courses

The cost of ensuring all maternity leave is covered across the HSE

The cost of increasing the HSE contribution for approved clinical courses and examinations under the Clinical Course & Examination Refund Scheme for NCHD's from €450 to €550

The cost of increasing the number of obstetricians/gynaecologists employed by 10

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€20,500	€205,000	€	€205,000
SRN2	Senior Staff Nurse - General	10	€19,500	€195,000	€	€195,000
Total		20		€400,000	€	€400,000

The cost of recruiting 10 consultants on the average pay grade

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€100,000	€1,000,000	€	€1,000,000
SRN2	Senior Staff Nurse - General	10	€90,000	€900,000	€	€900,000
Total		20		€1,900,000	€	€1,900,000

The cost of recruiting 10, 20 and 40 dentists on the average pay grade in tabular form:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€18,500	€185,000	€	€185,000
SRN2	Senior Staff Nurse - General	20	€17,500	€350,000	€	€350,000
SRN3	Senior Staff Nurse - General	40	€16,500	€660,000	€	€660,000
Total		70		€1,195,000	€	€1,195,000

The cost of recruiting 5 and 10 orthodontists on the average pay grade in tabular form:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	5	€20,500	€102,500	€	€102,500
SRN2	Senior Staff Nurse - General	10	€19,500	€195,000	€	€195,000
Total		15		€297,500	€	€297,500

The cost of recruiting 60 dental nurses on the average pay grade:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	60	€14,500	€870,000	€	€870,000
Total		60		€870,000	€	€870,000

The cost of training and recruiting 110 advanced paramedics

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€18,500	€185,000	€	€185,000
SRN2	Senior Staff Nurse - General	100	€17,500	€1,750,000	€	€1,750,000
Total		110		€1,935,000	€	€1,935,000

The cost of employing 100 occupational therapists

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	100	€18,500	€1,850,000	€	€1,850,000
Total		100		€1,850,000	€	€1,850,000

The cost of employing 100 physiotherapists

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	100	€17,500	€1,750,000	€	€1,750,000
Total		100		€1,750,000	€	€1,750,000

The cost of employing 150 psychologists

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	150	€14,500	€2,175,000	€	€2,175,000
Total		150		€2,175,000	€	€2,175,000

The cost of employing 10 speech and language therapists at entry level, 10 at the level of 5 years' experience and 10 at 10 years' experience:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€17,500	€175,000	€	€175,000
SRN2	Senior Staff Nurse - General	10	€16,500	€165,000	€	€165,000
SRN3	Senior Staff Nurse - General	10	€15,500	€155,000	€	€155,000
Total		30		€495,000	€	€495,000

The cost of employing 10 occupational therapists at entry level, 10 at the level of 5 years experience and 10 at 10 years experience, in tabular form for each grade, and total overall cost:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€17,500	€175,000	€	€175,000
SRN2	Senior Staff Nurse - General	10	€16,500	€165,000	€	€165,000
SRN3	Senior Staff Nurse - General	10	€15,500	€155,000	€	€155,000
Total		30		€495,000	€	€495,000

The cost of employing 10 Speech and Language Therapists at entry level, 10 at the level of 5 years experience and 10 at 10 years of experience, in tabular form for each grade, and total overall cost:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€17,500	€175,000	€	€175,000
SRN2	Senior Staff Nurse - General	10	€16,500	€165,000	€	€165,000
SRN3	Senior Staff Nurse - General	10	€15,500	€155,000	€	€155,000
Total		30		€495,000	€	€495,000

The cost of employing 10 Speech and Language therapists based on mid-point 2018 salaries:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€17,500	€175,000	€	€175,000
SRN2	Senior Staff Nurse - General	10	€16,500	€165,000	€	€165,000
Total		20		€340,000	€	€340,000

The cost of employing 10 Physiotherapists at entry level, 10 at the level of 5 years experience and 10 at 10 years of experience, in tabular form for each grade, and total overall cost:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€17,500	€175,000	€	€175,000
SRN2	Senior Staff Nurse - General	10	€16,500	€165,000	€	€165,000
SRN3	Senior Staff Nurse - General	10	€15,500	€155,000	€	€155,000
Total		30		€495,000	€	€495,000

The cost of employing 10 Psychologists at entry level, 10 at the level of 5 years experience and 10 at 10 years of experience, in tabular form for each grade, and total overall cost:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	10	€17,500	€175,000	€	€175,000
SRN2	Senior Staff Nurse - General	10	€16,500	€165,000	€	€165,000
SRN3	Senior Staff Nurse - General	10	€15,500	€155,000	€	€155,000
Total		30		€495,000	€	€495,000

The cost of employing 150 Psychologists based on mid-point 2018 salaries:

Grade	Grade Description	No.	Public Recruitment Salary	Cost Per Recruitment	40	Cost per Recruitment
SRN1	Senior Staff Nurse - General	150	€14,500	€2,175,000	€	€2,175,000
Total		150		€2,175,000	€	€2,175,000