



excel healthcare

HEALTHCARE SALARY GUIDE

2024

 www.excelhealthcare.com





Claire Timmon
Head of Healthcare

2024

HEALTHCARE INDUSTRY OVERVIEW

Over the past few years, the Healthcare Sector has faced significant challenges, including the impact of COVID-19, Brexit, and increased inward immigration. These factors have created hurdles for private healthcare operators in delivering services effectively. Furthermore, the 3.8% unemployment rate in Ireland, and an increasing cost of living has led to an intense pressure on the labour market. Our salary survey reveals that more than 85% of healthcare respondents are struggling to attract and retain talent, leading to a growing reliance on agency and overseas recruitment.

In 2021, only 30% of new nurse registrants qualified from Irish institutions, with 10% from other EU countries and 60% from outside the EU, including 250 from the UK. The scarcity of housing has forced many operators to become landlords for their employees, making accommodation a significant concern for candidates.

It's projected that by 2035, Ireland's population will reach 5.4 million, with a 50% increase in the elderly demographic, and despite having one of the highest life expectancies in Europe, a critical question emerges: Is our healthcare system adequately prepared for the challenges posed by an aging population?

Decision-makers must grapple with the imperative of planning for a bolstered workforce to meet the burgeoning demands.

The most substantial workforce expansions are anticipated in health and social care, particularly within nursing homes, residential care, and hospitals catering to the elderly. This challenge is not unique to Ireland, and the looming threat of burnout is palpable as the pressure to navigate diverse care pathways and reduce waiting lists intensifies. To mitigate burnout in the healthcare industry, management must integrate employee health and well-being initiatives into the core values of their organisations to improve retention strategies. Furthermore, as the labour force ages and service demand escalates, the gap between workforce supply and demand is poised to widen, necessitating proactive measures to sustain a resilient and effective healthcare system. This calls for a comprehensive strategy that addresses recruitment challenges, invests in employee well-being, and prepares for the evolving needs of an aging population. The healthcare sector must collaborate with policymakers, educational institutions, and industry stakeholders to implement sustainable solutions that ensure the continued delivery of high-quality care in the face of these complex challenges.



Claire Timmon
Head of Healthcare

2024

LOOKING TO 2024

The Minister for Public Expenditure, Paschal Donohoe, has said that the Budget in 2024 has provided for a total allocation of €22.5 billion for the public health system. The Government will continue the targeted recruitment of additional staff to enhance capacity across a range of acute hospital and community settings. The INMO responded with worry that specific figures had not been provided detailing exactly how the Safe Staffing Framework will be implemented into 2024. Private nursing homes are also expecting an increased demand as the government announcement to place elderly patients into available homes earlier to ease pressure. The HSE is also looking to formalise the process in which these beds are made available to them.

RECRUITMENT TRENDS FOR 2024

This year, healthcare candidates have emphasised the importance of flexibility, recognising that a one-size-fits-all approach is impractical and more needs to be done for a better work-life balance. To enhance long-term retention, organisations must embrace flexibility without compromising safety or patient care. Innovative tools like shift-swapping systems can facilitate this flexibility while addressing staffing gaps. Many healthcare providers, particularly outside of Dublin, are offering accommodation to attract professionals from different regions, both within and outside Ireland. The rise of contract work, with fixed-term contracts ranging from 3 to 12 months, has provided healthcare professionals with the desired flexibility. These contracts often include accommodation, and there has been an increase in retention and sign-on bonuses, along with improved benefits mirroring public packages in private facilities.

The healthcare workforce has shown a growing interest in agency work, citing higher pay and flexibility as the primary motivations. In response to staffing challenges, organisations are exploring various strategies, including offering competitive benefits such as pension options, sick leave, extra holidays, and sign-on bonuses of up to €5K. Looking ahead, staffing and recruitment pose significant challenges in the healthcare sector, with factors like mandatory sick pay, pension scheme changes, an additional bank holiday, and a minimum wage increase contributing to rising costs. Despite these challenges, the healthcare sector has demonstrated resilience, emphasising the need for long-term recruitment strategies to navigate the evolving landscape. If you wish to discuss the findings of this guide, the current market, or how we can assist with your recruitment needs, please contact Claire Timmon at claire.t@excelrecruitment.com.

Role	Low	Average	Strong
Residential Care			
Director of Nursing	€72,000	€88,000	€125,000
Assistant Director of Nursing	€59,000	€68,000	€75,000
Clinical Nurse Manager	€24.00 ph	€26.00 ph	€29.00 ph
Senior Staff Nurse	€23.00 ph	€25.00 ph	€27.00 ph
Staff Nurse Day	€19.50 ph	€21.00 ph	€24.00 ph
Staff Nurse Night	€22.00 ph	€24.00 ph	€27.00 ph
Healthcare Assistant Day			
Entry Level	€13.50 ph	€14.00 ph	€14.50 ph
1 - 2 years	€15.40 ph	€15.90 ph	€16.40 ph
3 + years	€15.20 ph	€15.60 ph	€16.90 ph
Healthcare Assistant Night			
Entry Level	€13.90 ph	€15.15 ph	€15.40 ph
1 - 2 years	€15.60 ph	€16.40 ph	€16.90 ph
3 + years	€16.40 ph	€16.90 ph	€17.90 ph
Senior Healthcare Assistant	€16.40 ph	€17.40 ph	€19.40 ph
Care Manager	€31,000	€34,000	€36,000
Activities Coordinator			
1 - 2 years	€13.80 ph	€15.00 ph	€16.00 ph
3 + years	€16.00 ph	€17.00 ph	€18.00 ph
Human Resource Manager	€37,000	€42,000	€47,000
Human Resource Administrator	€28,000	€30,000	€32,000
Catering and Household			
Head / Senior Chef	€22.00 ph	€25.00 ph	€28.00 ph
Chef	€18.00 ph	€20.00 ph	€22.00 ph
Kitchen Porter	€12.70 ph	€13.80 ph	€15.00 ph
Catering Assistant	€12.70 ph	€13.50 ph	€15.00 ph
Housekeeper / Cleaner	€12.70 ph	€13.50 ph	€14.50 ph
Allied Health Professionals			
Medical Social Worker	€40,000	€45,000	€52,000
Speech and Language Therapist	€42,000	€46,000	€55,000
Occupational Health Therapist	€42,000	€46,000	€55,000
Physiotherapist	€42,000	€46,000	€55,000
Social Care Worker	€33,000	€35,000	€37,000
Medical Officer Nursing Home	€90,000	€110,000	€130,000

Get In Touch...

You can contact Claire at:

claire.t@excelrecruitment.com or call the team on 01 871 7666.



Contact the office at:

 www.excelhealthcare.com

 info@excelhealthcare.com

 01 871 7666

 The Capel Building, Mary's Abbey, Dublin 7, D07 DH99