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FRS RECRUITMENT HEALTHCARE EMPLOYMENT INSIGHTS REPORT

2022

www.frsrecruitment.com
info@frsrecruitment.com

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Introduction

For the last two years the entire healthcare sector has been dominated by the pandemic. Its effect has not just been felt in those areas and disciplines on the front line, but across the entire sector and beyond.

As we emerge from the pandemic things certainly don't seem to be easing up on the healthcare resourcing front.

If anything, many of the issues have become more difficult: delays in coping with day-to-day activities have all culminated into current huge waiting lists in a system that is already stretched to capacity.

Healthcare workers continue to be a very valuable commodity in 2022.

This can be seen right across the spectrum and throughout the sector. There are shortages in qualified professionals with experience all over Ireland and in all the various aspects of the industry. These shortages are being felt in hospitals, primary care, and the private sector. It is a demand that is not expected to diminish for quite some time.

In this document we will outline some of the various market conditions for all those working in the healthcare sector. For ease of use, we have specific sections relating to:

Doctors (Page 4)

Nurses (Page 7)

Allied Health Professionals (Page 11)

The information in this report has been compiled thanks to FRS Recruitment's extensive network throughout the healthcare sector. We speak to the decision makers, those responsible for filling all manner of positions, across the industry. We are also speaking every day with candidates on the ground, those who are looking to make a move or who just want to know more about the opportunities that may be available.

The insight gleaned from our work and additional intelligence gathered specifically for this report are outlined in the following pages.

If you would like to speak to any of us about the details listed in this report, if you are interested in exploring opportunities or if you would like to work with us to help fill your next healthcare vacancy, please feel free to contact us on info@frsrecruitment.com



Colette McInerney

Head of Healthcare

cmcinerney@frsrecruitment.com

Sector Analysis

Doctors

The need for more doctors in Ireland is not a new development. It is difficult to think of a time when the demand was not there. However, the level of demand has now reached a whole new scale.

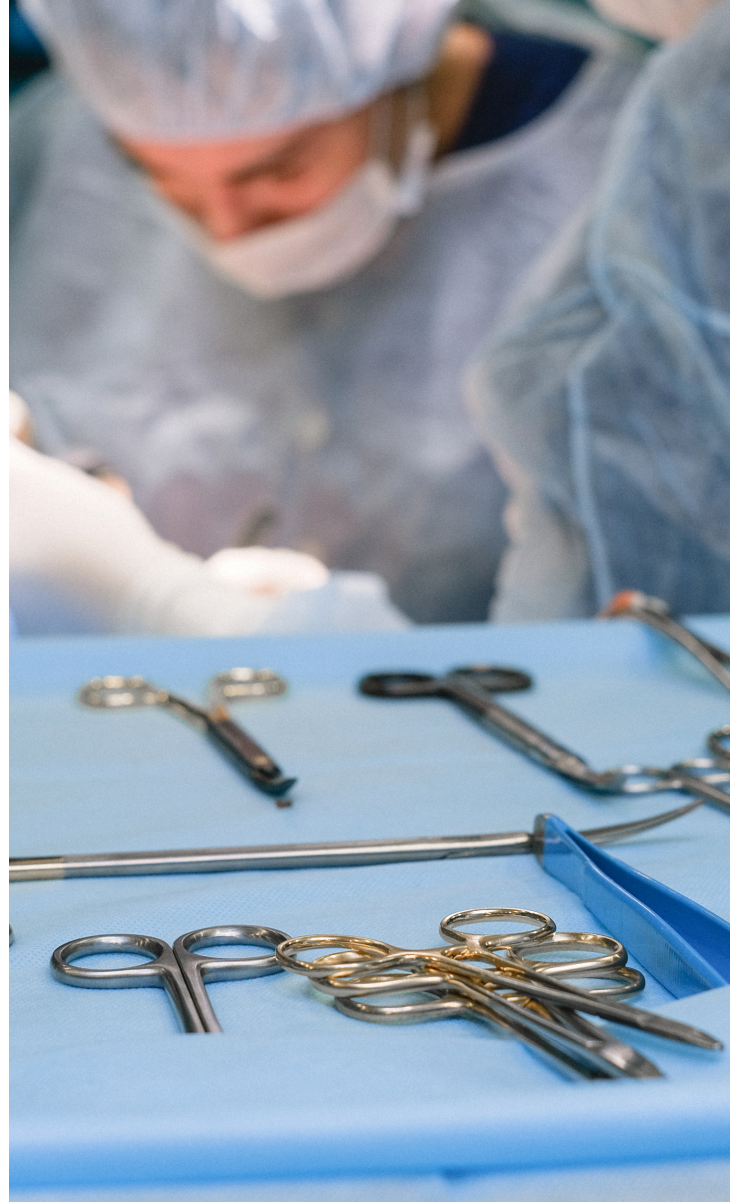
Consider the recent point made by the Irish Medical Organisation (IMO), which outlined there are over 700 consultant vacancies in the Irish system. This level of under-resourcing illustrates the challenge in meeting the needs of the nearly 1 million people on waiting lists.

When it comes to seeking additional doctors, 2022 has seen a shift in focus. During the course of the pandemic, the demand generally centred on Covid-related specialities, such as medicine or anaesthetics/ICU.

Demand has now shifted to cover a wider range of disciplines. For example, with elective procedures returning, we are seeing a strong need for doctors with surgical and orthopaedic experience.

There is also a considerable need in the mental health and psychiatry disciplines. With only 34 out of 484 consultant posts filled in this area, there is significant pressure to source more qualified doctors in these specialisations.

We are also seeing further opportunities in more niche specialisations such as paediatric, neonatology, neurology, clinical pharmacology, endocrinology, and clinical radiology, amongst others.



Overall demand outside of Covid related disciplines has increased by about 50%

On a broader basis, across all disciplines, another factor influencing the level of resourcing is the number of doctors who are now starting to move roles again. This isn't just within the market, but also applies internationally. Doctors have a great choice of career options available and with restrictions lifting around the world, many are making use of their increasing mobility to pursue international opportunities, fellowships, or training. Others are considering less onerous roles (both in the public and private sectors) on the back of the exceptional demands they endured during the pandemic.

All of this is creating additional needs across the Irish health service as hospitals and healthcare providers seek to replace departing personnel.

In particular, there is a real effort to source qualified doctors with Registrar experience, while smaller hospitals are also seeking doctors with 5+ years' experience given the greater level of autonomy they will have in their roles.

To summarise the current outlook for doctor positions:

- Registrar/SHO doctors in demand across all specialities and sub-specialities
- Opportunities in non-pandemic related disciplines already up by 50%
- Significant increase in need for more surgical/orthopaedic doctors
- Major need for mental health and psychiatric specialists
- Notable increase in need for more niche specialisations such as paediatric, neonatology, neurology, clinical pharmacology, endocrinology, and clinical radiology, etc.
- Significant demand for doctors who have 5+ years' experience and who can work autonomously
- Irish doctors leaving the country to pursue international opportunities is likely to create even further demand across the board

Meet our Doctor Team



Emma Fenton

Client Relationship Manager
emma@frsrecruitment.com



Eithne Vaughan-Witts

Principal Recruitment Consultant
eithne@frsrecruitment.com



Sheena Morgan

Principal Recruitment Consultant
smorgan@frsrecruitment.com

Doctor Salaries

HSE hospitals implement a salary scale based on a doctor's level of experience. A doctor will move one point up the salary scale for each year they spend working in a public teaching hospital.

There is a salary scale for both Senior House Officers and Registrars. The basic salary will see a substantial increase with overtime, on-call, and unsocial hours allowances.

Role	Salary Range
Senior House Officers (SHOs)	€46,558 - €63,023
Registrars	€58,567 - €68,967
Senior Registrars	€69,876 - €85,520
Specialist Registrars	€65,659 - €81,747
Consultant	€149,000 - €196,000*

*Varies depending on which contract consultants have signed and year of entry.





Sector Analysis

Nurses

As is the case amongst doctors, the demand for nurses has shifted this year. While a large portion of the demand was previously dominated by pandemic-facing roles - which made up the majority of the opportunities available - this has now stabilised.

Although there continues to be a need for more clinical nurses and community nurses, demand is not at the same frenetic level it was while the health service grappled with the worst of the pandemic. Instead, we are seeing a need for a broader range of nursing disciplines.

We are also seeing this demand across the country, with opportunities available in practically every region.

This demand is having a significant impact on other aspects within the market. With employers having to compete for nursing personnel, pay and conditions have improved significantly.

There is also an increased focus on attracting overseas nurses. To assist in bringing staff from abroad, issues such as work permits, visas, nursing registration and training are being handled more efficiently and effectively.

There are also some more specific developments within the various specialisations.

There is an increased focus on attracting overseas nurses



Clinical Nurses

Demand is consistent but is on more of an even keel compared to the situation witnessed during the more difficult periods of the pandemic.

There has been a surge in demand for theatre nurses, as well as for other more specialist nurses – such as Coronary Care Unit (CCU) or Cath Lab nurses.

Hospitals are generally seeking nurses with strong acute experience. A minimum of 2 years' experience is required for consideration; however, they generally favour nurses with 5+ years' experience.



Elderly Care Nurses

There is a very strong need for more staff in this area, with many care homes understaffed at present. There are more job opportunities and higher rates of pay compared to the situation pre-pandemic. Usually, the various employers are seeking nurses with general, geriatric, or mental health qualifications, along with a passion for elderly care.

Some employers are even willing to pay the associated cost of work permits, visas, as well as test fees to finish off registration with the Nursing and Midwifery Board of Ireland (NMBI).



Community Nurses

Demand for community nurses is similar to levels seen last year. Employers are seeking nurses with general, intellectual disability, or mental health qualifications.

Higher flexibility is required given the nature of the role (i.e., working in the community) along with local knowledge and own transportation.

To summarise the current outlook for nursing positions:

- Strong demand for nurses remains
- Opportunities available in all regions across the country
- Pay and conditions improving as employers seek to secure more staff
- Demand for clinical nurses broadly similar to last year, but, significantly, more opportunities for theatre or specialist nurses
- Community nursing opportunities are also consistent with situation one year ago
- Elderly care experiencing real need for more staff
- More opportunities for overseas based nurses

Meet our Nursing Team



Renata Ryan

Senior Recruitment Consultant
renata@frsrecruitment.com



Chloe Hos

Senior Recruitment Consultant
CHos@frsrecruitment.com



Poppy Smullen

Senior Recruitment Consultant
Psmullen@frsrecruitment.com

Nursing Salaries

Hospitals – Public and Private

Salaries for private hospitals are based on the HSE pay scales. However, each hospital works off their own variation.

The salary scale for a staff nurse generally ranges from €32,000 - €49,000, depending on experience.

The packages each hospital offers also differ and are dependent on experience and location.

The cost of living in cities is more expensive and, therefore, remuneration packages tend to reflect this. Private hospitals are now often including relocations, payment for RCSI exams, and even accommodation for a period where it is available.

Elderly Care/Nursing Homes and Homecare Nursing

The salaries for each level listed below are based on 3 to 4 shifts of 12 hours per week.

Please note that this is dependent on experience and location. Overtime is not included in the salary range.

Figures listed are before tax (gross pay).

Role	Salary Range
Staff Nurse	€35,000 - €40,000
Senior Staff Nurses	€40,000 - €50,000
Clinical Nurse Managers	€50,000 - €65,000
Assistant Director of Nursing	€55,000 - €70,000
Director of Nursing	€70,000 - €100,000

Sector Analysis

Allied Health & Social Care

As the health system moves away from a hospital-centric support to allow for more timely interventions, the need for allied health and social care personnel on a general level has been increasing.

However, following on from the announcement of the ambitious National Service Plan 2022, the needs and level of demand for qualified personnel is likely to jump even further.

The broad impact of this is that we are experiencing demand across the spectrum - with roles in public and private sectors.

As such, we are seeing a strong pipeline of opportunities for Psychologists, Occupational Therapists, Speech and Language Therapists, Social Workers, Physiotherapists, and a lot more besides.

Radiography also has seen a very high level of demand, with the needs of the private sector creating a lot of movement in the market as people trade roles, leaving openings available with their previous employers.

We also expect to see a significant level of need for Dietitians and Therapists, especially on the back of the new national service plan.



The key challenge in the Allied Health & Social Care sector is in attracting sufficient staff to meet the demand

To summarise the current outlook for Allied Health & Social Care positions:

- Demand that was already high and likely to grow further
- Being driven by National Service Plan 2022 and the move away from hospital-centric support
- Variety of roles continue to be available across the spectrum of services in both public and private sector
- Ongoing pipeline of opportunities for Psychologists, Occupational Therapists, Speech and Language Therapists, Social Workers, Physiotherapists, and more
- Major demand for qualified personnel in radiography driven by private sector needs.
- Challenge finding sufficient staff in several disciplines – especially Cardio/Respiratory Physiologists and Dietitians, along with roles in Psychology and Radiography

Meet our Allied Health & Social Care Team



Sinead Brennan

Recruitment Consultant

sbrennan@frsrecruitment.com



Chloe O'Brien

Recruitment Consultant

CO'Brien@frsrecruitment.com



Nathan Adams

Recruitment Consultant

NAdams@frsrecruitment.com



Isabel Gough

Recruitment Consultant

igough@frsrecruitment.com



Olamide Badmus

Recruitment Consultant

OBadmus@frsrecruitment.com

Allied Health & Social Care Salaries

HSE pay scale applies to HSE Roles.

Role	Salary Range
Senior Occupational Therapist	€54,677 - €63,324
Senior Speech and Language Therapist	€54,677 - €63,324
Senior Physiotherapist	€54,677 - €63,324
Senior Dietitian	€54,677 - €63,324
Senior Clinical/Educational/Counselling Psychologist	€84,271 - €99,054
Social Worker Practitioner (Senior)	€60,724 - €70,045
Social Care Worker (Qualified)	€33,630 - €48,468
Senior Medical Scientist	€52,374 - €67,808
Senior Cardio/Neuro/Respiratory Physiologist	€46,671 - €61,128
Senior Pharmacists	€64,614 - €74,929
Senior Radiographers*	€48,214 - €55,834

*The private sector is now very competitive in sourcing radiographers with salaries of up to €60,000+ in some cases, accompanied by significant benefits such as relocations, sign on bonus, maternity benefits and sick leave.



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 0818 890 890

 info@frsrecruitment.com

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