



# Healthcare

## 2025 Salary Guide, Ireland

# Healthcare Market Overview

Ireland's healthcare sector is currently navigating significant pressures due to demographic shifts, workforce challenges, and structural constraints in long-term care. The population increase, particularly among those aged 65 and older, emphasises the urgent need for a healthcare system equipped to handle an aging population. By 2026, over 15% of the Irish population will be 65 or older, with projections indicating a 66% rise in those over 65 and a doubling of those over 85 in the next two decades. This demographic shift will inevitably heighten demand for healthcare and long-term care services. The healthcare workforce, with around 80,000 nurses and 25,000 doctors, is strained, with only about 50-70% of registered practitioners actively working. International recruitment, which is increasingly relied upon, faces significant barriers. Nurse exam fees nearing €3,000, limited housing, and the 50/50 non-EU recruitment rule are all significant factors contributing to the high attrition rate of non-EU employees, with over 50% leaving within 18 months.

Another challenge complicating the healthcare landscape is the wave of nursing home closures. Since 2018, 77 nursing homes have shut down, removing 2,600 beds from the system. In 2024 alone, 17 closures occurred, driven by rising operational costs that are not offset by the 15-year-old Fair Deal Scheme. At the Nursing Home Ireland conference, most nursing home owners expressed concerns about rising costs and insufficient government support, calling for updated policies and better funding. In 2024, private sector additions of 1,000 beds in healthcare and sub-acute facilities have helped offset nursing home closures. However, sustaining this capacity will require stronger policies on recruitment, retention, and support for long-term care providers to meet growing demands.

## Outlook For 2025

- The recent lifting of the HSE recruitment freeze offers the potential to boost public healthcare staffing, with some professionals shifting to private roles in 2025 to manage workloads.
- The minimum wage rise on January 1st to €13.50 will increase private healthcare salaries by up to 10%. The salaries for non-EU nurses will increase to €44,000, and non-EU healthcare assistants will rise to €34,000. This will have a ripple effect across both the public and private sectors, raising operational costs and driving up wages for many roles.
- In a recent interview, Shane Scanlon, CEO of The Alliance - a new network supporting nursing homes - emphasised the urgent need for a revised cost-of-care model to replace the outdated Fair Deal scheme, calling for sustained government support. Tadhg Daly, CEO of Nursing Homes Ireland, echoed these concerns, stating that at least €145 million is needed to fully cover care costs in private and voluntary nursing homes - 50% more than the current 2025 funding allocation. This needs to be put in place to avoid more closures in this sector.
- With population growth, the private healthcare sector is set to expand in 2025, with new nursing homes, hospital groups, and sub-acute facilities opening. Staffing will likely rely on continued international recruitment, supported by competitive salaries, loyalty and sign-on bonuses, retention initiatives, and additional leave benefits.



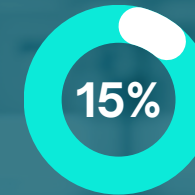
## Recruitment Trends for 2025

- **Public vs. Private Pay Gap:** Rising operational costs have led private organisations to offer lower salaries than the HSE. Salary hikes in the HSE during 2023 and 2024 have widened the pay gap between public and private sectors by nearly 20%. This disparity has prompted some private organisations to match HSE pay rates and increase leave entitlements to retain staff. Additional benefits in 2025, such as enhanced statutory sick pay and pension options, are expected to further improve working conditions, helping staff manage health-related expenses and inflation.
- **Shift Toward Work-Life Balance:** Many healthcare professionals are increasingly prioritising work-life balance and are moving away from high-stress hospital roles to less demanding settings, like step-down facilities and nursing homes, to reduce burnout.
- **Technology and Virtual Care:** Technology remains pivotal in healthcare. Virtual care has expanded, enabling more patients to receive treatment at home, which helps reduce hospital visits and eases facility demands. In 2024, Ireland introduced its first virtual wards at University Hospital Limerick and St. Vincent's University Hospital in Dublin. This initiative is part of a nationwide strategy to improve patient care and reduce hospital bed demand, with plans to expand these virtual services across the country in the coming year.

2025 looks set to be another busy year for our healthcare division, with significant demand for our temporary & permanent workforce. For more information on these trends, the current market, or to discuss how we can support your recruitment needs, please contact Claire Timmon at [claire.t@excelrecruitment.com](mailto:claire.t@excelrecruitment.com) or call **01 8717 666**.



The turnover rate for non-EU healthcare staff in Ireland is over 50% within the first 18 months, highlighting retention challenges, especially in high-demand, high-stress roles.



By 2026, over 15% of Ireland's population will be aged 65 and older, with those over 85 expected to double by 2044. This demographic shift will significantly increase demand for healthcare workers, especially in long-term care.



Approximately 30% of registered healthcare professionals in Ireland (both nurses and doctors) are not actively practicing, contributing to staffing shortages across the sector.

Healthcare Salary Guide	Low	Average	Good
<b>Residential Care</b>			
Director of Nursing	€80,000	€95,000	€128,000
Assistant Director of Nursing	€60,000	€70,000	€80,000
Clinical Nurse Manager	€24.50 ph	€26.50 ph	€29.50 ph
Senior Staff Nurse	€23.50 ph	€25.50 ph	€27.50 ph
Staff Nurse Day	€21.00 ph	€23.00 ph	€24.50 ph
Staff Nurse Night	€23.00 ph	€24.50 ph	€27.50 ph
<b>Healthcare Assistant Day</b>			
Entry Level	€14.00 ph	€14.50 ph	€15.00 ph
1 - 2 years	€15.50 ph	€16.00 ph	€16.50 ph
3+ years	€16.00 ph	€16.50 ph	€17.00 ph
<b>Healthcare Assistant Night</b>			
Entry Level	€14.50 ph	€16.00 ph	€17.00 ph
1 - 2 years	€16.00 ph	€17.00 ph	€17.50 ph
3+ years	€17.00 ph	€17.50 ph	€18.00 ph
Senior Healthcare Assistant	€16.50 ph	€17.00 ph	€17.50 ph
<b>Activities Coordinator</b>			
1 - 2 years	€14.50 ph	€15.50 ph	€16.50 ph
3+ years	€16.20 ph	€17.50 ph	€18.20 ph
Human Resource Manager	€38,000	€44,000 ph	€48,000 ph
Human Resource Administrator	€30,000	€32,000 ph	€34,000 ph
Reception/ Administrator	€30,000	€34,000	€36,000
<b>Catering and Household</b>			
Head/ Senior Chef	€55,000	€60,000	€65,000
Chef	€40,000	€45,000	€50,000
Kitchen Porter	€13.50	€15.00	€16.00
Catering Assistant	€13.50	€15.00	€16.00
Housekeeper/ Cleaner	€13.50	€15.00	€16.00




**For further information contact:**

Claire Timmon  
Head of Healthcare

 087 333 4452

 [claire.t@excelrecruitment.com](mailto:claire.t@excelrecruitment.com)

 [www.excelhealthcare.com](http://www.excelhealthcare.com)



**Dublin Office:**

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

**Cork Office:**

Unit 1C, Ground Floor, Penrose Wharf, Co. Cork, T23VP9T

**Kildare Office:**

Unit C3, Wolfe Tone House, Naas Town Centre, Co. Kildare, W91 C8X0

**Galway Office:**

7a Raven's Terrace, Fr. Griffin road, Galway, H91THF9

**Belfast Office:**

Suite 301, Arthur House 41 Arthur Street Belfast BT1 4GB