



Rialtas na hÉireann  
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# Spending Review 2021 – Costs associated with new entrant employees to the Civil Service

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# Spending Review 2021 – Overview, Aims & Objectives



## Overview

This paper provides:

- An estimation of the average lifetime costs associated with new entrants to the Civil Service; and
- A projection of the number of new entrant employees across the Civil Service, over a 10 year period.

## Aims and Objectives

- An understanding of the costs associated with new entrant employees is pertinent to the strategic management of public spending and to appraisals of public sector reform proposals.
- An estimation of lifetime costs provides a useful alternative to existing measures of employee costs by highlighting the long term spending implications of recruitment.
- A projection of new entrant numbers and costs may aid workforce planning over the coming years.

# Spending Review 2021 – Key Findings



## Key Policy Relevant Findings

- The estimated life time costs associated with recruitment to the Civil Service ranges from **€2.36m to €4.05m**.
- A projection of new entrant numbers to the Civil Service, allowing for projected retirements and an assumed growth in the workforce, over the coming decade is set out below.

	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
<b>Projected New entrants</b>	3,330	3,226	3,301	3,431	3,494	3,614	3,569	3,439	3,451	3,541

- The costs (in millions) associated with projected new entrant numbers in year one of recruitment, using the life time costs, is set out below.

	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
<b>Projected year 1 cost</b>	€235	€228	€233	€242	€247	€255	€252	€243	€244	€250

- The costs associated with new entrant employees represent a significant and long term element of expenditure for the Exchequer.
- The findings highlight the importance of managing new entrant numbers to ensure a public service pay and pensions bill that delivers continued value for money for the public.