



Pleanáil agus Faisnéis Straitéiseach d'Fhórsa

Ionad Gnó Shoird
Bóthar Bhaile Anraí, Sord.
Co. Átha Cliath, K67D8H0

Strategic Workforce Planning & Intelligence

Health Service Executive
Swords Business Campus, Balheary Road
Swords,
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19 February 2019

Deputy Fiona O'Loughlin
Dáil Éireann
Leinster House
Dublin 2

PQ 4953/19: To ask the Minister for Health the number of persons employed as home help by the HSE in each year since 2010, in tabular form; and if he will make a statement on the matter

Dear Deputy O'Loughlin,

I refer to your recent parliamentary question in relation to numbers of personnel employed in the public health service which was forwarded to the HSE by the Department of Health for direct reply.

Firstly, I should point out that staffing figures provided generally relate to direct employment levels as returned through the Health Service Personnel Census (HSPC), which is the official employment count for the public health sector (HSE and Section 38 Voluntary Hospitals & Agencies). Numbers equating to service levels are expressed as whole-time equivalents (WTE) taking account of part-time working, whereas headcount figures give the number of individuals. The Deputy's will interested to note, at 31st December 2018, there were 135,742 personnel (equating to 117,857 WTE) directly employed in the provision of Health and Social Care Services by the HSE and the various Section 38 organisations and of which 6,134 (3,552 WTE) were Home Helps.

Details in relation to the number of persons employed as home help by the HSE in each year since 2010, as requested by the Deputy are set out in the following table:

Home Help Numbers Employed 2011-2018

Home Helps by Community Healthcare Organisation	Dec-10	Dec-11	Dec-12	Dec-13	Dec-14	Dec-15	Dec-16	Dec-17	Dec-18
Total Directly Employed Home Helps	9,916	9,235	9,095	8,389	7,663	7,117	6,686	6,342	6,134
Acute Services	2	1		1					
CHO 1	1,492	1,384	1,249	1,126	1,020	943	927	889	851
CHO 2	1,147	1,026	948	919	827	783	749	705	673
CHO 3	775	750	683	641	621	580	537	508	473
CHO 4	3,109	2,992	2,830	2,592	2,397	2,252	2,066	2,004	1,913
CHO 5	1,953	1,802	1,675	1,563	1,406	1,248	1,195	1,119	1,149
CHO 7			585	532	455	427	403	372	336
CHO 8	1,438	1,280	1,125	1,015	937	884	809	745	739
Community Services	9,914	9,234	9,095	8,388	7,663	7,117	6,686	6,342	6,134

Source: Health Service Personnel Census

It is important to point out these figures *refer only to home helps directly employed by the HSE* and continuously keeps the number of staff employed under review, having regard to the hours available and the hours worked by existing staff in the local area. The HSE provides a substantial proportion of its home support services through directly employed home support staff and through arrangements with voluntary (not for profit) providers mainly in the Greater Dublin Area, Wicklow and Clare (*where direct home support service provision was never a feature*) with some provision through tendered arrangements with private (for profit) providers. The type of support that is provided includes personal care and, where appropriate, essential household duties relating to the client's needs.

Home support staff who are directly employed by the HSE have traditionally been, and remain, mainly part-time workers due to the nature and flexibility of the work involved and the care needs of clients that must be attended to within specific time frames during any day. In the past, greater numbers of staff (headcount) were employed with the majority having very low weekly hours. More recently, HSE directly employed home support staff have contracts setting out their weekly contract hours with agreed minimum hours per week. The HSE, in consultation with SIPTU, has reviewed the current home help contracts to ensure that contracted arrangements reflect the needs of the service, to maximise contracted hours for HSE directly employed home helps having regard to service needs, and to take further steps towards professionalising the Home Support Service.

The agreement, under the auspices of the WRC, provides for the following:

- an increase in directly provided home support from the 2016 position subject to acceptance by staff of offers of increased contracted hours
- introduction of rostered arrangements to give staff greater certainty regarding their hours
- a change of title from Home Help to Health Care Support Assistant to better reflect the nature of the services being provided
- assignment of bases
and
- a requirement that all new Home Help staff should possess, on recruitment, the minimum qualification equivalent to a relevant QQI approved major award at Level 5 or higher

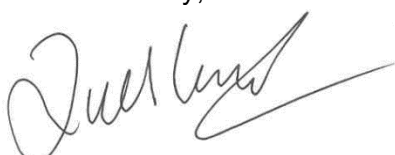
The overall home support resource and the range of providers, including HSE directly employed staff, is carefully managed to ensure that this key service is available at the required times, in a flexible way and at the appropriate standard to support clients' changing assessed needs.

Workforce levels are updated monthly and are available at:

<https://hse.ie/eng/staff/resources/our-workforce/>

I trust that this information is sufficient to meet the Deputy's needs.

Yours sincerely,



Des Williams
General Manager