



Unit 7A, The Dargan Building
Heuston South Quarter
Military Road
Kilmainham
Dublin 8.
076 695 9991

12th March 2019

Deputy Daly
Leinster House
Dublin 2.

PQ Ref 9013 To ask the Minister for Health the level of midwifery staffing in the nineteen maternity units as measured against the 2016 birthrate plus; and the recommended midwifery staffing levels

PQ Ref 9014/19 To ask the Minister for Health the number of the 100 midwifery posts recommended by the 2016 birthrate plus consultancy report and advertised in 2016 under phase I of the report that are filled

PQ Ref 9015/19 To ask the Minister for Health the number of the additional 100 midwifery posts recommended by the 2016 birthrate plus consultancy report and advertised in 2017 under phase II of the report that are filled

Dear Deputy,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question, which you submitted to the Minister for Health for response. I have examined the matter and the following outlines the position.

The National Women and Infants Health Programme thought it would be best to answer the above three PQs together given the common theme of midwifery staffing levels as measured against the Birthrate Plus methodology.

Regarding PQ Ref 9013/19, set out in the table attached to this letter are midwifery staffing figures as identified and recommended by the Birthrate Plus Report (BR+) across each of the 19 maternity services and the actual midwifery staffing levels as per 31 December 2018 and 31 January 2019 as recorded in the HSE employment census. It should be noted that both the Birthrate Plus figures presented and the HSE census figures will include staffing personnel such as Directors of Midwifery, Clinical Midwife Managers, Midwife Specialists, Senior Midwives, Staff Midwives and Midwifery Students where applicable. The HSE's census figures will not include other staff who may be directly involved in the



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provision of maternity care in the 19 services such as theatre nurses, general nurses and ultrasonographers from a radiography professional background.

Regarding PQs Ref 9014/19 and 9015/19, in 2016 on foot of the Birthrate Plus exercise, 100 additional whole time equivalent (WTE) midwives were approved and funded within public maternity services. In 2017, a further 71.45 WTE midwives were approved and funded. In a recent PQ to you, it was noted that there remains 24.55 WTE midwives outstanding from this exercise, which the HSE would hope to progress.

All of these additional posts would have been incorporated within the base staffing of each maternity service and as such would have been advertised, recruited and filled. Akin to the existing cohort of midwifery posts in place, these additional posts would have been subject to staff turnover and fluctuations in fill rate that is consistently managed in an on-going basis by all maternity services.

I trust this clarifies the matter.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mary-Jo Biggs'.

Mary-Jo Biggs,
General Manager, National Women and Infants Health Programme



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| | Maternity Hospital | Birthrate Plus Review overall recommended need (WTE includes clinical & mgmt) | Actual WTE (includes clinical & mgmt) | Variance in staffing from this Recommendation at time of Review) | Midwifery Staffing (WTE) (Jan. 2019; HSE Census) | Overall variance in Birthrate Plus Recommendation and Jan. 2019 (HSE Census) |
|----|--|---|---------------------------------------|--|--|--|
| 1 | Coombe Women & Infants University Hospital | 276.38 | 238.73 | -37.65 | 259 | -17.38 |
| 2 | Cork University Maternity Hospital | 255.48 | 241.47 | -14.01 | 277 | 21.52 |
| 3 | National Maternity Hospital | 291.39 | 251.47 | -39.92 | 306 | 14.61 |
| 4 | Rotunda Hospital | 280.35 | 234.5 | -45.85 | 252 | -28.35 |
| 5 | Our Lady of Lourdes, Drogheda | 114.66 | 123.86 | 9.2 | 121 | 6.34 |
| 6 | University Maternity Hospital Limerick | 147.2 | 129.73 | -17.47 | 199 | 51.8 |
| 7 | University Hospital Galway | 95.81 | 108.41 | 12.6 | 90 | -5.81 |
| 8 | Midlands Regional Hospital, Mullingar | 62.62 | 46.5 | -16.12 | 61 | -1.62 |
| 9 | Wexford General Hospital | 52.81 | 43.5 | -9.31 | 52 | -0.81 |
| 10 | St Luke's Hospital Kilkenny | 50.67 | 50.57 | -0.1 | 49 | -1.67 |
| 11 | Midlands Regional Hospital, Portlaoise | 69.37 | 70 | 0.63 | 44 | -25.37 |
| 12 | Letterkenny University Hospital | 56.4 | 53.3 | -3.1 | 46 | -10.4 |
| 13 | Mayo University Hospital | 49.19 | 44.8 | -4.39 | 37 | -12.19 |
| 14 | Sligo University Hospital | 47.94 | 46.57 | -1.37 | 54 | 6.06 |
| 15 | Portiunclua University Hospital | 52.35 | 51.8 | -0.55 | 57 | 4.65 |
| 16 | Cavan Hospital | 54.58 | 48.5 | -6.08 | 57 | 2.42 |
| 17 | University Hospital Waterford | 58.48 | 51.8 | -6.68 | 48 | -10.48 |
| 18 | South Tipperary General Hospital | 30.62 | 30.77 | 0.15 | 38 | 7.38 |
| 19 | Kerry University Hospital | 42.99 | 44.87 | 1.88 | 40 | -2.99 |
| | Total | 2,089.29 | 1,911.15 | -178.14 | 2087 | -2.29 |