



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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27 March 2019

Deputy Stephen S. Donnelly
Dáil Éireann
Leinster House
Dublin 2

PQ 11499/19: To ask the Minister for Health the number of staff at national director level, assistant national director level, general manager level and grade VIII level in the HSE on 1 March 2019 or the latest date available.

Dear Deputy Donnelly,

I refer to your recent parliamentary questions in relation to staffing numbers which was forwarded to the Health Services Executive (HSE) by the Department of Health for direct reply.

Health services employment is reported on a monthly basis through the Health Services Personnel Census (HSPC) which is the official employment count for the public health sector covering the 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. At 28th February 2019, there were 137,367 personnel (equating to 118,096 WTE) directly employed in the provision of Health and Social Care Services by the HSE and the various Section 38 organisations.

The largest grouping are nurses and midwives who form one-third of our staff, with management, clerical and administrative personnel accounting for under one-seventh of all staff. These staff are a vital support to other frontline staff and healthcare activities, including our nurses, doctors, therapists and care staff and without whom our services could not function. They play a key support role in many functions, for example in out-patient clinics, at ward level in support of the nursing teams, in medical records, patient quality & safety and in many, many other key areas. Table 1 provides details for each staff group in our health services in both WTE and headcount terms.

Table 1: Public Health Service Staffing (February 2019)

Staff Category /Group	WTE Feb 2019	% WTE Feb 2019	No. Feb 2019	% No. Feb 2019
Total Health Service	118,096	100%	137,367	100%
Medical & Dental	10,426	8.8%	11,375	8.3%
Consultants	3,095	2.6%	3,413	2.5%
Registrars	3,559	3.0%	3,714	2.7%
SHO/ Interns	3,028	2.6%	3,222	2.3%
Medical/ Dental, other	744	0.6%	1,026	0.7%
Nursing & Midwifery	37,683	31.9%	44,250	32.2%
Nurse/ Midwife Manager	7,707	6.5%	8,567	6.2%
Nurse/ Midwife Specialist & AN/MP	1,861	1.6%	2,144	1.6%
Staff Nurse/ Staff Midwife	25,367	21.5%	29,719	21.6%
Public Health Nurse	1,448	1.2%	1,808	1.3%
Nursing/ Midwifery Student	993	0.8%	1,658	1.2%
Nursing/ Midwifery other	307	0.3%	354	0.3%
Health & Social Care	16,549	14.0%	18,825	13.7%
Therapy Professions	5,267	4.5%	6,046	4.4%
Health Science/ Diagnostics	4,412	3.7%	4,907	3.6%
Social Care	2,617	2.2%	3,093	2.3%
Social Workers	1,172	1.0%	1,307	1.0%
Psychologists	1,000	0.9%	1,127	0.8%
Pharmacy	970	0.8%	1,092	0.8%
H&SC, Other	1,112	0.9%	1,253	0.9%
Management & Administrative	18,662	15.8%	20,920	15.2%
Management (VIII & above)	1,755	1.5%	1,798	1.3%
Administrative/ Supervisory (V to VII)	4,936	4.2%	5,282	3.8%
Clerical (III & IV)	11,971	10.1%	13,840	10.1%
General Support	9,445	8.0%	10,967	8.0%
Support	8,260	7.0%	9,750	7.1%
Maintenance/ Technical	1,185	1.0%	1,217	0.9%
Patient & Client Care	25,331	21.5%	31,030	22.6%
Health Care Assistants	17,125	14.5%	19,692	14.3%
Home Help	3,513	3.0%	6,037	4.4%
Ambulance Staff	1,779	1.5%	1,832	1.3%
Care, other	2,913	2.5%	3,469	2.5%

The Deputy will be interested to note that staff at National Director, Assistant National Director, General Manager and Grade VIII level) account for just 1 in more than 100 of all staff and that two-thirds of these senior staff are employed in the front facing services of Hospital, Ambulance, Community and Health & Wellbeing and the remainder in central areas such as Finance, Human Resources, ICT (including eHealth), Cancer Control, Clinical Strategy, Corporate Planning & Control, Internal Audit, Communications, Primary Care Reimbursement Services etc.), together with Health Business Services (Estates, Procurement, Payroll etc.). These staff play the key lead roles not only in the management of our services, but also in relation to increased regulatory and governance functions together with the on-going significant restructuring of the health services.

In relation to the Deputy's specific query, there are 1,353 WTE staff employed at Grade VIII and above (which includes Grade VIII's, General Managers, Assistant National Directors and National Directors) in the *HSE only*. Details as requested by the Deputy are set-out in table 2.

Table 2: Health Service Executive Staffing at National Director, Assistant National Director, General Manager & Grade VIII (February 2019)

Health Service Executive	WTE Feb 2019	% WTE Feb 2019	No. Feb 2019	% No. Feb 2019
Management (VIII & above)	1,353	100%	1,383	100%
National Director	17	1.3%	17	1.2%
Assistant National Director level	143	10.5%	144	10.4%
Other Senior Managers	88	6.5%	89	6.4%
General Manager & Grade VIII	1,105	81.7%	1,133	81.9%

Source: Health Service Personnel Census

Note¹: Health Sector staffing figures relate to direct employment levels as returned through the Health Service Personnel Census (HSPC) for the public health sector (HSE & Section 38 Voluntary Agencies).

Note²: Figures relating to service levels are express as while-time equivalents (WTE) in order to take account of part-time working.

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