



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,
Co. Dublin, K67D8H0

24 October 2019

Deputy Catherine Murphy
Dáil Éireann
Leinster House
Dublin 2

PQ 41454/19: To ask the Minister for Health the number of occupational, speech and language, physiotherapists and child psychologists employed by the HSE in 2017, 2018 and to date in 2019 by CHO in tabular form; the vacancies that exist by CHO; and if he will make a statement on the matter.

Dear Deputy Murphy,

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.

In order to provide the Deputy with complete information, the response to this question has been expanded to encompass details for public health sector staff, not only in Community Healthcare Organisations (CHOs) but also Hospital Services and other services areas (*if applicable*).

I also wish to point out that staffing figures are as returned by the employing agencies and that, for psychologists the reporting does not differentiate on the basis of client group served and as such reported numbers do not disaggregate the detail in relation to psychologists working in children's' psychological services.. Child psychology services can therefore be provided by professionally qualified psychologist holding a professional qualification in either clinical, counselling or educational psychology.

At 30th September 2019, there were 138,029 personnel (equating to 119,126 WTE) directly employed in the provision of Health and Social Care Services by the HSE and the various Section 38 organisations and of which 1,793 (1.3%) were Occupational Therapists, 2,185 were

Physiotherapists (1.6%), 1,288 (0.9%) were Speech & Language therapists and 1,159 (0.8%) were Psychologists.

Headline figures for each staff grouping, requested by the Deputy for each date referred to are set out as in the following table, with details by service areas set out in the attached.

Health Service Staffing: Occupational Therapists, Speech & Language Therapists, Physiotherapists and Psychologists (2017-2019)

Grade Grouping	WTE Dec 2017	WTE Dec 2018	WTE Sep 2019	WTE change since Dec 2017	% change since Dec 2017	No. Sep 2019
Occupational Therapists	1,528	1,584	1,570	+41	+2.7%	1,793
Speech & Language Therapists	1,103	1,113	1,109	+6	+0.6%	1,288
Physiotherapists	1,810	1,849	1,859	+49	+2.7%	2,185
Psychologists	964	985	985	+20	+2.1%	1,159

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).

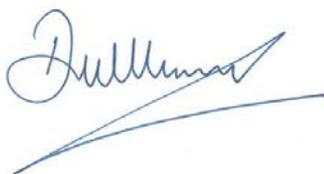
Note²: Figures relating to service levels are expressed as while-time equivalents (WTE) in order to take account of part-time working. No. (headcount) relates to the number of individuals.

Finally, the staffing environment of the HSE is dynamic and subject to significant service demands. When a position is vacated, work may be covered through a variety of measures such as redeployment, restructuring or reallocation of the work. Also, it may be necessary for the duties to be covered by agency or overtime. The HSE does not operate a 'vacancy rate', but rather records an annualised staff turnover rate. The HSE estimates that for 2018, the adjusted turnover rate was 6%. This can be for a range of reasons such as simply moving to a new location but still within the sector, retirements, resignations or employee preferences. This means that, each year people will be moving in and out of about 1 in 16 posts across the Health Service and as a result a proportion of posts will be vacant at any one time. For therapy grades (which includes Dietitians, Occupational Therapists, Orthoptists, Physiotherapists, Podiatrists & Chiropodists and Speech & Language Therapists) the combined 2018 turnover rate was 8%, while the equivalent figure for Psychologists was 5.5%.

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

Appendix 1: Occupational Therapists by Service Area (2017-2019)

Service Delivery Area	WTE Dec 2017	WTE Dec 2018	WTE Sep 2019	WTE change since Dec 2017	% change since Dec 2017	No. Sep 2019
Total Occupational Therapists	1,528	1,584	1,570	+41	+2.7%	1,793
Children's Health Ireland	16	19	19	+3	+19.4%	22
Dublin Midlands Hospital Group	66	64	65	-1	-1.7%	73
Ireland East Hospital Group	71	71	66	-5	-6.7%	73
RCSI Hospitals Group	59	61	63	+4	+6.6%	65
Saolta University Hospital Care	48	54	56	+8	+16.9%	60
South/South West Hospital Group	39	44	45	+6	+15.3%	51
University of Limerick Hospital Group	5	6	6	+1	+30.0%	7
Acute Services	303	319	320	+17	+5.5%	351
CHO 1	114	124	122	+9	+7.6%	145
CHO 2	111	118	116	+5	+4.8%	135
CHO 3	79	86	91	+12	+14.7%	102
CHO 4	164	163	170	+7	+4.1%	197
CHO 5	127	131	116	-10	-8.2%	131
CHO 6	127	132	128	+0	+0.2%	156
CHO 7	169	185	177	+8	+5.0%	201
CHO 8	143	136	138	-5	-3.6%	158
CHO 9	182	180	181	-1	-0.7%	207
other Community Services	9	11	10	+1	+11.1%	10
Community Services	1,225	1,265	1,250	+25	+2.0%	1,442

Appendix 2: Speech & Language Therapists by Service Area (2017-2019)

Service Delivery Area	WTE Dec 2017	WTE Dec 2018	WTE Sep 2019	WTE change since Dec 2017	% change since Dec 2017	No. Sep 2019
Total Speech & Language Therapists	1,103	1,113	1,109	+6	+0.6%	1,288
Children's Health Ireland	13	15	15	+2	+17.3%	19
Dublin Midlands Hospital Group	38	39	40	+1	+3.8%	46
Ireland East Hospital Group	37	33	36	-0	-1.1%	42
RCSI Hospitals Group	35	42	44	+8	+23.8%	47
Saolta University Hospital Care	15	17	15	+0	+1.2%	17
South/South West Hospital Group	32	32	34	+2	+5.0%	38
University of Limerick Hospital Group	5	6	7	+2	+51.4%	8
other Acute Services		1			-100.0%	
Acute Services	175	186	191	+16	+9.0%	217
CHO 1	72	70	71	-2	-2.6%	82
CHO 2	94	103	104	+10	+10.4%	121
CHO 3	58	55	59	+1	+1.5%	70
CHO 4	139	134	133	-7	-4.9%	158
CHO 5	101	102	100	-1	-1.3%	110
CHO 6	81	90	85	+4	+5.1%	102
CHO 7	128	123	127	-1	-0.5%	140
CHO 8	117	109	108	-10	-8.2%	134
CHO 9	137	140	133	-4	-2.8%	153
other Community Services	1			-1	-100.0%	
Community Services	928	927	918	-10	-1.1%	1,070
Corporate			1	+1		1
H&WB Corporate & National Services			1	+1		1

Appendix 3: Physiotherapists by Service Area (2017-2019)

Service Delivery Area	WTE Dec 2017	WTE Dec 2018	WTE Sep 2019	WTE change since Dec 2017	% change since Dec 2017	No. Sep 2019
Total Physiotherapists	1,810	1,849	1,859	+49	+2.7%	2,185
Children's Health Ireland	40	43	49	+9	+23.5%	55
Dublin Midlands Hospital Group	164	162	164	-0	+0.0%	188
Ireland East Hospital Group	196	218	227	+31	+15.8%	257
RCSI Hospitals Group	154	157	161	+7	+4.8%	185
Saolta University Hospital Care	145	146	140	-5	-3.1%	163
South/South West Hospital Group	155	158	169	+14	+8.8%	196
University of Limerick Hospital Group	51	54	50	-1	-2.0%	56
Acute Services	904	938	960	+56	+6.2%	1,100
CHO 1	91	94	91	+0	+0.5%	107
CHO 2	88	89	90	+2	+2.4%	111
CHO 3	57	58	60	+3	+5.2%	71
CHO 4	109	108	106	-3	-2.5%	130
CHO 5	94	91	93	-1	-1.5%	110
CHO 6	92	98	93	+1	+1.6%	118
CHO 7	124	126	119	-5	-4.1%	137
CHO 8	111	108	104	-7	-6.2%	130
CHO 9	137	137	141	+4	+2.6%	169
Community Services	903	908	898	-6	-0.6%	1,083
Corporate	2	2	1	-1	-58.7%	2
H&WB Corporate & National Services	2	2	1	-1	-58.7%	2

Appendix 4: Psychologists by Service Area (2017-2019)

Service Delivery Area	WTE Dec 2017	WTE Dec 2018	WTE Sep 2019	WTE change since Dec 2017	% change since Dec 2017	No. Sep 2019
Total Psychologists	964	985	985	+20	+2.1%	1,159
Children's Health Ireland	32	37	38	+6	+17.2%	49
Dublin Midlands Hospital Group	16	13	12	-4	-26.5%	15
Ireland East Hospital Group	13	14	18	+5	+34.7%	23
RCSI Hospitals Group	10	10	10	+0	+0.9%	13
Saolta University Hospital Care	0	1	2	+1	+251.1%	3
South/South West Hospital Group	2	2	2	-0	-6.3%	2
University of Limerick Hospital Group	2	2	2	-0	-9.5%	3
Acute Services	75	79	82	+7	+8.8%	108
CHO 1	58	61	57	-0	-0.7%	65
CHO 2	81	84	78	-3	-4.1%	94
CHO 3	122	119	124	+2	+1.3%	150
CHO 4	116	133	129	+14	+11.7%	148
CHO 5	78	75	76	-2	-2.8%	90
CHO 6	68	67	68	+0	+0.3%	87
CHO 7	85	84	81	-4	-4.4%	91
CHO 8	108	106	117	+9	+8.0%	131
CHO 9	166	170	163	-3	-1.7%	186
other Community Services	5	6	7	+2	+40.0%	7
Community Services	887	904	901	+14	+1.5%	1,049
Health & Wellbeing	1	1	1	+0	+0.0%	1
Corporate	1	1	1	+0	+0.0%	1
H&WB Corporate & National Services	2	2	2	+0	+0.0%	2

Source: Health Service Personnel Census

Note 1: 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).

Note 2: Figures relating to service levels are expressed as while-time equivalents (WTE) in order to take account of part-time working. No. (headcount) relates to the number of individuals.