



Pleanáil agus Faisnéis Straitéiseach d'Fhórsa  
Ionad Gnó Shoirid  
Bóthar Bhaile Anraí, Sord.  
Co. Átha Cliath, K67D8H0  
Strategic Workforce Planning & Intelligence  
Health Service Executive  
Swords Business Campus, Balheary Road  
Swords,  
Co. Dublin, K67D8H0

5 May 2021

Deputy Richard Boyd Barrett

Dáil Éireann

Leinster House

Dublin 2

PQ 20375/21: To ask the Minister for Health the number of new whole-time posts in the HSE by discipline since the beginning of the Covid-19 pandemic; the number of these posts that have been filled; the additional vacancies above and beyond these new posts; the length of time the posts have been vacant by discipline; and if he will make a statement on the matter.

Dear Deputy Boyd Barrett,

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

The Deputy will be interested to note that, at 31<sup>st</sup> March 2021, there were 128,283 WTE (equating to 146,891 personnel) directly employed in the provision of Health and Social Care Services by the HSE and the various Section 38 hospitals and agencies. These latest available figures represents an 8,007 WTE (+6.7%) increase over the February 2020 outturn, which covers the period of the pandemic. Details, by discipline (staff group) as requested by the Deputy, are as follows:

Staff Category /Group ( <i>Dicipline</i> )	WTE Dec 2019	WTE Feb 2020	WTE Mar 2021	WTE change since Feb 2020	WTE change since Dec 2019
<b>Total Health Service</b>	<b>119,817</b>	<b>120,276</b>	<b>128,283</b>	<b>+8,007</b>	<b>+8,466</b>
<b>Medical &amp; Dental</b>	<b>10,857</b>	<b>10,802</b>	<b>11,768</b>	<b>+966</b>	<b>+911</b>
Consultants	3,250	3,262	<b>3,485</b>	+223	+235
Registrars	3,679	3,666	<b>3,941</b>	+276	+262
SHO/ Interns	3,116	3,078	<b>3,502</b>	+424	+386
Medical/ Dental, other	812	796	<b>839</b>	+44	+27
<b>Nursing &amp; Midwifery</b>	<b>38,205</b>	<b>38,780</b>	<b>40,929</b>	<b>+2,149</b>	<b>+2,724</b>
Nurse/ Midwife Manager	7,984	8,016	<b>8,505</b>	+489	+521
Nurse/ Midwife Specialist & AN/MP	1,996	2,055	<b>2,360</b>	+306	+364
Staff Nurse/ Staff Midwife	25,693	25,750	<b>27,118</b>	+1,368	+1,425
Public Health Nurse	1,537	1,518	<b>1,536</b>	+18	-1
Nursing/ Midwifery Student	644	1,092	<b>1,052</b>	-40	+408
Nursing/ Midwifery other	350	348	<b>357</b>	+9	+7
<b>Health &amp; Social Care Professionals</b>	<b>16,774</b>	<b>16,845</b>	<b>18,119</b>	<b>+1,275</b>	<b>+1,345</b>
Therapy Professions	5,234	5,261	<b>5,688</b>	+427	+454
Health Science/ Diagnostics	4,500	4,516	<b>4,797</b>	+280	+296
Social Care	2,710	2,702	<b>2,920</b>	+218	+210
Social Workers	1,165	1,168	<b>1,257</b>	+90	+93
Psychologists	1,004	1,004	<b>1,074</b>	+70	+70
Pharmacy	1,038	1,060	<b>1,197</b>	+138	+160
H&SC, Other	1,123	1,134	<b>1,186</b>	+52	+63
<b>Management &amp; Administrative</b>	<b>18,846</b>	<b>18,899</b>	<b>20,326</b>	<b>+1,426</b>	<b>+1,479</b>
Management (VIII & above)	1,842	1,853	<b>2,009</b>	+155	+167
Administrative/ Supervisory (V to VII)	5,199	5,256	<b>6,027</b>	+771	+828
Clerical (III & IV)	11,805	11,790	<b>12,290</b>	+500	+485
<b>General Support</b>	<b>9,416</b>	<b>9,478</b>	<b>9,935</b>	<b>+457</b>	<b>+518</b>
Support	8,234	8,291	<b>8,728</b>	+437	+494
Maintenance/ Technical	1,182	1,187	<b>1,207</b>	+20	+25
<b>Patient &amp; Client Care</b>	<b>25,719</b>	<b>25,472</b>	<b>27,206</b>	<b>+1,734</b>	<b>+1,488</b>
Health Care Assistants	17,396	17,257	<b>18,837</b>	+1,580	+1,441
Home Help	3,569	3,447	<b>3,382</b>	-65	-187
Ambulance Staff	1,828	1,841	<b>1,932</b>	+91	+105
Care, other	2,926	2,927	<b>3,055</b>	+128	+129

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 agencies)

Note 2: Figures relating to service levels are expressed as whole-time equivalents (WTE) in order to take account of part-time working

The staffing environment of the HSE is constantly changing and subject to significant covid and non-covid service demands and the National Service Plan 2021 provided for a circa 16,000 WTE increase from December 2019 to December 2021 (this figures includes some non-direct HSE employees such as the externally contracted Contact Management Programme contact tracers). For the Deputy's further information, the above table also shows the WTE increase from Dec 2019 to March 2021 (+8,466 WTE). This increase also includes some previous years' service developments and outstanding replacements alongside specific covid recruitment.

These staff are recruited by local services, through national recruitment initiatives, through external agencies and also on-going international recruitment campaigns which take place in a competitive environment against a global shortages of health professionals and consequently, the HSE does not maintain a vacancy rate and our recruitment planning process

is informed by our turnover data together with the planned staff increases referred to previously.

Turnover, age, individual preferences, the number of staff in training posts also have impacts on the number of personnel in place at any one time (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), also impacting the precise numbers in any location or discipline for any one time. Turnover data is calculated based on the numbers of starters and leavers across our services. The staff group turnover rate, which is in the order of 6-7% overall, to plan for the replacement of these staff across our services, incorporated into our overall planning for recruitment of not only replacement posts, but equally our new service development posts.

The HSE conducts a monthly census of public health services employment across all services covering the HSE and Section 38 Voluntary Hospitals & Agencies. The Health Services Personnel Census (HSPC) is the official employment count for the public health sector and is routinely published at <https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/>.

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

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Des Williams', with a long horizontal flourish extending to the right.

Des Williams

General Manager