



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

21 December 2021

Deputy David Cullinane

PQ 60950/21: To ask the Minister for Health the number of nursing and midwifery staff employed by the HSE which are paid on the enhanced pay scale, the number which are not and if he will make a statement on the matter.

PQ60951/21: To ask the Minister for Health the number of nursing and midwifery staff employed by the HSE which are working for the service or have experience totalling 18 plus months; and if he will make a statement on the matter.

PQ60952/21: To ask the Minister for Health the number of nursing and midwifery staff employed by the HSE since 1 January 2021; the number paid on the enhanced scale; the number employed who had 18 plus months prior experience; and if he will make a statement on the matter.

Dear Deputy Cullinane,

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

The eligibility criteria for the role of Enhanced Nurse / Midwife Practice, and to give effect to the revision of the new entrant measure for nurses/midwives as recommended in the Labour Court Recommendations LCR 21900, 21901, 21941 and 21942 are set out in HSE circular 022/2019 which is available here: <https://www.hse.ie/eng/staff/resources/hr-circulars/hr-circular-022-2019-re-enhanced-nurse-midwife-contract.pdf>

The Deputy will be interested to note that, employment levels at the end of October 2021, show there were 131,126 whole-time equivalent personnel (equating to 150,034 individuals) directly employed in the provision of Health & Social Care Services and of which 41,128 WTE (31.4% or 47,174 individuals) were Nurses & Midwives.

The majority of these personnel (27,177 WTE or 31,265) were categorised as Staff Nurse/ Staff Midwives and of which 58% have already received the uplift to Enhanced Nurse & Midwife.

As requested by the Deputy latest available details of the WTE and headcount by staff group for Nurses & Midwives together with WTE and Headcount before the introduction of the enhances scales and at 31 December last are as follows:

Nursing & Midwifery	WTE Dec 2019	WTE Dec 2020	WTE Oct 2021	WTE change since Dec 2020	WTE change since Dec 2019	No. Dec 2019	No. Dec 2020	No. Oct 2021	No. change since Dec 2020	No. change since Dec 2019
Total Nursing & Midwifery	38,205	39,917	41,128	+1,211	+2,923	43,861	45,603	47,174	+1,571	+3,313
Director of Nursing/Midwifery	298	306	314	+8	+16	305	313	321	+8	+16
Director Nursing/Midwifery, Assistant	941	1,000	1,067	+67	+126	1,001	1,067	1,141	+74	+140
Clinical Nurse/ Midwife Manager	6,746	7,038	7,355	+316	+609	7,454	7,762	8,119	+357	+665
Nurse/ Midwife Manager	7,984	8,344	8,735	+391	+751	8,760	9,142	9,581	+439	+821
Advanced Nurse/ Midwife Practitioner	385	519	593	+75	+208	403	544	623	+79	+220
Clinical Nurse/ Midwife Specialist	1,612	1,780	1,862	+82	+251	1,854	2,038	2,126	+88	+272
Nurse/ Midwife Specialist &	1,996	2,299	2,455	+157	+459	2,257	2,582	2,749	+167	+492
Enhanced Nurses & Midwives	-	13,764	15,739	+1,975	+15,739	-	15,885	18,164	+2,279	+18,164
other Staff Nurses & Midwives	25,693	12,998	11,438	-1,561	-14,255	29,816	15,075	13,101	-1,974	-16,715
Staff Nurse/ Staff Midwife	25,693	26,763	27,177	+414	+1,484	29,816	30,960	31,265	+305	+1,449
Public Health Nurse	1,537	1,557	1,543	-14	+6	1,845	1,865	1,856	-9	+11
Nursing/ Midwifery Student	644	592	874	+282	+230	796	647	1,334	+687	+538
Nursing Education/Clinical	300	315	296	-20	-4	335	358	340	-18	+5
Other Nursing/ Midwifery	50	47	48	+1	-2	52	49	49	+0	-3
Nursing/ Midwifery other	350	362	343	-19	-7	387	407	389	-18	+2

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 agencies)

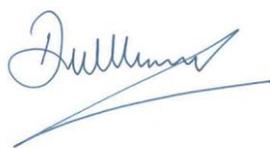
Note²: Figures relating to service levels are expressed as whole-time equivalents (WTE) in order to take account of part-time working.

The census does not centrally record the number employed on the Enhanced Nurse / Midwife Practice contract who had 18 plus months prior experience so this information is not provided. However, the Deputy should note that in line with the Circular above once a nurse / midwife reaches point 4 on the existing salary scale, they become eligible to apply for the Enhanced Nurse / Midwife Practice contract.

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 these figures are 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,



Des Williams

General Manager