



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,
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11 May 2022

Deputy David Cullinane
Dáil Éireann
Leinster House
Dublin 2

PQ 19814/22: To ask the Minister for Health the ratio of clinical staff to managerial staff whole-time equivalents factoring in clinical staff time spent on managerial responsibilities across service divisions of the HSE for January in each of the years 2016 to 2022, in tabular form; and if he will make a statement on the matter.

Dear Deputy Cullinane,

I refer to your recent parliamentary question in relation to staffing 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, employment levels at the end of March 2022, show there were 134,101 WTE (equating to 153,282 personnel) directly employed in the provision of Health & Social Care Services by the HSE and the various Section 38 hospitals & agencies.

Staffing information is collated on the basis of grade and service and it is not possible to systematically collect, analyse and measure the separate steps in the performance of the jobs of these individual staff across our services nor is this common practice in other settings.

Information relating to clinical staff time spent on managerial responsibilities at this granular level is not centrally collected or collated, and would only be available by examining each of this large volume of staff members roles individually at every location across the whole public health service. Each health profession has a role in monitoring the performance of other staff and the management of the specific clinical service within their sphere of responsibility e.g. department, or ward. As such, managerial and administrative responsibilities are a key part of all senior health professional roles and personnel in these positions require a clinical qualification and they may also hold a managerial qualification.

In addition, the HSE employs Management and Administrative staff whose main responsibility is the management and administration of hospitals, community services, groups of clinical areas (e.g. clinical directorates, or care groups), voluntary agencies and the specific central functions necessary for the efficient delivery of the health service e.g. finance human resource functions. Many of these staff hold a clinical qualification or professional qualification, although it may not be a prerequisite.

The latest available details by Staff category and staff group by service division, together with the proportion in each area are as set out in the following table:

Staffing by Staff Group & Service Division:

Staff Category/ Staff Group	Acute Services	Community Services	H&WB, Corporate & National	Mar 2022	Acute Services	Community Services	H&WB, Corporate & National	Mar 2022
Total Health Service Staffing	71,205	56,979	5,917	134,101	53.1%	42.5%	4.4%	100.0%
Consultants	3,146	464	46	3,656	32.0%	21.9%	18.4%	30.0%
Registrars	3,340	760	67	4,168	34.0%	35.9%	26.7%	34.2%
SHO/ Interns	3,258	294	1	3,553	33.2%	13.9%	0.3%	29.2%
Medical/ Dental, other	74	601	137	812	0.8%	28.3%	54.6%	6.7%
Medical & Dental	9,817	2,119	252	12,188	13.8%	3.7%	4.3%	9.1%
Nurse/ Midwife Manager	5,427	3,422	158	9,007	20.5%	21.9%	54.0%	21.3%
Nurse/ Midwife Specialist & AN/MP	1,664	887	18	2,569	6.3%	5.7%	6.3%	6.1%
Staff Nurse/ Staff Midwife	18,383	9,335	44	27,762	69.6%	59.8%	15.0%	65.6%
Public Health Nurse	0	1,497	2	1,499	0.0%	9.6%	0.5%	3.5%
Pre-registration Nurse/ Midwife Intern	478	247		725	62.7%	59.7%		61.6%
Post-registration Nurse/ Midwife Student	130	145		274	17.0%	35.0%		23.3%
Nursing/ Midwifery awaiting registration	155	22		177	20.3%	5.3%		15.0%
Pre-registration Nurse Intern (COVID-19)								
Nursing/ Midwifery Student	763	413		1,176	2.9%	2.6%		2.8%
Nursing/ Midwifery other	184	68	71	323	0.7%	0.4%	24.2%	0.8%
Nursing & Midwifery	26,422	15,622	292	42,336	37.1%	27.4%	4.9%	31.6%
Therapy Professions	2,436	3,634	11	6,081	27.1%	39.1%	1.3%	31.8%
Health Science/ Diagnostics	4,645	124	158	4,926	51.6%	1.3%	18.9%	25.7%
Social Care	3	3,102		3,106	0.0%	33.3%		16.2%
Social Workers	419	894	6	1,318	4.7%	9.6%	0.7%	6.9%
Psychologists	133	976	2	1,111	1.5%	10.5%	0.2%	5.8%
Pharmacy	1,104	123	58	1,285	12.3%	1.3%	6.9%	6.7%
H&SC, Other	258	453	600	1,311	2.9%	4.9%	72.0%	6.9%
Health & Social Care Professionals	8,997	9,306	834	19,138	12.6%	16.3%	14.1%	14.3%
Management (VIII & above)	676	781	849	2,306	6.2%	11.1%	20.3%	10.4%
Administrative/ Supervisory (V to VII)	3,078	2,122	1,751	6,951	28.3%	30.2%	42.0%	31.5%
Clerical (III & IV)	7,130	4,125	1,572	12,827	65.5%	58.7%	37.7%	58.1%
Management & Administrative	10,884	7,027	4,172	22,083	15.3%	12.3%	70.5%	16.5%
Maintenance/ Technical	546	420	230	1,196	7.8%	15.3%	68.0%	11.9%
Support	6,434	2,335	108	8,877	92.2%	84.8%	32.0%	88.1%
General Support	6,980	2,755	338	10,073	9.8%	4.8%	5.7%	7.5%
Health Care Assistants	5,976	13,546	25	19,546	73.7%	67.2%	87.8%	69.1%
Home Help		3,531		3,531		17.5%		12.5%
Ambulance Staff	1,916		1	1,917	23.6%		3.6%	6.8%
Care, other	213	3,072	2	3,287	2.6%	15.3%	8.7%	11.6%
Patient & Client Care	8,105	20,149	28	28,282	11.4%	35.4%	0.5%	21.1%

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.

Note 3: H&WB, Corporate & National includes the following central services Cancer Control Service, Compliance, Emergency Management, Environmental Health, HR, Finance, Human Resources, ICT, Internal Audit, Legal Services, National Screening Service, PCRS etc.,

An explanation relating to the classification of each staff category and staff group are attached, together with the whole-time equivalent details in the above layout for the dates as requested by the Deputy.

Finally, 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 [here](#).

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, sweeping underline.

Des Williams

General Manager

Public Health Service: Staff Categorisations 2022

The grading structure is based on professional groupings and categorisations' to allow for service planning, delivery, performance and accountability.

Staff are categorised into 6 main *Staff Categories* (Medical & Dental, Nursing & Midwifery, Health & Social Care Professionals, Management & Administrative, General Support and Patient & Client Care and further subdivided into 26 *Staff Groups*, 96 *Grade Groups* and almost 700 active *Grades*. Each Grade is associated with a grade code which is linked to a Staff Category, Staff Group and Grade Group.

- 1) **Medical & Dental:** The medical dental grade category is defined as Medical and Dental personnel (together with medical and dental managerial grades where a recognized medical or dental qualification is a prerequisite for the performance of the duties involved or is a requirement for appointment). Registration with the Medical Council or Dental Council is a statutory requirement. There are 4 staff groups in this category.
 - a) Consultants: The Consultants division of National Doctors Training and Planning (NDTP) is responsible for the regulation of the number and type of medical consultant posts engaged in the provision of public services. NDTP maintain a statutory register of approved consultant posts and specify qualifications for consultant appointments with input from the Postgraduate Medical Training Bodies and the Consultant Applications Advisory Committee (CAAC).
 - b) Registrars (including Senior & Specialist Registrars.
 - c) SHO & Interns (Senior House Officer and Medical Interns)
 - d) Medical/ Dental other (includes Medical Officers & Dentists).

- 2) **Nursing & Midwifery:** The nursing grade category is defined as nursing and midwifery personnel together with nursing/midwifery management grades where a recognized nursing/midwifery qualification is a prerequisite for the performance of the duties involved or is a requirement for appointment. Registration with the Nursing Board is statutory requirement. There are 5 staff groups in this category.
 - a) Nurse/ Midwife Manager
 - b) Nurse/ Midwife Specialist & AN/MP
 - c) Staff Nurse/ Staff Midwife
 - d) Public Health Nurse
 - e) Nursing/ Midwifery Student (includes Post-registration Nurse/ Midwife Student, Pre-Registration Nurse/ Midwife Intern and Nursing/ Midwifery awaiting registration)
 - f) Nursing/ Midwifery other

- 3) **Health & Social Care Professionals** are qualified health service workers (who are not Doctors, Dentists or Nurses) together with Health and Social Care Professional managerial grades where a recognized Health and Social Care Professional qualification is a prerequisite for the performance of the duties involved or is required for appointment.
There are 7 Staff groups in this category.
 - a) Therapy Professions (Dietitians, OT, Orthoptists, Physiotherapist, Podiatrist and Chiropodist, and SLT)
 - b) Health Science/ Diagnostics (Audiology, Biochemists, Clinical Engineering, Clinical Measurement, Dosimetrists, Medical Laboratory, Perfusionists, Phlebotomists, Physicists, Radiation Therapists & Radiographers)
 - c) Social Care
 - d) Social Workers
 - e) Psychologists
 - f) Pharmacy (Pharmacists & Pharmaceutical Technicians)
 - g) H&SC, Other (Environmental Health Officers, Counsellor Therapists, HSCP Trainees/ Students, Dental Hygienists, Play Therapists/ Specialists, Other Health & Social Care).

Registration process for these grades is governed by the Health and Social Care Professionals Act (2005) with the Health and Social Care Professionals Council is an independent regulator established under the Act to protect the public by promoting high standards of professional conduct and professional education, training and competence amongst registrants of seventeen designated health and social care professions - clinical biochemists, counsellors and psychotherapists, dietitians, dispensing opticians, medical scientists, occupational therapists, optometrists, orthoptists, physiotherapists, podiatrists, psychologists, radiographers, radiation therapists, social care workers, social workers, speech & language therapists.

- 4) **Management & Administrative Staff:** General Management, Clerical and Administrative grades, where a health care qualification is not required. There are 3 staff groups in this category.

- a) Management (VIII & above) are non-clinical managerial personnel at Grade VIII, General, Manager, Head of Function /Service, Community Services, Assistant National Director and National Director level together with associated grades.
 - b) Administrative/ Supervisory (V to VII)
 - c) Clerical (III & IV)
- 5) **General Support:** Personnel who provide non-front line support, maintenance, technical, catering or domestic duties. A qualification may or may not be a requirement depending on the grade. General Support covers such services as Catering, Household Services, Maintenance, some Lab personnel, Portering and Technical Services. There are 2 staff groups in this category.
- a) Support
 - b) Maintenance/ Technical
- 6) **Patient & Client Care:** Personnel who provide direct client care and/or assist other healthcare professions as appropriate. A qualification may or may not be a requirement depending on the grade. There are 4 staff groups in this category.
- a) Health Care Assistants (Health Care Assistant/ Care Assistant, Attendant/ Aide, Health & Social Care Assistants)
 - b) Home Helps
 - c) Ambulance Staff
 - d) Care, other (Other Care Grades, Health & Social Care Assistants, Pastoral Care, Health Promotion, Workshop Services, Home Care Services)