



Cúram Sláinte  
Phobail, Iarthar  
ag freastal ar Ghailimh,  
Maigheo agus Ros Comáin

Community  
Healthcare West  
serving Galway, Mayo  
and Roscommon

Oifig an Bhainisteora Ginearálta  
Na Seirbhísí Míchumais  
Cúram Sláinte Phobail, Iarthar,  
An Sean Ionad Sláinte, Sráid an Bhiocáire, Tuaim, Co. na  
Gaillimhe  
T: 09337951 R:alma.joyce@hse.ie

Office of the General Manager  
Disability Social Care  
Community Healthcare West,  
Old Health Centre, Vicar St., Tuam, Co. Galway.  
Tel: 09337951 Email: alma.joyce@hse.ie

12<sup>th</sup> January 2023

Rose Conway Walsh TD  
Dail Eireann  
Kildare St  
Dublin 2

**PQ/62868/22**

**"To ask the Minister for Health the number of persons employed in the individualised services of an organisation (Western Care Association) since 2011; the number of vacancies in its individualised services in each year since 2011; the average time to fill a vacancy in tabular form; and if he will make a statement on the matter".**

Dear Deputy Conway Walsh

I refer to PQ/62868/22 uploaded on the PAD System on the 14<sup>th</sup> December 2022 and due for response on the 4<sup>th</sup> January 2023 regarding representations that you have made to the Minister for Health concerning "the number of persons employed in the individualised services of an organisation (Western Care Association) since 2011; the number of vacancies in its individualised services in each year since 2011; the average time to fill a vacancy in tabular form; and if he will make a statement on the matter". I wish to apologise for the late response to PQ/62868/22. The HSE has been requested to reply directly to you on this matter. The following response outlines the position.

I have been in contact with the Disability Services Manager for Mayo and Western Care Association (WCA) who have confirmed that as of the 4<sup>th</sup> January 2023, WCA employs 1011 staff across Co. Mayo. In keeping with the evolving nature of the provision of care, the requirement for staff specifically allocated to any individual area of WCA can change from year to year. In terms of recruitment activity, there were 43 recruitment competitions specific to Individualised Services in 2022. The turnaround time for filling of vacancies is between four to six weeks from offer. Vacancies can arise due to a variety of reasons including new activity or an increase in the numbers of people supported, retirements, cover for maternity leave, parental leave, reduced hours, leave of absence, sick leave, resignation, etc. Like all healthcare organisations operating in the disability sector, WCA has been faced with recruitment challenges in the current environment and their goal is always to fill a role when advertised, however that may not always be possible. WCA have advised that efforts are ongoing to highlight their attractiveness as an employer to ensure they can meet all demand, current and future.

The table below sets out the Recruitment Activity in the Association since 2011 and includes positions advertised in all individualised services in WCA.

Year	Total Headcount	WTE	Number of recruitment competitions in Western Care Association by year	Number of Recruitment Competitions in Individualised Services across Western Care Association
2011	710	525.21	32	2
2012	690	522.38	21	2
2013	690	510.61	46	12
2014	699	526.85	88	18
2015	804	561.35	89	23
2016	819	588.61	98	21
2017	860	630.47	74	10
2018	882	635.17	95	15
2019	943	644.07	87	15
2020	959	651.06	73	12
2021	978	682.44	110	34
2022	995	687.66	122	43

**NOTES:**

1. The turnaround time for the filling of vacancies is being tracked since 2022. It is currently four to six weeks from the time of job offer. This time is required to ensure Garda Vetting, References are checked and medicals etc.
2. The headcount and whole time equivalent (WTE) figures are sourced from the published Annual Reports.

I trust that this response has clarified the matters that you have raised in this instance.

Yours sincerely




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Alma Joyce  
 General Manager  
 Disability Services  
 Community Healthcare West