



Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhíse Sláinte

Ospidéal Dr. Steevens'

Baile Átha Cliath 8

Office of the National Director of Human Resources

Health Service Executive

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Róisín Shortall T.D.

1st March, 2022

PQ 8228/22 - To ask the Minister for Health if he will report on the workforce plan for the health service; the areas that have the largest deficits; the steps being taken to address same; and if he will make a statement on the matter - Róisín Shortall

Dear Deputy Shortall,

I refer to your recent parliamentary question above which was sent to the HSE for reply.

Our National Service Plan sets out at a high level the services that will be provided to the people living in Ireland within our allocated budget. A key focus for our services under our plans continues to be the provision of safe health and social care services and, simultaneously, the progression of fundamental reforms across our entire service delivery model, with these reforms informed primarily by Sláintecare. Our National Service Plan includes a section on Workforce and Corporate and Human Resources that sets out the overarching approaches to developing, supporting, retaining and expanding our workforce to ensure the continued provision of quality healthcare to the public, in line with the Sláintecare Reform Programme and the HSE Corporate Plan 2021-2024. In addition, the NSP is also accompanied by a detailed Resourcing Strategy that sets out the suite of approaches and deliverables to expand our workforce across our services in an effort to meet the human resource requirements of our plan. The resourcing strategy outlines the detail of the suite of resourcing actions specific to the cadres of staff, required for overall workforce expansion.

The health service has delivered significant workforce expansion in the last two years, with a further at least 10,000 WTE planned to be progressed into the recruitment pipeline for 2022. The Deputy may be interested to note that since December 2019, health service employment levels have increased by +13,152 WTE, as outlined in Table 1 below. All staff categories, as shown in Table 1 below have increased, with the largest WTE increase reported in Nursing and Midwifery at +3,587 WTE. Similarly all HSE Care Group areas are showing increases over the same period, with Acute Operations and Primary Care showing the greatest increases as shown in Table 2.

Acknowledging the significant labour market challenges alongside emerging from COVID-19, as a best practice approach, we have outlined a resourcing range for delivery in 2022 that sets out a minimum resourcing level of 5,500 WTE alongside a stretch target, of at least 10,000 WTE for which we will ensure that recruitment pipelines for all new service development posts, will be activated and progressing in 2022. In regard to the specific question relating to areas with the largest deficits, we do not currently capture vacancy levels centrally. We do however capture turnover rates, and the projected minimum additional recruitment, on top of net growth, required to maintain existing workforce levels, is at a minimum circa 9000/9500 staff.

The Deputy may also wish to note that in regard to meeting workforce requirements, there are particular challenges in certain professions, such as medical practitioners, nurses and midwives and certain health and social care professions. These are known, and our resourcing strategy sets out our approach to international supply alongside our domestic supply in an effort to meet these requirements. Undoubtedly the unpredictable labour market, coupled with our emergence from COVID-19 pose significant challenges to our workforce resourcing in 2022. While these are clearly signalled in our resourcing strategy, we have defined a suite of approaches and actions to maximise to the greatest extent possible, our workforce expansion in 2022. These include but are not limited to the following: i) expanding our national recruitment capacity; ii) expanding local CHO and Hospital Group recruitment capacity, coupled with the introduction of a new National Recruitment Operating Model; iii) continued engagement of 3rd party agencies to

support recruitment capacity; iv) further expansion of collaboration with the Public Appointments Service, in particular to strengthen and expand our consultant recruitment; v) further expansion of international recruitment to encompass both entry and specialist grades; VI) continued engagement of a managed service provider to support increased recruitment capacity; VII) ongoing cross government collaboration to explore and expand candidate pools; VIII) digital enhancements to support greater automation of recruitment processes.

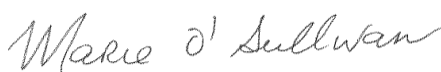
Table 1

Staff Category /Group	WTE Dec 2019	WTE Dec 2020	WTE Dec 2021	WTE Jan 2022	WTE change since Dec 2021	WTE change since Dec 2020	WTE change since Dec 2019	%change since Dec 2019
Total Health Service	119,817	126,174	132,323	132,969	+645	+6,794	+13,152	+11.0%
Medical & Dental	10,857	11,762	12,113	12,080	-33	+319	+1,223	+11.3%
Consultants	3,250	3,458	3,608	3,610	+2	+152	+360	+11.1%
Registrars	3,679	3,876	4,104	4,121	+16	+245	+441	+12.0%
SHO/ Interns	3,116	3,594	3,587	3,545	-42	-50	+429	+13.8%
Medical/ Dental, other	812	833	814	804	-10	-29	-8	-0.9%
Nursing & Midwifery	38,205	39,917	41,576	41,792	+215	+1,875	+3,587	+9.4%
Nurse/ Midwife Manager	7,984	8,344	8,852	8,884	+32	+540	+900	+11.3%
Nurse/ Midwife Specialist & AN/MP	1,996	2,299	2,481	2,499	+18	+200	+503	+25.2%
Staff Nurse/ Staff Midwife	25,693	26,763	27,850	27,772	-78	+1,009	+2,079	+8.1%
Public Health Nurse	1,537	1,557	1,523	1,519	-4	-38	-18	-1.2%
Nursing/ Midwifery Student	644	592	526	774	+248	+183	+130	+20.2%
Nursing/ Midwifery other	350	362	344	343	-1	-19	-7	-2.0%
Health & Social Care Professionals	16,774	17,807	18,999	19,102	+103	+1,295	+2,328	+13.9%
Therapy Professions	5,234	5,565	5,947	5,981	+34	+416	+747	+14.3%
Health Science/ Diagnostics	4,500	4,731	4,918	4,923	+5	+192	+423	+9.4%
Social Care	2,710	2,909	3,127	3,148	+21	+240	+438	+16.2%
Social Workers	1,165	1,238	1,296	1,308	+12	+69	+143	+12.3%
Psychologists	1,004	1,066	1,095	1,095	-0	+29	+91	+9.1%
Pharmacy	1,038	1,164	1,292	1,287	-4	+124	+249	+24.0%
H&SC, Other	1,123	1,134	1,324	1,360	+37	+226	+238	+21.2%
Management & Administrative	18,846	19,829	21,583	21,770	+188	+1,942	+2,924	+15.5%
Management (VIII & above)	1,842	1,969	2,216	2,253	+37	+283	+411	+22.3%
Administrative/ Supervisory (V to VII)	5,199	5,821	6,705	6,805	+100	+984	+1,606	+30.9%
Clerical (III & IV)	11,805	12,038	12,661	12,712	+51	+674	+907	+7.7%
General Support	9,416	9,876	10,010	10,054	+44	+178	+638	+6.8%
Support	8,234	8,676	8,813	8,859	+46	+183	+625	+7.6%
Maintenance/ Technical	1,182	1,200	1,197	1,195	-2	-5	+13	+1.1%
Patient & Client Care	25,719	26,985	28,042	28,170	+128	+1,186	+2,452	+9.5%
Health Care Assistants	17,396	18,554	19,326	19,373	+47	+819	+1,976	+11.4%
Home Help	3,569	3,543	3,546	3,608	+63	+65	+39	+1.1%
Ambulance Staff	1,828	1,877	1,936	1,926	-9	+49	+99	+5.4%
Care, other	2,925	3,011	3,234	3,263	+28	+252	+337	+11.5%

Table 2

Care Group	WTE Dec 2019	WTE Dec 2020	WTE Dec 2021	WTE Jan 2022	WTE change since Dec 2021	WTE change since Dec 2020	WTE change since Dec 2019	%change since Dec 2019
Total Health Service	119,817	126,174	132,323	132,969	+645	+6,794	+13,152	+11.0%
Ambulance Services	1,933	1,990	2,060	2,049	-11	+60	+116	+6.0%
Acute Hospital Services	60,604	64,449	68,069	68,359	+290	+3,910	+7,755	+12.8%
Acute Services	62,537	66,439	70,129	70,409	+279	+3,970	+7,871	+12.6%
Community Health & Wellbeing	-	144	181	192	+11	+48	+192	
Mental Health	9,954	10,301	10,362	10,401	+38	+99	+447	+4.5%
Primary Care	10,599	11,572	12,582	12,789	+208	+1,217	+2,190	+20.7%
Disabilities	18,303	18,944	19,623	19,662	+39	+717	+1,359	+7.4%
Older People	13,233	13,415	13,623	13,662	+39	+247	+430	+3.3%
Community Services	52,089	54,377	56,370	56,706	+336	+2,329	+4,617	+8.9%
H&WB Corporate & National Services	5,191	5,358	5,824	5,854	+30	+496	+663	+12.8%

Yours sincerely,



Marie O'Sullivan
National HR