



**Stiúthóra Náisiúnta  
Acmhainní Daonna**  
Feidhmeannacht na Seirbhísí,  
Sláinte Ospidéal Dr. Steevens',  
Baile Átha Cliath 8, D08 W2A8.

**National Director  
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David Cullinane T.D.

19<sup>th</sup> July, 2022

**PQ 35593/22** To ask the Minister for Health the number of HSE fully-funded vacant whole-time equivalent posts across primary, community, acute services and all other HSE-funded services broken down by service and by post type; and if he will make a statement on the matter. -David Cullinane

Dear Deputy,

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

As the needs of the public evolve and change in response to the changing demographic of the country, health services must also grow and change to meet these needs. The HSE is committed to expanding its workforce both in number and skill as required.

A range of criteria and factors concerning staffing levels are used as part of our annual estimates and service planning process and related approach to Workforce Planning. This includes the funding made available through the Letter of Determination, Ministerial Priorities, service and service user need, and policy and strategy implementation.

Recruitment activities are undertaken to fill both vacancies and 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/workforcereporting/>

However, the HSE does not centrally track all this recruitment activity, undertaken by a variety of stakeholders across the organisation. Instead, through our planning process, we utilise the staff turnover rate, which is in the order of 6.8% overall for the HSE, 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

Yours sincerely,

**Marie O'Sullivan**  
National HR