



Pleanáil agus Faisnéis Straitéiseach d'Fhórsa
Ionad Gnó Shoir
Bóthar Bhaile Anraí, Sord.
Co. Átha Cliath, K67D8H0
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Health Service Executive
Swords Business Campus, Balheary Road
Swords,
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13 July 2022

Deputy David Cullinane

Dáil Éireann

Leinster House

Dublin 2

PQ 35594/22: To ask the Minister for Health the number of HSE fully funded whole-time equivalent posts not filled on a permanent basis broken down by service and by post type; 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.

Firstly, I would like to thank the Deputy for the clarification on the precise nature of his enquiry.

The Deputy will be interested to note that, employment levels at the end of May 2022, show there were 153,578 personnel (equating to 134,711 WTE) directly employed in the provision of Health & Social Care Services and of which 27,595 individuals held non-permanent (*specified purpose or fixed-term*) contracts. The decision to resign or retire, is often determined by personal decisions, however, it is important to note that some posts including NCHDs (on rotation) and other training grades (e.g. pre-registration student nurses on clinical placement) are not indefinite or permanent by their nature. Nonetheless, it is policy to offer all nursing graduates permanent contracts.

Staffing details for each staff category and staff group by service in place (31st May 2022), as requested by the Deputy are as set out in the following table:

Total Staffing (WTE & headcount) by Staff Group & Contract Type (May 2022)

Staffing by Contract Type (May 2022)	Total WTE	Total People	Permanent	Total Spec. purpose/ Fixed-term	of which:		
					Acute Services	Community Services	Central & National Services
Total	134,711	153,578	125,983	27,595	16,061	10,847	687
Medical & Dental	12,237	13,130	4,520	8,610	7,095	1,407	108
Consultants	3,671	4,013	3,115	898	734	159	5
Registrars	4,171	4,302	333	3,969	3,152	750	67
SHO/ Interns	3,592	3,690	211	3,479	3,169	309	1
Medical/ Dental, other	803	1,125	861	264	40	189	35

Staffing by Contract Type (May 2022) <i>continued</i>	Total WTE	Total People	Permanent	Total Spec. purpose/ Fixed-term	of which:		
					Acute Services	Community Services	Central & National Services
Nursing & Midwifery	42,568	48,896	43,944	4,952	3,033	1,887	32
Nurse/ Midwife Manager	9,063	9,938	9,625	313	160	136	17
Nurse/ Midwife Specialist & AN/MP	2,647	2,955	2,910	45	35	9	1
Staff Nurse/ Staff Midwife	27,856	31,872	29,057	2,815	1,670	1,133	12
Public Health Nurse	1,481	1,775	1,687	88	1	86	1
Nursing/ Midwifery Student	1,200	1,986	305	1,681	1,160	521	
Nursing/ Midwifery other	322	370	360	10	7	2	1
Health & Social Care Professionals	19,131	21,865	19,272	2,593	1,331	1,215	47
Therapy Professions	6,114	7,023	6,166	857	503	349	5
Health Science/ Diagnostics	4,919	5,473	5,022	451	425	19	7
Social Care	3,084	3,620	3,272	348	1	347	
Pharmacy	1,300	1,452	1,223	229	180	40	9
Psychologists	1,110	1,255	991	264	24	240	-
Social Workers	1,338	1,504	1,363	141	68	73	-
H&SC, Other	1,265	1,538	1,235	303	130	147	26
Management & Administrative	22,222	24,508	21,188	3,320	1,879	1,025	416
Management (VIII & above)	2,353	2,416	2,286	130	55	43	32
Administrative/ Supervisory (V to VII)	7,135	7,582	7,102	480	231	164	85
Clerical (III & IV)	12,735	14,510	11,800	2,710	1,593	818	299
General Support	10,099	11,540	9,671	1,869	1,351	444	74
Support	8,918	10,321	8,505	1,816	1,327	426	63
Maintenance/ Technical	1,180	1,219	1,166	53	24	18	11
Patient & Client Care	28,453	33,639	27,388	6,251	1,372	4,869	10
Health Care Assistants	19,574	22,471	18,563	3,908	1,048	2,851	9
Home Help	3,628	5,264	3,718	1,546		1,546	
Ambulance Staff	1,907	1,968	1,684	284	284		-
Care, other	3,345	3,936	3,423	513	40	472	1

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)

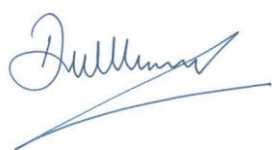
Note²: Figures relating to service levels are expressed as whole-time equivalents (WTE) in order to take account of part-time working

The HSE does not maintain a vacancy rate and our recruitment planning process is informed by our staff group turnover data. Turnover data is calculated based on the numbers of leavers across our services, with resignations, retirements end of contracts and other reasons including moves to other health sector employers captured as a leaver from our service. However in our planning process, we utilise the staff group turnover rate, which is in the order of 6-7% overall, 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.

Finally, staffing details are available through the Health Services Personnel Census (HSPC), which is the official employment count for the public health sector *and routinely published* [here](#).

I trust that this information is sufficient to meet the Deputy's needs.

Yours sincerely,



Des Williams

General Manager