



Pleanáil agus Faisnéis Straitéiseach d'Fhórsa  
Ionad Gnó Shoir  
Bóthar Bhaile Anraí, Sord.  
Co. Átha Cliath, K67D8H0  
Strategic Workforce Planning & Intelligence  
Health Service Executive  
Swords Business Campus, Balheary Road  
Swords,  
Co. Dublin, K67D8H0

14 July 2022

Deputy David Cullinane

Dáil Éireann

Leinster House

Dublin 2

**PQ 39402/22:** To ask the Minister for Health the number of whole-time equivalent positions which are funded across primary, community and acute care, broken down by position type; the number of funded WTE posts vacant across primary, community and acute care that is not filled by direct employment, agency, overtime, secondment or any other means; 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 May 2022, show there were 153,578 personnel (equating to 134,711 WTE) directly employed in the provision of Health & Social Care. Staffing details for each staff category and staff group by care group service in place at 31 May 2022, as requested by the Deputy are as set out in the attached table.

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. The decision to resign or retire, is often determined by personal decisions. 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.

The Deputy will be aware of the recent government decision in regard to the reversal of the Haddington Road Agreement (HRA) will also have a significant impact, particularly on new service developments, as the backfill for HRA reversal in critical services will take precedence. Notwithstanding that not all staff will be replaced or indeed be replaceable, there will be a requirement to replace those staff in critical patient services as a matter of priority to maintain

safe patient care. Consequently, this also brings added challenges to our efforts at resourcing and financial planning for 2022.

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,

A handwritten signature in blue ink, appearing to read 'Des Williams', with a long, sweeping horizontal line extending from the end of the signature.

Des Williams

General Manager

## Total Staffing WTE (& headcount) by Staff Group & Care Group (May 2022)

Staff Category /Group	Headcount	Total WTE	Ambulance Services	Acute Hospital Services	Acute	CHWB	Mental Health	Primary Care	Disabilities	Older People	CHO Operations	Community	HWB Corporate & National
<b>Total Health Service</b>	<b>152,033</b>	<b>133,933</b>	<b>2,037</b>	<b>68,999</b>	<b>71,036</b>	<b>274</b>	<b>10,326</b>	<b>12,637</b>	<b>19,539</b>	<b>13,702</b>	<b>452</b>	<b>56,930</b>	<b>5,967</b>
<b>Medical &amp; Dental</b>	<b>13,130</b>	<b>12,237</b>	<b>1</b>	<b>9,889</b>	<b>9,890</b>		<b>951</b>	<b>975</b>	<b>55</b>	<b>119</b>		<b>2,100</b>	<b>247</b>
Consultants	4,013	3,671	1	3,163	3,164		379	52	21	8		459	48
Registrars	4,302	4,171		3,357	3,357		336	393	9	11		749	65
SHO/ Interns	3,690	3,592		3,295	3,295		231	38	12	15		296	1
Medical/ Dental, other	1,125	803		74	74		5	492	13	85		595	134
<b>Nursing &amp; Midwifery</b>	<b>47,351</b>	<b>41,791</b>	<b>2</b>	<b>26,113</b>	<b>26,115</b>	<b>5</b>	<b>4,912</b>	<b>3,295</b>	<b>3,633</b>	<b>3,508</b>	<b>28</b>	<b>15,380</b>	<b>296</b>
Director Nursing/Midwifery, Assistant	1,164	1,091	1	492	493	2	173	216	40	106	7	544	54
Nurse/ Midwife Specialist & AN/MP	2,955	2,647		1,704	1,704		573	226	71	52	5	927	16
Staff Nurse/ Staff Midwife	31,872	27,856		18,489	18,489		3,025	1,008	2,593	2,694	3	9,323	44
Public Health Nurse	1,775	1,481		0	0	1		1,454	11	12	1	1,480	2
Nursing/ Midwifery Student	441	422		277	277		9	133	1	3		145	
Nursing/ Midwifery other	370	322		180	180		34	5	27	4		70	72
<b>Health &amp; Social Care Professionals</b>	<b>21,865</b>	<b>19,131</b>		<b>8,962</b>	<b>8,962</b>	<b>19</b>	<b>1,495</b>	<b>3,016</b>	<b>4,309</b>	<b>461</b>	<b>32</b>	<b>9,332</b>	<b>836</b>
Therapy Professions	7,023	6,114		2,454	2,454	8	442	2,077	772	349	1	3,649	11
Health Science/ Diagnostics	5,473	4,919		4,640	4,640			96	22	5		122	157
Social Care	3,620	3,084		3	3		73	34	2,971	2		3,080	
Social Workers	1,504	1,338		430	430		396	180	228	78	23	905	3
Psychologists	1,255	1,110		133	133		431	298	241	5		975	2
Pharmacy	1,452	1,300		1,112	1,112		19	73	8	18	8	126	61
H&SC, Other	1,538	1,265		190	190	11	133	257	67	4		473	602
<b>Management &amp; Administrative</b>	<b>24,508</b>	<b>22,222</b>	<b>110</b>	<b>10,790</b>	<b>10,901</b>	<b>155</b>	<b>1,032</b>	<b>3,039</b>	<b>1,551</b>	<b>940</b>	<b>384</b>	<b>7,101</b>	<b>4,220</b>
Management (VIII & above)	2,416	2,353	15	677	692	16	70	289	230	109	91	805	855
Administrative/ Supervisory (V to VII)	7,582	7,135	50	3,076	3,126	108	259	808	604	229	188	2,196	1,812
Clerical (III & IV)	14,510	12,735	46	7,037	7,083	31	703	1,943	717	601	105	4,100	1,553
<b>General Support</b>	<b>11,540</b>	<b>10,099</b>	<b>4</b>	<b>7,010</b>	<b>7,014</b>	<b>1</b>	<b>708</b>	<b>400</b>	<b>754</b>	<b>880</b>	<b>2</b>	<b>2,745</b>	<b>339</b>
Support	10,321	8,918	3	6,469	6,473		576	335	630	786	2	2,328	118
Maintenance/ Technical	1,219	1,180	1	541	542	1	132	65	124	94		417	222
<b>Patient &amp; Client Care</b>	<b>33,639</b>	<b>28,453</b>	<b>1,919</b>	<b>6,234</b>	<b>8,154</b>	<b>93</b>	<b>1,228</b>	<b>1,913</b>	<b>9,236</b>	<b>7,795</b>	<b>7</b>	<b>20,272</b>	<b>28</b>
Health Care Assistants	22,471	19,574	1	6,026	6,027	0	1,014	1,015	7,405	4,089		13,524	22
Home Help	5,264	3,628						16	82	3,530		3,628	
Ambulance Staff	1,968	1,907	1,906		1,906								1
Care, other	3,936	3,345	12	208	220	93	214	882	1,749	176	7	3,120	4

\*HWB – Health & Wellbeing

Source: Health Service Personnel Census

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 agencies)

Note 2: Figures relating to service levels are expressed as whole-time equivalents (WTE) in order to take account of part-time working

