



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannacht na
Seirbhíse Sláinte
Seomra 125, Ospidéal
Dr. Steevens
BÁC 8

Office of the Chief Financial Officer
Health Service Executive
Room 125, Dr Steevens
Hospital
Dublin 8

12th October 2022

Deputy Sean Sherlock TD,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

Re PQ 47349 22: *To ask the Minister for Health the amount that was paid by the HSE to recruitment companies in each month in each of the years 2016 to 2021 and to date in 2022; the specific areas for which these companies were recruiting in the health service; and the number of staff that were successfully recruited each month for the same period in tabular form.*

Dear Deputy Sherlock,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question, which you submitted to the Minister for Health for response. Your PQ above has been referred to me for response.

I refer you to my response issued to you on 16th June 2022 in reply to the same question under your PQ 27099 22, which I attach herewith for ease of reference.

The information you have requested re amounts paid to recruitment firms for the years 2016 to 2019 is not readily available. However, we do have information for the years 2020, 2021 and for the period January to June 2022 available by regional area, see **Appendix 1** below (This is as a result of a separate exercise completed recently for another purpose, this exercise was resource intensive). The data was sourced from HSE regional finance ledger systems and is for HSE Statutory services only, but excludes information for the South region, this is due to systems and resource limitations they are unable to extract the data. It is not possible to identify within the finance systems the specific areas for which the recruitment firms were recruiting other than to provide the finance region from which the payments were made.

Commentary received from some HSE locations and services regarding the reason for the increase in costs from 2020 to 2021 include the following:

- Outsourcing of certain recruitment services to TTM Healthcare by HSE National Recruitment Service (NRS) in Manorhamilton contributed to an increase of €2.3m in 2021 vs 2020.
- Additional staff requirements re new developments in UL Hospital Group, (e.g. new bed blocks, additional ICU and HDU capacity), as well Winter Plan 2020-2021 initiatives contributed to an increase in costs in 2021.
- Increase in headcount re nursing support for Covid vaccination and testing centres.
- Increase in recruitment of overseas nursing staff.

Please note in view of the fact that there are still currently numerous ledger systems in operation in the HSE some differences in coding may arise. The costs will include for example recruitment advertising costs, placement fees, recruitment expenses and may include some agency pay in some cases. It is not possible to quantify the extent of such coding issues as this would require an extensive analysis of individual invoices for which the resources are not currently available. It is for this reason that HSE South is unable to provide the data requested.

The shortcomings in the HSE legacy financial systems are well acknowledged and their replacement by a single standard financial system for the Health Sector is at the core of the Finance Reform programme initiated by the Department of Health.

I regret to inform you that the information you have requested in relation to 'the number of staff...successfully recruited' is not available from the Finance systems. We have made enquiries with our Human Resource colleagues who have informed us that this data is not centrally available.

The Deputy will be interested to note that, employment levels at the end of August 2022, show there were 134,994 WTE (equating to 153,728 personnel) directly employed in the provision of Health & Social Care Services by the HSE and the various Section 38 hospitals & agencies. This figure represents a +27,722 WTE increase in employment levels for the period since 1 January 2016 as referred to by the Deputy.

If you have any queries, please do not hesitate to contact me at sarah.anderson1@hse.ie or tel: 087 9423319.

Yours sincerely

Sarah Anderson

Sarah Anderson
General Manager Corporate Finance
National Finance Division, HSE
Email: sarah.anderson1@hse.ie
Tel: 087 9423319

Appendix 1 to PQ 47349 22

HSE Payments to Recruitment firms for Recruitment costs for the years 2020, 2021 and for the period January to June 2022 by HSE Finance Region HSE Statutory Services only			
HSE Finance Region	2020 €	2021 €	YTD June 2022 €
Corp	379,960	380,941	207,411
DML EC	42,501	24,639	63,551
DML Mid	162,344	209,712	159,860
DML SW	16,461	203,649	120,297
NA	70,062	138,733	119,126
NE	509,471	557,212	386,968
NW MW	1,365,153	7,369,279	645,231
W	157,320	455,985	517,736
SE	180,569	441,405	415,335
*Total	2,883,840	9,781,556	2,635,515
<i>Source: HSE Regional Finance Ledger Systems</i>			
<i>* Please Note: Excludes Area South as data unavailable</i>			

For your information

HSE Regional Finance Area	Counties Covered
HSE Dublin Mid Leinster	Laois, Offaly, Longford, Westmeath, South Dublin, Dun Laoghaire, East Wicklow, Kildare, West Wicklow, Dublin West, Dublin South City, Dublin South West, Dublin South East
HSE West	Galway, Mayo, Roscommon
HSE North West & Mid West	Sligo, Leitrim, Donegal, West Cavan, Clare, Limerick, North Tipperary
HSE North East	Louth, Meath, Monaghan, Cavan
HSE Northern Area	North Dublin
HSE South	Cork, Kerry
HSE South East	Carlow, Kilkenny, Waterford, Wexford, South Tipperary
HSE Corporate	Dublin