



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

28<sup>th</sup> February 2023

Deputy David Cullinane TD,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

**Re PQ 7052 23:** *To ask the Minister for Health further to Parliamentary Question No. 623 of 5 July 2022, the spend by the HSE on agency staffing and private recruitment firms in each of the years 2018 to 2022, by firm, in tabular form. (Parliamentary Question No. 623 of 5 July 2022 is HSE PQ 35344 22)*

Dear Deputy Cullinane,

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.

In relation to the first part of your request for “*the spend by the HSE on agency staffing in each of the years 2018 to 2022, by firm*”, the information for the years 2019 to 2022 and for the 9mths to September 2022 has previously been provided to you in response to your PQ35344 22 (July 2022) and PQ54433 22 (Nov 2022). The data already provided is the most recent data currently available and was sourced from the HSE Regional Finance ledger systems for HSE Statutory services only. The data for the final quarter of 2022 will not be available until after the 2022 year end audit process is complete. As previously advised the data for 2018 is not readily available.

The majority of agency spend is salary and statutory pay costs such as PRSI, holiday allowance etc. In line with the Protection of Employees (Part -Time Work) Act agency staff have the right to the same basic employment conditions, this includes basic pay, shift premiums, unsocial hours and Sunday rates.

In relation to the second part of your request for “*the spend by the HSE on private recruitment firms in each of the years 2018 to 2022, by firm*”, please be advised that payments to private recruitment firms are not separately identifiable within the HSE finance systems so the regional finance units have made their best efforts to extract the relevant information. See **Appendix 1 Tables 1, 2 and 3** below which provides the amounts paid to recruitment firms by the HSE for recruitment costs only, with the Top 20 firms listed by name for the years 2020 and 2021 and for the period January to June 2022, being the most recent data available. The data was sourced from the HSE regional finance ledgers and is for HSE Statutory services only but excludes information for the South region who are unable to provide the data requested. I regret to inform you that comparative data for 2018 and 2019 is not readily available. As explained above it will not be possible to collate the data for the latter half of 2022 until after completion of the AFS process.

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 may 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 available supply in the labour market for health workforce continues to be a challenge. This is not unique to Ireland, but rather a global health workforce challenge. Recruitment and retention of Clinical, Nursing and other key staff is a constant challenge and impacts adversely on the ability to maintain safe and effective services. Therefore, as part of the HSE's overarching resourcing approach whereby direct employment does not meet the needs of service delivery requirements, agency staff are utilised. This can be for a variety of reasons, including sick absence replacement both long and short term, to replace vacancies currently being actively recruited to, to replace maternity leave etc. More recently, subsequent to the government announcement to reverse the Haddington Road Agreement regarding working hours, this has added additional resourcing requirements, with the replacement of lost hours in critical services areas a priority. In advance of the filling of these hours via direct employees, there is a need to prioritise critical services for replacement through agency and overtime. Collectively, these give rise to the utilisation of agency resources while simultaneously running large scale domestic and international recruitment campaigns to fill through direct employment. In a number of instances in recent times the HSE have been unable to fill a vacancy even via agency. Agencies have indicated that they are experiencing difficulty in recruiting themselves due to a lack of availability and also accommodation costs.

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

Yours sincerely

*Sarah Anderson*

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## Appendix 1 to PQ 7052 23

**Table 1**

HSE Payments to Recruitment firms in 2020 - Top 20	
Recruitment Vendor Name	2020 €
1 CPL HEALTHCARE	418,261
2 TTM HEALTHCARE LTD	326,946
3 IRISH RECRUITMENT CONSULTANTS LTD	294,106
4 CALEDONIA MEDICAL LTD	263,471
5 HARRY WALSH ASSOCIATES LTD	167,369
6 NURSE ON CALL	123,808
7 STAFFLINE RECRUITMENT ROI LTD	121,304
8 GLOBAL MEDICS	106,816
9 CPL SOLUTIONS	102,049
10 FRS RECRUITMENT SOCIETY LTD	91,589
11 MATCHMEDICS LTD	77,784
12 ROSTRUM RESOURCES LTD	60,643
13 FRS RECRUITMENT	60,570
14 PUBLIC APPOINTMENTS SERVICE	57,998
15 HEAD HUNT INTERNATIONAL LTD	54,350
16 SPARK FOUNDRY MEDI	51,620
17 ATTENTIUS ASSOCIATES LIMITED	41,774
18 BOLOGNA MEDICAL RECRUITMENT LTD	40,616
19 HAYS RECRUITMENT	40,482
20 Dept Digital Limited	37,208
Others < €30k	345,078
<b>Total</b>	<b>2,883,840</b>

*Source: HSE Regional Finance ledgers. HSE Statutory services only*

*Please Note: Excludes Area South as data unavailable*

**Table 2**

HSE Payments to Recruitment firms in 2021 - Top 20	
Recruitment Vendor Name	2021 €
1 KATE COWHIG INTERNATIONAL RECRUITMENT	2,919,702
2 TTM HEALTHCARE LTD	2,571,378
3 CPL SOLUTIONS	655,592
4 CPL HEALTHCARE	533,910
5 TAPPA HOLDINGS LTD T/A RED GROUP	381,204
6 CALEDONIA MEDICAL LTD	282,918
7 SERVISOURCE IE	239,318
8 SERVISOURCE HEALTH LTD	164,103
9 IRISH RECRUITMENT CONSULTANTS LTD	160,796
10 STAFFLINE RECRUITMENT ROI LTD	160,555
11 GLOBAL MEDICS	150,715
12 MATCHMEDICS LTD	141,861
13 FRS RECRUITMENT	136,286
14 HEAD HUNT INTERNATIONAL LTD	121,529
15 FRS RECRUITMENT SOCIETY LTD	115,306
16 DUFFY ALEXANDER RECRUITMENT LIMITED	95,095
17 NOEL RECRUITMENT	94,119
18 NURSE ON CALL	77,106
19 VOBIS GROUP LIMITED	73,028
20 ROSTRUM RESOURCES LTD	69,383
Others <€60k	637,651
<b>Total</b>	<b>9,781,557</b>

*Source: HSE Regional Finance ledgers. HSE Statutory services only*

*Please Note: Excludes Area South as data unavailable*

## Appendix 1 to PQ 7052 23

**Table 3**

<b>HSE payments for Recruitment costs - Top 20 - January to June 2022</b>	
<i>HSE Statutory Services only</i>	
<b>Company Name</b>	<b>YTD June 2022</b>
	<b>€</b>
1 KATE COWHIG INTERNATIONAL RECRUITMENT	479,714
2 CPL HEALTHCARE LIMITED	257,921
3 CPL SOLUTIONS LIMITED	252,257
4 SERVISOURCE IE	234,372
5 TTM HEALTHCARE LTD	166,182
6 FRS RECRUITMENT	114,686
7 CALEDONIA MEDICAL LIMITED	113,632
8 VOBIS GROUP LIMITED	81,163
9 CCM INTERNATIONAL LTD T/A CCM	75,668
10 MEDIAVEST LIMITED	43,484
11 GLOBAL MEDICS LTD	42,508
12 NURSING RECRUITMENT OLOL	40,737
13 TAPPA HOLDINGS LTD T/A RED GROUP	38,931
14 UNIJOBS LTD	38,868
15 MATCHMEDICS LIMITED	37,289
16 SERVISOURCE HEALTHCARE LIMITED	36,752
17 SPARK FOUNDRY MEDI	34,806
18 ROYAL COLLEGE OF SURGEONS	33,180
19 ATTENTIUS ASSOCIATES LTD	32,232
20 HEAD HUNT INTERNATIONAL LTD	29,514
Others <€29.5k	451,620
<b>*Total</b>	<b>2,635,516</b>
<i>Source: HSE Regional Finance Ledger Systems - HSE Statutory Services only</i>	
<i>*Please Note : Excludes Area South as data unavailable</i>	