



**Stiúrtóra 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.

25th July, 2023

PQ 33924/23 To ask the Minister for Health the number of people availing of the temporary scheme of paid leave for public health service employees unfit for work post-Covid-19 infection; the ongoing cost of the scheme; the cost of the scheme to date; the total number of people who have availed of it; if he will put in place a permanent solution; and if he will make a statement on the matter. - David Cullinane

Dear Deputy,

I refer to your recent parliamentary question in relation to HSE staff availing of the temporary scheme of paid leave for COVID-19 infection which was forwarded to the Health Services Executive (HSE) by the Department of Health for reply.

Data on all staff absences, including COVID-19 related absence is collected nationally and is reported monthly as the HSE National Absence Report. This link <https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/national-reports.html> provides detail on the HSE National Absence Report. This report is published monthly and provides data on all staff absences, with specific data on COVID-19 related absence (this includes combined data for Special Leave With Pay COVID-19 and Temporary COVID-19 Scheme effective 1st July 2022), in addition to both certified and self-certified absence. National Absence is calculated as a percentage rate based on lost time (hours) over the available time (hours). It is not reported as headcount, but rather as a percentage rate of absence.

The below table provides the latest monthly data available on all staff absence, by staff category. This data also shows the rate of absence attributing to COVID-19 both as a percentage rate and as a percentage of the overall total of reported staff absence and for both leave types associated with COVID-19 infection.

May 2023

Health Service Absence Rate - by Staff Category: May 2023	Certified absence	Self-certified absence	Non Covid-19 absence	SLWP	Temp Covid Scheme	Total Covid-19 absence	Total absence rate
Total	4.39%	0.55%	4.94%	0.35%	0.11%	0.46%	5.40%
Medical & Dental	1.14%	0.16%	1.29%	0.12%	0.05%	0.17%	1.46%
Nursing & Midwifery	4.94%	0.76%	5.70%	0.44%	0.12%	0.57%	6.26%
Health & Social Care Professionals	3.59%	0.41%	4.00%	0.29%	0.07%	0.36%	4.36%
Management & Administrative	3.61%	0.35%	3.95%	0.26%	0.05%	0.30%	4.26%
General Support	5.69%	0.56%	6.25%	0.35%	0.15%	0.50%	6.74%
Patient & Client Care	5.83%	0.67%	6.50%	0.42%	0.18%	0.60%	7.10%

Based on the tables provided, the Finance team have made the calculations as detailed below. Please note the assumptions that apply.

ASSUMPTIONS

These costs are full year pay only estimates including average allowances, OT and other premia associated with the grade codes. Also included is ER PRSI at 11.05%. No other ancillary costs outside of those noted are considered.

Full year WTE and Costs are estimated as Full Year Numbers of May 2023 Hours absence converted to WTE.

Headcount is not available as the data is collected in hours only.



Staff Category	WTE	Fully Burdened Sal pa	Cost Per Annum €	€K	Cost per Annum €M
Medical & Dental	6.32	153,631	€ 970,948	€ 971	€0.97
Nursing & Midwifery	47.53	70,670	€ 3,358,945	€ 3,359	€3.36
Health & Social Care Prof	13.10	71,298	€ 934,004	€ 934	€0.93
Management & Admin	9.86	55,840	€ 550,582	€ 551	€0.55
General Support	12.94	47,973	€ 620,771	€ 621	€0.62
Patient & Client Care	40.04	52,010	€ 2,082,480	€ 2,082	€2.08
TOTAL	129.79		€ 8,517,730	€8,518 K	€8.52 M

***All estimates above were provided by the National Pay Unit of the National Finance Division and are calculated using the mid points of the March 2023 HSE pay scales. From this, an average annual fully burdened salary is calculated (i.e. including average premium and employers PRSI) for the Grade and position noted. These costs are full year pay only estimates including average allowances, OT and other premia associated with the grade codes. Also included is ER PRSI at 11.05%. No other ancillary costs outside of those noted are considered*

I trust this clarifies and is of some assistance.

Yours sincerely,

Marie O'Sullivan
National HR