



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannacht na Seirbhíse Sláinte,
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27th July 2023

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

Re PQ 35092 23: *To ask the Minister for Health to outline the number of staff working in the HSE and his Department whose income exceeded €100,000 a year in 2022, broken down by the following income brackets: €100,000 to €150,000, €150,001 to €200,000, €200,001 to €300,000, €300,001 to €400,000, €400,001 to €500,000, €500,001 to €600,000, €600,001 to €700,000, €700,001 to €800,000, €800,001 to €900,000, €900,001 to €1,000,000, and greater than €1,000,001; and if he will make a statement on the matter.*

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.

The information you have requested is disclosed for HSE employees on an annual basis in Note 7 to the HSE Annual Financial Statements (AFS) which can be accessed using the following links.

<https://www.hse.ie/eng/services/publications/corporate/annualrpts.html>

[HSE-Annual-Report-and-Financial-Statements-2022.pdf](#)

The HSE can provide the information you have requested for HSE employees only.

Please note that the data provided is for HSE statutory services only. For data relating to voluntary entities, you should submit requests to these directly.

Considerable additional investment has been directed towards increasing the health and social care workforce in recent years. This includes specific initiatives aimed at increasing the number of medical consultants in frontline services.

The HSE is operating in an unprecedented global recruitment environment where there are significant shortfalls in the supply of healthcare workers worldwide. These international conditions impact a workforce already experiencing significant recruitment and retention challenges. In order to address these issues, the HSE has recently launched a major international recruitment campaign to increase the number of consultant doctors in our hospital and community services. It is important to acknowledge the wider resourcing context when considering high earnings in the healthcare sector.

There are a range of payments and allowances which have the potential to increase remuneration significantly above basic pay as part of standard contractual terms and conditions. These include payments in respect of clinical directorships and on-call allowances,



compensatory rest days, structured overtime and funded waiting list initiatives, etc. Some individuals have recorded very significant payments during 2022. However, the primary reason behind these earnings remains the overriding requirement to maintain essential, critical services where significant vacancies or shortages exist. For example of the seven cases of highest earnings noted in 2022, six of these relate to additional commitments required to cover essential services (the remaining case relates to payment made on retirement). One of the primary drivers behind high earnings in the HSE remains the shortage of consultant staff - particularly in relation to certain specialties (e.g. Radiology, Psychiatry, Emergency Medicine) and in certain geographic areas.

The HSE continues to apply every effort to actively recruit additional personnel to those services most affected by vacancies and shortfalls.

However, specific actions have been taken to curb growth in the management and administration category to ensure the HSE remains within the year-end funded level of development posts which provides for a net increase of 1,460 new posts.

Recruitment at the end of April 2023 was ahead of target and this prompted a memo from the CEO on May 29th to announce a temporary pause on recruitment of senior management and administrative grades across the HSE, with provision for the CEO to approve critical new and replacement posts.

The HSE employs 24,000 whole time equivalents in management administration posts and has seen an increase of more than 5,400 new positions to support front line health services and support services in the past few years.

Recruitment is ongoing in other areas across the HSE, with a particular focus on clinical and service requirements.

A mechanism is provided in the memo for consideration of new and replacement posts in specific circumstances for the remainder of the year.

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

Yours sincerely

A handwritten signature in blue ink that reads "Sarah Anderson".

Sarah Anderson
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