



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

2nd June 2023

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

Re PQ 21631 23: *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 2022 and to date in 2023; 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 the responses issued to you on 16th June 2022 and 12th October 2022 in reply to the same question under your PQ 27099 22 and PQ 47349 22.

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 2022 available by regional area, see **Appendix 1** below. This is the best information available at this time and was collated through a resource intensive exercise. Please note the figures for 2022 are draft only and are subject to change. The data was sourced from HSE regional finance ledger systems and is for HSE Statutory services only, but excludes information for the South region as 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 however I have provided the finance region from which the payments were made.

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 likely includes 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.

Employment levels at the end of April 2023, show there were 140,503 WTE (equating to 158,847 personnel) directly employed in the provision of Health & Social Care Services by the HSE and the various Section 38

hospitals & agencies. The overall increase accounting for the impact of turnover on recruitment, since 31 December 2015 now stands in excess of 33,000 WTE.

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

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Appendix 1 to PQ 21631 23

HSE Payments to Recruitment firms for Recruitment costs for the years 2020, 2021 and 2022 by HSE Finance Region			
HSE Statutory Services only			
HSE Finance Region	2020	2021	*2022
	€	€	€
Corp	379,960	380,941	280,586
DML EC	42,501	24,639	173,267
DML Mid	162,344	209,712	476,052
DML SW	16,461	203,649	707,054
NA	70,062	138,733	187,582
NE	509,471	557,212	1,149,354
NW MW	1,365,153	7,369,279	8,787,848
W	157,320	455,985	3,228,047
SE	180,569	441,405	745,587
**Total	2,883,840	9,781,556	15,735,377
<i>Source: HSE Regional Finance Ledger Systems</i>			
<i>*Note: 2022 figures are draft only and are subject to change</i>			
<i>** Please Note: Excludes HSE 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