



**Oifig an Phríomhoifigigh Airgeadais**  
Feidhmeannacht na Seirbhíse Sláinte,  
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1<sup>st</sup> November 2023

Deputy Ivana Bacik TD,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

**Re PQ 45364 23:** *To ask the Minister for Health the amount spent by the HSE on private recruitment firms in each of the years 2020, 2021, 2022 and to date in 2023; the number and type of staff recruited by such firms in each county during that period; and if he will make a statement on the matter.*

Dear Deputy Bacik,

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.

Please see Appendix 1 below which shows the amounts paid to recruitment firms for the years 2020, 2021 and 2022, data for 2023 is not currently available. This is the best information available at this time and was collated through a resource intensive exercise. 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/counties 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 and type of staff recruited by such firms in each county' 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 September 2023, show there were 143,075 WTE (equating to 162,042 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 2019 now stands at +23,258 WTE.



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

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

Sarah Anderson  
General Manager HSE Corporate Finance  
HSE National Finance Division  
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Tel: 087 9423319



Appendix 1 to PQ 45364 23

<b>HSE Payments to Recruitment firms for Recruitment costs for the years 2020, 2021 and 2022 by HSE Finance Region</b>			
<b>HSE Statutory Services only</b>			
<b>HSE Finance Region</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
	<b>€</b>	<b>€</b>	<b>€</b>
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
<b>**Total</b>	<b>2,883,840</b>	<b>9,781,556</b>	<b>15,735,377</b>
<i>Source: HSE Regional Finance Ledger Systems</i>			
<i>** Please Note: Excludes HSE Area South as data unavailable</i>			

<u>HSE Regional Finance Area</u>	<u>Counties Covered</u>
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