



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannacht na Seirbhíse Sláinte,
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13th February 2024

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

Re PQ 56583 23: *To ask the Minister for Health the amount that was paid by the HSE to recruitment companies in each month 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.

Patients and clients are at the center of the HSE, providing access to safe and available Services is a critical focus. The delivery of this 24 hour 365 days a year service requires safe staffing levels. This means sourcing additional recruitment solutions to meet unexpected shortfalls as well as surges in service demand. The remainder of the global pandemic continues to challenge the health service and agency staff continue to support public health through vaccination services. At the same time, the HSE continues to deliver all normal services, and requires agency staff to provide short term locum cover. The HSE is supported by external providers in international recruitment for difficult to fill roles such as Consultants, Nurses and Health & Social Care Professionals. This recruitment activity provides essential access and expertise with regard to international candidate markets.

I refer you to the responses issued to you on 16th June 2022, 12th October 2022 & 2nd June 2023 in reply to the same question under your PQ 27099 22, PQ 47349 22 & PQ 21631 23. In response to PQ 21631 23, we previously provided you with some information that was available. The data had been separately collated through a resource intensive exercise. In these responses, I drew your attention to the fact that there are still currently numerous ledger systems in operation in the HSE some differences in coding may arise.

The information you have requested re amounts paid to recruitment firms for 2023 is not readily available from the HSE Finance management information systems. To extract the records to which the request relates would require a manual extraction of relevant data by regional finance staff from the numerous HSE financial ledger systems in operation throughout the country and the manual collation of the information into a newly created record.

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.



A centralised report on how many agency staff were provided and how many staff for appointment were sourced by recruitment agencies is not available and not viable to generate from the current management information systems. 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. The majority of agency spend is salary and statutory pay costs such as PRSI, holiday allowance, sick leave pay etc. or in the case of international recruits the relocation allowance.

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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