



**Oifig an Phríomhoifigigh Airgeadais**  
Feidhmeannacht na Seirbhíse Sláinte,  
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23 07 2025

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

**Re PQ 38138 25:** *To ask the Minister for Health the spend on agency staffing by each statutory and section 38 hospital in each of the years 2021 to 2024 and to date in 2025, in tabular form; the total figure in each year and the figure for the first half of each year*

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.

**Context:**

The available supply in the labour market for health workforce continues to be a challenge. This is not unique to Ireland, but rather a global health workforce challenge. Recruitment and retention of Clinical, Nursing and other key staff is a constant challenge and impacts adversely on the ability to maintain safe and effective services. Therefore, as part of the HSE's overarching resourcing approach whereby direct employment does not meet the needs of service delivery requirements, agency staff are utilised. This can be for a variety of reasons, including sick absence replacement, both long and short term, to replace vacancies currently being actively recruited to, to replace maternity leave etc. There are also additional resourcing requirements with the replacement of lost hours in critical services areas following the reversal of the Haddington Road Agreement.

In advance of the filling of these hours via direct employees, there is a need to prioritise critical services for replacement through agency and overtime. Collectively, these give rise to the utilisation of agency resources however while simultaneously running large scale domestic and international recruitment campaigns to fill through direct employment. At times the HSE have been unable to fill a vacancy even via agency. The agencies have indicated that they are experiencing difficulty in recruiting themselves due to a lack of availability and also accommodation availability and costs.

While operating within spend limits, the HSE Senior Leadership Team have committed to fully deliver on the planned activity levels as set out in the HSE National Service Plan including the Waiting List Action Plan and Urgent and Emergency Care Plan. This requires the dual approach of improving the productivity of key services and managing the level and affordability of our workforce through the application of both the HSE's Pay and Non-Pay control limits. This is particularly focused around staffing levels, including getting to levels of agency and overtime which is sustainable into 2025.



The HSE is focussed on maximum delivery of the savings agreed to as part of the two-year funding agreement set out in the National Service Plan for 2025 i.e. new for 2025 and any undelivered in 2024. As part of the overall financial stabilisation of the HSE, significant progress has been made on pay in terms of planning, allocation and control and the new control environment ensures there is absolute clarity on staffing parameters whilst embedding a culture of continuous improvement in productivity. There remains work still to do to achieve the level of agency and overtime savings required and fundamentally hospitals will be more challenged in terms of living within overall pay allocation including direct pay. The focus on 2025 will be reducing this challenge.

Please see **Appendix 1** (separate excel file attached) spend on agency staffing by each statutory and section 38 hospital in each of the years 2021 to 2024 and to date in 2025, in tabular form; the total figure in each year and the figure for the first half of each year. Please note that the figures for 2024 are draft only and are subject to change until the AFS is finalised and approved. 2025 figures are draft only.

The majority of agency spend is salary and statutory pay costs such as PRSI, holiday allowance etc. 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.

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

**Sarah Anderson**

**Bainisteoir Ginearálta | General Manager**

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Pq 38139 25: To ask the Minister for Health the spend on agency staffing by each statutory and section 38 hospital in each of the years 2021 to 2024 and to date in 2025, in tabular form; the total figure in each year and the figure for the first half of each year

*N.B. All figures stated in €000s*

Type	Unit desc	2021 - Q1 & Q2	2021 Total	2022 - Q1 & Q2	2022 Total	2023 - Q1 & Q2	2023 Total	2024 - Q1 & Q2	2024 Total	2025 YTD May
Statutory	National Rehabilitation Hospital	659	1,441	851	1,963	1,504	3,311	1,450	2,650	972
S38	Children's University Hospital Temple Street	899	1,931	1,428	3,210	3,223	8,044	4,573	8,534	3,453
S38	National Children's Hospital Tallaght	450	1,015	696	1,637	842	2,088	1,122	2,120	540
S38	Our Lady's Hospital for Sick Children Crumlin	1,204	3,029	2,453	5,563	3,799	8,080	4,525	7,229	3,023
S38	Childrens Health Irl @ Connolly Hosp	1	35	59	294	224	434	360	0	10
Statutory	Dublin Midlands Hospital Group - COVID-19 –	461	6,267	3,959	5,778	1,149	1,908	441	511	3
S38	Coombe Women's and Infants University Hospital	1,156	2,677	1,725	3,488	1,592	2,975	1,578	3,087	1,149
Statutory	Midland Regional Hospital Portlaoise	5,686	11,133	7,240	14,880	7,539	16,448	11,513	21,349	9,208
Statutory	Midland Regional Hospital Tullamore	4,930	10,425	6,008	13,853	7,455	16,328	10,102	19,836	8,661
Statutory	Naas General Hospital - COVID - 19	5,444	11,818	7,405	15,141	7,786	15,762	10,157	19,701	12,456
S38	St James Hospital	2,805	5,840	2,267	6,132	3,800	7,605	4,197	5,390	872
Statutory	St Luke's Hospital, Rathgar	430	908	372	729	495	1,030	707	1,643	891
S38	Tallaght University Hospital - General	2,250	4,035	1,601	3,700	2,719	5,397	2,979	4,761	2,672
S38	Peamount Acute Beds	103	304	118	282	322	495	244	511	127
S38	Cappagh Hosp	363	644	300	636	438	755	205	472	185
S38	Mater Misericordiae Hosp	1,068	3,000	2,367	6,091	4,538	10,455	6,981	15,726	7,438
Statutory	Mullingar General Hosp	5,858	12,650	8,111	17,652	10,878	21,360	12,124	26,181	13,122
S38	National Maternity Hosp	238	536	249	531	214	450	257	560	119
Statutory	Our Lady's Hosp Navan	2,763	6,696	4,527	9,337	6,147	11,194	4,850	10,847	5,452
S38	Royal Victoria Eye & Ear Hosp	139	379	330	655	319	689	457	730	204
Statutory	St. Colmcilles Hosp	1,867	3,921	2,439	4,343	1,709	3,668	2,374	4,693	1,703
Statutory	St. Luke's Hosp Kilkenny	3,115	7,652	4,029	10,107	5,235	10,230	5,945	12,396	6,141
S38	St. Vincent's University Hosp	3,341	7,387	4,444	9,259	5,630	11,591	3,909	7,388	1,111
S38	St. Michael's Hosp	228	367	246	810	756	1,747	1,230	2,127	712
Statutory	Wexford General	3,606	8,814	4,117	9,603	3,404	7,733	5,418	13,286	6,391
Statutory	RCSI Hospital Group HQ	-	-	-	-	-	-	-	-	-
S38	Beaumont Hospital	2,669	7,120	5,048	10,433	3,253	6,313	3,153	7,389	3,473
Statutory	Cavan General Hospital	2,698	6,159	3,913	7,109	2,947	5,711	3,319	7,764	5,630
Statutory	Connolly Hospital Blanchardstown	2,573	6,077	4,316	9,128	5,476	10,771	7,159	14,704	7,338
Statutory	Louth County Hospital	165	464	464	993	585	1,240	640	1,194	613
Statutory	Monaghan Hospital	74	129	113	366	160	412	245	340	244
Statutory	Our Lady of Lourdes Hospital Drogheda	2,388	5,141	2,943	5,421	2,585	5,089	3,782	7,487	2,896
S38	Rotunda Hospital	44	117	109	207	163	477	388	842	313
Statutory	Bantry General Hospital	1,197	2,157	1,043	2,467	1,447	3,236	2,060	4,101	1,961
Statutory	NTPF – Cork University Hospital	4,169	10,021	5,430	12,631	8,501	17,414	10,040	19,542	7,214
Statutory	NTPF – Kerry General Hospital	2,284	5,253	3,007	6,089	3,018	6,573	3,142	6,988	2,683
Statutory	Lourdes Orthopaedic Hospital Kilcreene	201	171	112	112	210	522	121	231	141
Statutory	Mallow general Hospital	467	1,079	617	1,368	743	1,602	1,129	2,379	1,051
S38	Mercy University Hospital Cork	1,918	3,988	1,923	3,982	2,047	3,906	1,840	3,611	1,245
S38	South Infirmary University Hospital Cork	1,266	2,956	1,524	3,396	2,022	4,431	255	492	346
Statutory	NTPF – South Tipp General	3,281	6,536	3,314	6,873	3,208	6,516	4,241	8,323	3,842
Statutory	Waterford University Hospital	5,000	10,398	5,449	11,778	6,823	12,953	4,944	10,360	4,821
Statutory	NTPF - Cork University Hospital Maternity.	230	512	570	902	586	1,235	518	1,076	462
Statutory	Galway University Hospital	2,069	6,666	3,994	8,317	6,639	12,305	5,576	13,557	7,301
Statutory	Letterkenny General Hospital	3,655	8,922	4,713	10,325	5,266	10,807	6,468	13,014	5,278
Statutory	Mayo General Hospital	3,495	8,166	4,026	8,226	3,984	7,566	3,695	8,649	3,699
Statutory	Portlincula Hospital General	3,052	5,904	3,659	7,530	3,795	7,686	4,327	9,652	4,460
Statutory	Roscommon County Hospital	923	2,172	1,610	2,503	888	2,084	1,652	3,569	1,492
Statutory	Sligo General Hospital	3,346	7,356	3,736	8,439	5,253	11,169	5,295	11,591	4,764
Statutory	Croom Hospital	110	223	116	347	179	385	100	330	304
Statutory	Ennis Hospital	1,144	2,437	1,469	2,674	1,303	2,699	1,066	2,756	1,485
Statutory	Limerick University Hospital	13,396	30,194	9,239	19,388	9,406	19,231	9,772	21,013	8,178
Statutory	Nenagh Hospital	880	2,101	1,361	2,563	1,255	2,422	1,062	2,672	967
S38	St John's Hospital	554	1,222	865	2,585	2,368	4,950	2,260	3,195	940
Statutory	University Maternity Hospital Limerick	560	1,123	427	890	455	1,099	654	1,157	727
		112,872	257,669	142,455	302,711	166,279	340,579	186,602	379,706	170,478