

Oifig an Phríomhoifigigh Airgeadais

Feidhmeannacht na Seirbhise Sláinte, Seomra 125, Ospidéal Dr. Steevens, BÁC 8, D08 W2A8

Office of Chief Financial Officer

Health Service Executive, Room 125, Dr Steevens Hospital, Dublin 8, D08 W2A8

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10 07 2025

Deputy Holly Cairns TD, Dáil Éireann, Leinster House, Kildare Street, Dublin 2.

Re PQ 34271 25: To ask the Minister for Health to provide details of the amount paid to each individual recruitment agency for the hiring of HSE staff; and the number of staff, and their grades, recruited through each agency, from 2019 to date, in tabular form

Dear Deputy Cairns,

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.

In relation to your request for details of 'the amount paid to each individual recruitment agency' I regret to inform you that the particular information you have requested is not centrally collated nor separately identifiable from the HSE finance ledgers. The data requested is not readily available from the HSE finance ledgers or from previously collated data and would need to be manually extracted by regional finance staff. To extract these records would require an extensive exercise in order to separately identify recruitment costs, including the 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. In addition the national finance ledgers would not capture the nature of the recruitment expense, the number of staff to which it relates or their grades.

However, we do have some information readily available, collated previously through a resource intensive exercise, which shows Total payments to recruitment firms by vendor for recruitment costs for the years 2020, 2021 and 2022. Please see **Appendix 1** (separate excel file attached). This is the best information available at this time. The data was sourced from HSE regional finance ledger systems and is for HSE Statutory services only. Please note that it excludes information for the South region as due to systems and resource limitations they were unable to extract the data.

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

Bainisteoir Ginearálta | General Manager

HSE Airgeadais Corparáideach, An Rannóg Airgeadais Náisiúnta agus Soláthair HSE Teach Darach, Páirc na Mílaoise, An Nás, Co. Chill Dara, W91 KDC2. HSE Corporate Finance, HSE National Finance & Procurement Division Oak House, Millennium Park, Naas, Co Kildare, W91 KDC2.

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Appandix 1 PO 3427125 HSC payments to recruitment firms for recruitment costs for the years XX HSC Statestory Services only Vendor Name	2020	2021	20
ACCOUNTANCY SOLUTIONS AGC HEALTHCARE LTD	7,236	21,989	8,8 20,5
AGC HEALTHCARE LTD AKESO HEALTHSEARCH AKESO HEALTHSEARCH LIMITED		21,989	20,5 9,2 23.6
ALL DOCTORS LIMITED		55,506	207.8
ALLIDOCTORS LTD ALPHA VIEW LTD ARD RI HOUSE HOTEL			101,6
		425	5,3
ARRICHO LOGIS ATTENTUS ASSOCIATES UMITED ATTENTUS ASSOCIATES ITD BARRY M WHELAN RECRUITMENT T/A BLOOMHELD HOUSE HOTEL BOLOGMA MEDICAL RE	41,774	45,434	60,1
BARRY M WHELAN RECRUITMENT T/A BLOOMFIELD HOUSE HOTEL		2,460	1,5 91,6
		15,118	91,6
BOLOGNA MEDICAL RECRUITMENT LTD BRIDGE HOUSE	40,616		2,4
BRIGHTWATER SELECTION BRITISH ACADEMY OF AUDIOLOGY BROADLINE RECRUITERS	9,840		
BROADUNE RECRUITERS CALEDONIA MEDICAL LIMITED CALEDONIA MEDICAL LTD	24,526	35,099	26,8 300,3
	263,471	282,918 80	,
CANCIDIRE PARRAGIONAL LTD T/A CCM CELTIC MEDICA NEWSP CLARENDON MEDICAL LIMITED		441	305,5
CLAYTON WHITES HOTEL	6,888		
CLICINUASE CLINICAL 24 MEDICAL STAFFING CMG PROFESSIONAL TRAINING		2,374	18,1 5,5
CMNL LIMITED T/A THE MEATH CHRONICL			6,4
CMV RECRUITMENT COLEBURN MEDIA LTD			8.5
COLLECTOR GENERAL	3.572	1.786	38,1 15.2
COLUNS MENICHOLAS CONNACHT TRIBUNE L CONNEMARA COMMUNIT		1,786 454	-
CONNEMARA COMMUNIT CORNHOUSE CONSULTING COWLEY BROWN LTD	6,905	8,631	13,4
COWLEY BROWN RECRUITMENT COWLEY BROWN RECRUITMENT LTD		12,203	12.7
	418,261	533,910	708.1
CPL SOLUTIONS CPL SOLUTIONS UNITED	102,049	655,592	592,6 13,5 3,191,5
CULLIES SERVICE STATION LTD DATAPAC LTD	271		1,0
Dept Digital Limited	37,208		
Dept Digital Limited DE TRUSS CHRISTIANSEN ERICHDEN ROPENDENT COMPANY LTD ERIOGHEDA ROPENDENT COMPANY LTD			2,5
DROGHEDA LEADER DUFFY ALEXANDER RECRUITMENT LIMITED DUNDALK LEADER	16,463	95,095	197,7
			5
DOMAINE LEURINE CO L'ID T/A EAMONN MCMANUS EDUCATION CONSPESS PESEARCH GM ELIS CONCANNON	1,024	1,106	8,2
EDUCATION CONGRESS RESEARCH GM ELIS CONCARNON		490 389	
EMAP PUBLISHING LT ERIN KELLY	1 1	3,187	1,0
ESSENTIALS EVERSHERS SUTHERN AND	360	30	
EVERSHEDS SUTHERLAND FERRYCARRIG HOTEL FLANAGAN PRINT AND GRAPHICS	1 1		3,3
FLANAGAN PRINT AND GRAPHICS FORMPRESS PUBLISHI FORMPRESS PUBLISHING LTD			4.0
			4,0
PORTED LOGGE LID TAY PER RECRUITMENT SOCIETY LID PER TRAINING	60,570 91,589 4,636	116,286 115,306	163,6 237,2
FUSION HUMAN CAPITAL	4,636 5,754 106,816		
GLOBAL MEDICS GLOBAL MEDICS IRELAND LTD	106,816	150,715	5,1
GLOBAL MEDICS LTD GRN -new data			91,7
HARRY WALSH ASSOCIATES LTD Hays HAYS RECRUITMENT	167,369	13,727	12,5
	40,482	7,816	67,7
HEAD HUNT INTERNATIONAL LTD HEALTH SECTOR TALENT LTD HEALTH SECTOR TALENT LTD T/A	54,350 23,868	121,529	73,0 212,1
HEALTH SECTOR TALENT LTD T/A HEALTHCARE EMPLOYMENT SOLUTIONS LIM		7,505	30,7
	180		7,4
THE LE MINIMER HYPERUNK I TO TA ACTIVILINK HYPERUNK TA ACTIVILINK ICE GROUP BUSINESS SERVICES LIMITED INDEPENDENT CLINICAL SERVICES INFORMED VOICE MEDIA GROUP	4,174	180	1,1
INDEPENDENT CLINICAL SERVICES	4,1,4	1,586 412	278,1
	294.106	160.796	-
IRISH RECRUITMENT CONSULTANTS LTD KATE COWING INTERNATIONAL RECRUITMENT	11,226	2,919,702	2,980,7
KELKENNY HOUSE HOTEL LTD KELKENNY HOUSE HOTEL LTD LINCOLN RECRUITMENT			1,3 45,3 3,3
LOCUM EXPRESS LOCUMENK LTD	1,345	32,841 13,357	52,4 4,5
LOFTCO LTD T/A MALDRON HOTEL MARKETING PEOPLE LTD			4,3 64,6
	7,320	2,411	
MARTIN COMMINS MATCH MEDICS LTD			138,0
MATCHMEDICS LIMITED MATCHMEDICS LTD MEDICS GLOBAL GROUP LTD	77,784	141,861	158,4 139,1
MEDACS GLOBAL GROUP LTD T/A GLOBAL MEDACS GLOBAL GROUP LTD T/A GLOBAL			63,5 8,5
MEDACS GLOBAL GROUP LTD T/A GLOBAL MEDIAHUIS IRELAND MARKETING LT MEDIAVEST LIMITED			43.4
MEDIAVEST LIMITED MEDIAVEST T/A SPARK FOUNDRY MEDIAVEST T/A SPARK FOUNDRY	340		9,0
MEDMEDIA LTD METRO SANTRY HOSPITALITY LTD		1,722	1,1
METROPOUS INTERNATIONAL GROUP LTD			20,2
MIMI BOYANOVA T/A FARNHAM HSE B&B MORE FRESH THOUGHT LTD	4,338	1,230	12
MIR JOIN GRAHAM MR MARTIN DALY MS PATRICIA LEYDON			5,0
			2,1
MUNISTER EXPRESS NATIONAL RECRUITMENT FEDERATION LTD		15	
NEVILLE HOTELS LTD NEWPARK HOTEL		94.119	6,2 1,8 22,4
NOEL RECRUITMENT NOONEY & DOWDALL SOLICITORS NORTHERN STANDARD LTD	20,574	94,119	1
NURSE ON CALL LTD	123,808	77,106	36,0 14,1
NURSING RECRUITMENT OLDS. OPTIMA TRAINING AND CONSUL OPTIMA TRAINING AND CONSULTING	1,520		62,0
	2,217	1,875	
OVERSEAS NURSING RECRUITMENT CAVAN - PMTS TO INDIVIDUALS OYSTER LANE LTD T/A		2,900	15.2
OVERSEAN INFORMS RECRUITMENT CAVAN - PRITS TO INDIVIDUALS OFISTER LANE LTD T/A PATRICIA LETOON PE GLOBAL LOCUM EX			6,7 60,7
			7,2
PHARMENG LIMITED T/A PHARMENG LTD PREMIER RECRUITMENT (INT.)	2.957	10,525 25,830	
PUBLIC REPOINTMENTS SERVICE PUBLIC RELATIONS INSTITUTE IRE	57,998	26,698 500	17,6
BARRESTY'S DESTALIBANT LTD		257	11,5
BALERNO HOTELS LTD RAYKEL LTD T/A FRESHCD RAYMOND MCGEE		D/	1,0
RAYMOND MCGEE REN PUBLISHING COM REACTORS AGENCY	1,128 1,500	2,651	2,7
REACTORS AGENCY RECRUITMENT PLUS RED CHAIR RECRUITMENT LIMITED	1,500		1,4
BED CHAIR RECRUITMENT LIMITED	1 1	21,004	3,0
RESOURCE EMPLOYEE RELATIONS LTD REZOOMD IRELAND LTD RIVERSIDE NEVILLE PARK HOTEL	1 1	6,888	7,1
RIVERSIDE NEVILLE PARK HOTEL ROSATA RECRUITMENT ROSE HOSPITALITY LTD			1,1 52,0
BOSTBURA RESOURCES LTD	60,643	69,383	149,1
ROSTRUM RESURCES ITO T/A EXEC ROYAL COLLEGE OF SURGEONS ROYAL COLLEGE OF SURGEONS ROYAL PHARMACEUTIC RUTLEDGE RECRUITMENT AND TRAINING L			12,2 72,1
BUTTEDGE RECRUITMENT AND TRAINING L			35,4
RUTLINGE RECRUITMENT AND TRAINING LTD SCALE COUNTY OF THE STATE OF THE			1,2
Serviscource Recruitment			21,0
SERVISCOURCE RECUITMENT SERVISCOURCE SERVISCOURCE HEALTH LTD		164,103	131,1 163,1
SERVISCURCE HEALTHCARE LIMITED SERVISCURCE HEALTHCARE LTD SERVISCURCE IE	27,675	66,245	59,1 97,4 695,8
SERVISOURCE RECRUITMENT LTD	22,860 29,209	239,318 42,986	85,0
SIGMAR RECRUITMENT SUGO PARK HOTEL	1 1	7,417	7,4
SOUND IN THE CITY LIMITED SPARK FOUNDRY MEDI	51,620	43,892	42.3
SPENCER RECRUITMENT LTD SPRING HOSPITALITY LTD T/A	1 1		44,5 11,1
SPRING HOSPITALITY LTD T/A SPRING HOSPITALITY LTD T/A SPRINGHILL COURT HOTEL LIMITED	4,733		11,1
ST VINCENTS HOSPITAL STAFFLINE RECRUITMENT ROI LTD	121,304	160,555	19,1
TALBOT HOTEL CARLOW		697	
TANNAM RETAIL LTD TAPPA HOLDINGS LTD T/A RED GROUP THANK GOD ITS MONDAY LTD		381,204	2,6 422,5 10,8
THE ANGLO CELT THE NATIONAL SOCIAL WORK ORGANISATI	1 1	275	
THE BOSCOMBACK HERA	1 1	275 369	2
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I PLU LI Ú C/O CROWNE PLAZA DUNDAUK	18,425		3,2
TTM HEALTHCARE	326,946	2,571,378 603	1,959,8 2,1
	9,096		1,0
TTM HEALTHCARE LTD TUARISC BHED TEOR TULLAMORE & DISTRICT CHAMBER		14,900	2,5
TTM HEALTHCARE LTD TURINES ENDO TIOR TULLAMORE & DISTRICT CHAMBER U.C.D. UKCID.			15,8
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