



Oifig an Phríomhoifigigh Airgeadais

Feidhmeannacht na Seirbhíse Sláinte,
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Office of Chief Financial Officer

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2nd April 2025

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

Re PQ 10914 25: *To ask the Minister for Health the spend by the HSE on agency staffing and on private recruitment firms for each year from 2019 to 2024, and to date in 2025, in tabular form; the amount paid to each individual firm; and the time period for payments to each firm.*

Re PQ 10915 25: *To ask the Minister for Health the spend by each of the section 39 38 voluntary hospitals on agency staffing and on private recruitment firms for each year from 2019 to 2024, and to date in 2025, in tabular form; the amount paid to each individual firm; and the time period for payments to each firm.*

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 PQs above have 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) which shows the total HSE expenditure on agency staff for the years 2019 to 2024 and for the month of January 2025 which is the most recent data available. The breakdown provided is by the Department of Health staff categories i.e. Medical/Dental, Nursing, Management/Admin, Paramedical, Support Services and Maintenance/Technical staff. The data provided was sourced from the HSE Consolidated Financial Intelligence system and is for HSE Statutory services only. Please note that the figures for 2024 are draft only and are subject to change within the year end audit process and 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.

In relation to your request for *"on agency staffing; and the amount paid to each individual firm and the time period for payments to each firm"* I regret to inform you that the data requested is not readily available from the HSE finance ledgers. The information you have requested is not centrally collated nor separately identifiable from the HSE finance ledgers and would need to be manually extracted by regional finance staff. To extract these records would require an extensive exercise by regional finance staff from the numerous HSE financial ledger systems in operation throughout the country and the manual collation of the information.

However, information on payments for agency staffing by vendor is available for the years 2019 to 2021 from data previously collated though an extensive manual exercise. Please see attached **Appendix 2** (separate excel file attached) to this response. [Appendix 1 represents expenditure in the year (it includes accruals and prepayments). Appendix 2 represents payments made to these vendors in the calendar years 2019 to 2021 (it does not include accruals and prepayments). This is the reason the totals for the yrs. 2019 to 2021 are different in Appendix 1 & Appendix 2.]

In relation to your request for *"on private recruitment firms for each year, 2019-2024, in tabular form; and the amount paid to each individual firm and the time period for payments to each firm"* 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.



However, we do have some information readily available, collated previously through a resource intensive exercise, which shows payments to recruitment firms by vendor for recruitment costs for the years 2020, 2021 and 2022. Please see **Appendix 3** (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.

With numerous ledger systems in operation in the HSE for these time periods, some differences in coding may have arisen. 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 available. It is for this reason that HSE South was unable to provide the data requested.

The shortcomings in the HSE legacy financial systems are well acknowledged and their replacement by a single integrated financial management system for the Health Sector is at the core of the Finance Reform programme initiated by the Department of Health.

In relation to your request PQ 10915 25 please note you will need to submit this request to the Section 38 organisations directly as publicly funded Section 38 organisations are separate entities for these purposes. The HSE does not hold governance over Section 38 organisations' management information. Section 38 organisations are independent legal entities with their own Boards/Councils. Within the Section 38 Service Arrangements regarding Roles and Responsibilities, under the Duties of the HSE, at Clause 3.1b (ii) the HSE contractually recognise this independence as follows: 'accept the independent identity and operational autonomy of the Provider in the provision of the Services under this Arrangement'.

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

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HSE Statutory Services Only

Source : HSE Consolidated Financial Intelligence System (CFI)
***Note :** 2024 figures are draft only and are subject to change within the year end audit process. 2025 figures are draft only.

Appendix 2 to PQ 10914 25

HSE Agency Staff Costs - Payments by Vendor for the years 2019 to 2021

HSE Statutory Services Only

Agency Name	2019 €	2020 €	2021 €
24HR CARE SERVICES LTD	20,545	3,735	5,334
3Q TEMPS	2,282,883	2,418,610	2,439,193
A LIMINAL SPACE LTD	13,876		
ABTRAN			945,483
ACCESS NURSING LIMITED	321,665	1,163,185	2,677,259
ACCESS NURSING LTD	1,108,583	2,001,690	3,452,168
ACCORD TRANSLATIONS	6,353		
ACCOUNTANCY SOLUTIONS	1,312,391	1,104,518	1,327,186
ACCOUNTING & BUSINESS PERSONNEL LTD			90,665
ACE PERSONNEL	998,083	896,568	1,114,317
ACE PERSONNEL RECRUITMENT LTD	375,896	134,084	14,070
ACTION DISPATCH LTD		61	
ADAPTIVE HVM LTD			28,696
ADVANCED MEDICAL SERVICES	237,400	65,390	287,584
AGC HEALTHCARE LIMITED/LOCUM MEDICS			52,527
AGC HEALTHCARE LTD	320,999	835,964	2,803,517
AGS HEALTHCARE RECRUITMENT LTD			27,295
ALEXIA MEDICAL Ltd	3,570		
ALI STEWART	1,412		
ALICE M COGHLAN		3,060	3,060
All Communicarers Nursing Agency		-	800
ALLDOCTORS LIMITED			92,084
ALLIANCE MEDICAL DIAGNOSTIC IMAGING		29,274	450
ALLPRO RECRUITMENT LTD	11,942	16,622	852,878
AMON ELECTRONIC LTD			8,800
ANNS HOME CARE IRE LTD T/A ANNS			7,825
ANTALIS LTD	864		
ARAMARK IRELAND	45,064	205,532	47,786
ARCH COUNSELLING AND PSYCHOTHERAPY LTD			5,461
ARI SERVICES EUROPE LTD.		356,905	
ASFM LIMITED			4,386
ATHLONE COMMUNITY SERVICES	241,997	302,694	47,730
ATHONA LTD		376,370	668,016
ATHY LODGE LTD	106,000	122,000	116,500
ATLANTIS MEDICA LTD		22,678	97,728
ATLANTIS MEDICAL	21,355	79,844	35,924
ATLANTIS MEDICAL LTD	164,084	61,234	60,062
ATTENTIUS ASSOCIATES LIMITED	1,582,479	1,520,363	1,608,213
ATTENTIUS ASSOCIATES LIMITED T/A OSBOURNE		10,310	162,529
AUSTIN LAWRENCE T/A RELIEFCHEFS.IE			12,128
Auxilion Ireland Limited			31,303
BARRY M WHELAN RECRUITMENT	685,711	1,604,631	2,154,902
BARRY M WHELAN RECRUITMENT LTD			13,615
BARRY M WHELAN RECRUITMENT T/A EXCEL RECRUITMENT	891	341,262	616,869
BARRY M WHELAN T/A EXCEL RECRUITMEN			91,640
BASIM MOHAMMED	48,768	51,840	61,200
BAYCARE HEALTH SERVICES IRELAND LTD	252,438	255,547	79,289
BAYLAM HOME HEALTHCARE LTD	500,347	16,651	
BAYLAM HOME HEALTHCARE LTD T/A	17,064		
BAYVIEW FAMILY PRACTICE	28,946	28,946	28,946
BEHAVIOUR DETECTIVES LTD			90
BIBBY FINANCIAL SERVICES (IRELAND)	9,225		18,153
BIDVEST NOONAN	13,418	162,528	204,191
BIOMED DIAGNOSTICS LTD	65,548	86,620	115,055
BIZQUIP LTD	47		
BKE CARE LTD BLUEBIRD CARE	37,463	7,261	139,145
BLACKWELL & WRIGHT SEN CARE LTD		2,777	

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Agency Name	2019 €	2020 €	2021 €
BLUEBIRD CARE	2,520	99,291	271,116
BLUEBIRD CARE (SLIGO)	309,515	509,765	851,192
BLUEBIRD CARE DONEGAL AND LEITRIM	442,579	912,498	852,402
BLUEBIRD CARE DUBLIN SOUTH WEST			1,044
BLUEBIRD CARE GALWAY		17,614	15,766
BOLOGNA MEDICAL RECRUITMENT	24,600	156,803	151,215
BOLOGNA MEDICAL RECRUITMENT LIMITED		22,242	
BOLOGNA MEDICAL RECRUITMENT LTD	37,682	9,421	92,535
BOND PERSONNEL GROUP LTD	6,388		
BRIDGE INTERPRETING LTD	2,435		584
BRIGHTWATER SELECTION	59,060	39,913	
BRINDLEY HEALTHCARE SERVICES LTD		1,938	
BROADLINE RECRUITERS	1,620,191	2,123,014	2,215,886
BROADLINE RECRUITORS		59,675	234,308
BSS (IRELAND) LTD			5,027
BSS CONTRACT SOLUTIONS LTD	57,842	62,507	83,508
CALEDONIA MEDICAL LIMITED	233,503	74,853	138,294
CALEDONIA MEDICAL LTD	324,290	417,255	541,830
CAMHS PROFESSIONALS		52,894	
CAMHS PROFESSIONALS LIMITED	7,452		-
CAMHS PROFESSIONALS LTD	1,213,573	1,006,826	32,096
CAMPBILL DUNSHANE HOUSE		5,229	
CAPITA CUSTOMER SOLUTIONS LTD		1,596,859	1,037,104
CAPPAGH ORTHOPAEDIC HOSPITAL		19,127	
CARDIOGENICS LIMITED		39,169	
CARE NETWORK IRLAND	327,078	483,659	
CARE PROVIDERS RECRUITMENT LTD	16,484		
CAREDOC LTD	50,000	50,000	50,000
CAREER MANAGEMENT		179,438	281,475
CAREERWISE RECRUITMENT		56,661	19,897
CAREMARK		24,353	
CAREMARK (CORK SOUTH)	131,049	89,520	52,914
CARERS & NURSES AIDES ON CALL	509,874	848,865	1,041,852
CARERS & NURSES AIDES ON CALL T/A NURSE ON CALL HOSPITAL SUPPORT SERVICE	246,235	428,411	489,528
CARINGANGELS LTD	2,673		
CASLA HOME CARE LTD	12,774	10,278	45,761
CASPIAN BMP LTD	31,050	37,484	65,575
CATRIONA LYSAGHT	6,841	3,756	7,014
CC AC KILDARE	19,469		
CCM RECRUITMENT INTERNATIONAL	13,969	19,622	
CHARTERHOUSE MEDICAL UK LTD		172,560	
CHEEVERSTOWN HOUSE LTD	96,969	75,458	90,615
CHESHIRE IRELAND	3,107	1,148	
CHILDCARE NETWORK			17,129
CHIME	880		
CLAIR FARLEY	450		
CLANNAD CARE	24,025		
CLANNAD CARE LIMITED		21,853	278
CLANNAD CARE LTD	3,437,806	3,121,231	4,664,004
CLANNARD CARE	61,023	19,891	45,023
CLARE SPEECH THERAPY		317	1,200
CLARITY LOCUMS	9,113	22,249	47,894
CLARKE RECRUITMENT	56,132	122,193	321,801
CLEANING PARTNERS		1,410	13,614
CLICKNURSE			12,880
CLINICAL 24 LIMITED			5,857
CLINICAL 24 LTD			402,775
CLINICAL 24 MEDICAL STAFFING			3,935
CLINICAL 24 STAFFING LIMITED		26,384	583,568

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Agency Name	2019 €	2020 €	2021 €
CMI LTD	172,308	211,582	220,576
CMV RECRUITMENT LIMITED		84,781	235,883
CNI HEALTHCARE RECRUITMENT LIMITED			9,270
CNI HEALTHCARE RECRUITMENT LTD		308,050	3,282,419
CNI HEALTHCARE RECRUITMENT LTD T/A		116,851	367,676
CODEX OFFICE PRODUCTS GROUP	31		
COLLINS MCNICHOLAS	46,395	83,258	212,731
COLLINS MCNICHOLAS LTD	122,970	242,832	356,516
COLLINS MCNICHOLAS RECRUITMENT	463,503	356,621	166,257
COMFORT KEEPERS	1,058	89,870	20,156
COMMUNICARE AGENCY LTD	2,281,550	1,820,842	2,515,760
COMMUNITY CHILDRENS CENTRES LTD	5,904		
COMPASS CATERING			41,321
CONNECT RECRUITMENT			37,892
CONNEMARA CARE CLG	2,970	23,935	67,237
CONTEXT			204
CORK EDUCATION AND TRAINING BOARD			16,310
COUNTY WICKLOW VOLUNTEER CENTRE CLG			30,626
COWLEY BROWN LTD	50,991	198,310	380,318
COWLEY BROWN RECRUITMENT	33,551	5,154	12,203
COWLEY BROWN RECRUITMENT AGENCY			21,780
CPL HEALTHCARE	10,912,517	12,921,181	26,459,448
CPL HEALTHCARE LIMITED	30,503,452	37,054,920	72,149,674
CPL HEALTHCARE LTD	21,562,194	23,982,045	47,691,122
CPL SOLUTIONS	2,503,119	3,932,920	7,169,418
CPL SOLUTIONS LTD	1,347,469	1,640,644	4,291,919
CPL SOLUTIONS LIMITED	945,988	1,530,957	1,595,168
CPL SOLUTIONS LTD	2,643,146	3,030,088	3,777,716
CPL Solutions Ltd.	251,441		
CREGG LABOUR SERVICES LTD		19,200	23,911
CRITICAL CARE PARTNERS			38,124
CROFOT LTD	8,250		
D WOODS	200		
DANIEL MC KEOWN			26,606
DARCY CONTRACT CLEANING LTD	25,960	19,329	17,120
DATAPAC LTD	1,008		274
DAY WEBSTER LTD	220,711	505,398	438,618
DEBORAH O'BRIEN	4,800	11,200	
DELTA MEDICAL PROFESSIONALS LTD			26,605
DEMEYER CONSULTANCY LTD	25,973	32,513	61,844
DENISE MCSHANNON	624		
DERRYCOURT COMPANY LTD	303,145	547,625	328,859
DIABETES FEDERATION OF IRELAND		2,050	4,101
DIOCESAN OFFICE	24,500	18,310	30,120
DIRECT MEDICS	1,315,481	1,364,764	2,128,188
DIRECT MEDICS LTD	81,547	27,901	152,479
DIRECTMEDICS LTD	28,235	43,126	154,357
DISABILITY & HOME SUPPORT	59,907	51,909	829
DOCTOR ON DUTY ONLINE LTD		48	
DONEGAL HOMECARE LIMITED	1,031,261	1,065,717	1,762,528
DOWNSTRANDS FAMILY RESOURCE CENTRE		2,192	
DR JOHN GILLAN	15,120		
DR KANTHA NAIDO	10,450		
DR MICHAEL LOUW	2,400		
DR NOELEEN MANGAN	3,202	7,490	19,648
DR PETER BOYLAN			3,375
DR SAAD BAHUSSEIN	1,080		
DUBLIN CITY VOLUNTEER CENTRE			60,719
DUBLIN WEST HOME HELP LTD	777		

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Agency Name	2019 €	2020 €	2021 €
DUFFY ALEXANDER RECRUITMENT		11,925	29,349
DUFFY ALEXANDER RECRUITMENT LIMITED		6,491	36,569
DUFFY ALEXANDER RECRUITMENT LTD			36,905
EAMONN DILLON	29,900	19,700	12,254
ECOONLINE AS LTD			3,383
EDEN RECRUITMEN LTD			25,483
EFLEXES STAFFING & RECRUITMENT		27,575	6,268
EHF29 LTD			939,587
ELDER HOME CARE LTD T/A COMFORT KEE			5,843
ELIS TEXTILES LTD			15,690
ELITE HEALTHCARE LTD	2,701		
EMERALD NURSING LTD	138,094	678,239	2,291,693
EMPIRE MEDICAL LOCUMS LTD	235,510		
EMPIRE RECRUITMENT LTD		48,711	25,353
EMPLOYABILITY MAYO	49,271		
ENABLE IRELAND		30,255	113,593
ENABLE IRELAND DISABILITY SERVICES	59,241	44,738	
ERMLER LTD T/A NAYR RECRUITMENT	77,065	88,277	91,599
EURO SALES LTD	13,488		
EUROFINS BIOMNIS IRELAND LTD T/A	1,667		
EXCEL RECRUITMENT		60,891	102,211
FAMILY CARERS IRELAND LTD		8,610	
FENERO COMBINED SERVICES LTD			33,056
FERNHILL FAMILY THERAPY CENTRE CLG			75,881
FINANCIAL AND TECHNICAL	41,523	33,783	4,670
FITZPATRICK COMPUTER GROUP	14,391		
FLEX SOURCE LTD	617	1,010	1,199
FLEXI BUS	82,614	13,632	2,250
FORBIDDEN CITY T/A TRANSLATION.IE	258		726
FRS HOMECARE	3,701		
FRS RECRUITMENT	2,921,055	3,694,567	7,999,765
FRS RECRUITMENT LTD	381,487	950,779	1,629,131
FRS RECRUITMENT SOCIETY LTD	322,845	711,477	2,511,113
FRS TRAINING LTD			3,179
FTP RECRUITMENT			81,074
FTP RECRUITMENT LTD			60,250
FTP RECRUITMENT LTD T/A CLARITY LOC			179,493
FTP RECRUITMENT LTD T/A CLARITY LOCUMS			129,321
FTP RECRUITMENT T/A CLARITY LOCUMS		17,835	66,882
FYC MY HOMECARE ANGELS LTD		103,383	2,291
GALRO	23,080		180,968
GALWAY SENIOR CARE LTD	185,538	131,141	295,825
GANAVAN LTD		1,932	
GATEWAY COMMUNITY CARE LIMITED	3,582		
GATEWAY ORGANISATION LTD		5,833	
GENERAL MEDICINE GROUP LTD	137,445	63,140	
GERARD KENNEALLY	1,675	525	
GILLIGAN BLACK RECRUITMENT LIMITED		40,402	69,592
GILLIGAN BLACK RECRUITMENT LTD		1,075	
GLENBEIGH RECORDS MANAGEMENT	3,383		
GLOBAL DIAGNOSTIC IRELAND LTD	150,577		
GLOBAL DIAGNOSTICS (IRELAND) LTD	455,301	446,602	530,905
GLOBAL DIAGNOSTICS IRELAND LTD	27,300	42,000	39,900
GLOBAL MEDICS	29,939,880	28,508,267	24,753,147
GLOBAL MEDICS IRELAND LTD	10,910,407	11,390,124	12,657,190
GLOBAL MEDICS LTD	11,380,964	10,598,418	10,136,537
GLOBE LOCUM		30,133	67,137
GLOBE LOCUMS LIMITED	52,093	195,466	190,882
GLOBE LOCUMS LTD	7,850	61,154	116,364

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Agency Name	2019 €	2020 €	2021 €
GOREY MEDICAL CENTRE	17,637	17,637	14,697
GPH CONSULTING LTD			10,800
GRAFTON RECRUITMENT	1,243,893	324,915	
GRANT THORNTON CORPORATE FINANCE LT		10,225	11,011
GSW SOLUTIONS		5,729	703,447
GWEN MALONE	974	3,519	2,474
HARTLEY PEOPLE	869,206	887,129	1,149,871
HARTLEY PEOPLE LTD		54,216	39,641
HARTLEY PEOPLE LTD T/A CLANNAD CARE	87,502	48,493	
HAYS RECRUITING EXPERTS WORLDWIDE	99,650	94,567	13,161
HAYS RECRUITMENT	123,359	511,669	527,958
HAYS SPECIALIST	216,721	267,605	281,452
HAYS SPECIALIST RECRUITMENT LTD	73,940	88,185	25,164
HCD HOMECARE Ltd T/A HOMECARE DIREC		9,170	20,009
HCL HEALTHCARE LTD	87,368	32,940	
HEAD HUNT INTERNATIONAL			16,596
HEAD HUNT INTERNATIONAL (SHO Surg)	36,759	20,117	20,955
HEAD HUNT INTERNATIONAL LTD	89,409	10,489	87,592
HEAD HUNT INTERNTIONAL LTD	33,274		
HEAD RESOURCING LTD	49,812	48,567	87,583
HEADHUNT INTERNATIONAL		25,177	
HEADWAY IRELAND LTD	14,385	3,913	6,472
HEALTH PEOPLE GROUP LTD	298,982	1,225	
HEALTHCARE 21	175		
HEALTHCARE DIRECT	13,027	129,253	78,922
HEALTHCARE PEOPLE LTD	28,454		
HEARING SOLUTIONS		25,469	20,487
HIBERNIAN HEALTHCARE	1,710		57,895
HIBERNIAN HEALTHCARE AT HOME LTD			10,750
HIGHFIELD HOSPITAL GROUP	39,378		
HOME AND AWAY CARE			59,576
HOME INSTEAD	5,563		
HOME INSTEAD MULLINGAR SENIOR CARE	1,465	192,041	238,546
HOME INSTEAD SENIOR CARE	18,295	427,532	900,928
HOMECARE AND HEALTH SERVICES IRELAN	220,863	183,599	206,799
HOMEFIELD CARE LTD		51,879	58,927
ICE GROUP BUSINESS SERVICES LIMITED		11,130	40,133
IDEAL CARE SERVICES LTD	225,365		18,293
IMC LOCUMS LTD	39,942	19,103	45,123
INCLUSIVE CARE SUPPORTS LTD		20,016	546,344
INDEPENDENT CLINICAL SERVICES		5,942	33,600
INDEPENDENT CLINICAL SERVICES LTD	22,566	134,971	382,722
INDEPENDENT CLINICAL SERVICES LTD T		28,982	4,663
INNOVATIVE CARDIAC DIAGNOSTICS LTD		50,254	32,007
INTERLING TRANSLATIONS LTD	42	761	800
INVESTZOOM LIMITED			97,116
IREWAN CONSULTING LTD	120,202		
IRISH CANCER SOCIETY	3,051	6,863	6,289
IRISH DENTAL JOBS	28,000	10,574	46,360
Irish Dental Jobs Ltd	6,130		28,557
IRISH HOMECARE	30,242		
IRISH HOMECARE SERVICES SORA HEALTH		42,182	25,631
IRISH WHEELCHAIR ASSOC		5,222	
IRISH WHEELCHAIR ASSOCIATION		527	45,069
IRL-IASD T/A ST MARGARETS			1,757
ISS IRELAND	75,097	8,934	9,978
JACK & JILL FOUNDATION	6,500		
JACKSONSTONE	200,431	309,427	598,936
JAMA HOMECARE LTD	539,648	394,889	525,051

HSE Agency Staff Costs - Payments by Vendor for the years 2019 to 2021
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Agency Name	2019 €	2020 €	2021 €
JMC VAN TRANS LTD			28,982
K & M EVANS TRADING LTD			9,574
KARE	12,777	51,957	53,082
KARE PLUS GALWAY & MAYO		158,257	514,465
KATE COWHIG INTERNAIONAL	68,890	28,708	115,239
KATE COWHIG INTERNATIONAL	400,076	260,875	385,683
KATE COWHIG INTERNATIONAL RECRUITME	75,384		506,675
KATE COWHIG INTRNATIONAL	51,217	15,043	
Kefron			117,440
KELCON MANAGEMENT CONSULTANCY LTD		9,225	1,845
KENNEDY SECURITY & CONSULTANCY		37,450	28,503
KENNEDY SECURITY AND CONSULTANCY	66,549	35,724	3,299
KEVIN CULLEN			18,500
KEY ANSWERING SERVICES			1,778
KEY ANSWERING SYSTEMS LTD		1,732,097	1,729,756
KIERMAR SUPPORT SERVICES LTD		22,707	8,705
KILDUGGAN ENGINEERING SERVICES LTD			2,153
KKSM STAFF SOLUTIONS			15,563
KKSM STAFF SOLUTIONS LTD			10,251
KM MEDICAL SOFTWARE	- 853		
LABMED	153,252	211,546	205,618
LABXCELL LTD		4,105	
LANSDOWNE CARE	30,427		
LEINSTER APPOINTMENTS	34,659	8,128	13,616
LEITRIM ASSOC OF PEOPLE WITH DISABI	4,567	12,188	125,138
LIFELINE AMBULANCE SERVICE LTD			13,600
LIFETIMECARE MAYO LIMITED		884	
LIFFORD - CLONLEIGH RESOURCE CENTRE		112	
LINCOLN RECRUITMENT	273,111	206,715	145,238
LINCOLN SEARCH AND SELECTION	7,955	16,868	
LINDEN TREE CONSULTANCY			3,607
LOCUM CHECK	4,896		
LOCUM EXPRESS	7,686,423	7,616,286	8,947,501
LOCUM EXPRESS (PHARMENG LTD)	1,384,629	1,244,531	1,092,505
LOCUM GROUP RECRUITMENT		300	
LOCUMCHECK LTD	40,192		
LOCUMLINK	240,701	224,680	538,595
LOCUMLINK ASSOC LTD	767,095	287,936	900,735
LOCUMLINK ASSOCIATES LIMITED	760,132	602,838	2,247,693
LOCUMLINK ASSOCIATES LTD	1,702,795	1,678,567	3,024,191
LOCUMLINK ASSOCS LTD	899,098	535,067	775,821
LOCUMLINK LTD	1,617,291	1,701,258	2,976,343
LOCUMOTION	209,189	203,706	73,856
LOCUMOTION	103,207	118,442	118,244
LOCUMOTION LTD	104,519		
LOURMEL LIMITED	247,833	289,694	213,921
LOURMEL LTD	1,067,299	199,315	316,582
MACRO RECRUITMENT LTD			47,855
MARION SLATTERY	1,305		
MARKETING PEOPLE LTD	75,475	88,093	
MARSH MACKEY RECRUITMENT	1,702,965	1,573,355	3,022,817
MASTERCHEFFS HOSPITALITY		35,797	
MATCH MEDICS		10,394	20,449
MATCH MEDICS LTD	95,956	188,956	151,624
MATCHMEDICS LTD	88,560	105,243	152,063
MATRIX (MANAGEMENT FEE) RECRUITMENT		297,048	222,235
MATRIX (PAYROLL) RECRUITMENT LTD	95,153		718,587
MATRIX RECRUITMENT	84,081		
MATRIX RECRUITMENT GROUP	1,449,165	1,895,392	2,083,417

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Agency Name	2019 €	2020 €	2021 €
MATRIX RECRUITMENT LIMITED	234,327	249,879	247,653
MATRIX RECRUITMENT LTD	622,428	880,673	811,658
MAXXIMA LTD	32,136	17,219	
MAXXIMA LTD		25,396	
MAXXIMA T/A LABMED	92,300	98,355	
MAYBIN SUPPORT SERVICES IRL LTD		7,370	46,107
MAYO COMMUNITY		1,280	
MCCREERY CONTRACT CLEANING LTD	1,209	41,950	36,309
MCGRATH SAUNDERS ASSOCIATES	102,728	13,074	
MCO PROJECTS LTD	174,722	55,596	
MED DOC HEALTHCARE	1,606,037	1,526,904	1,150,380
MEDACS HEALTHCARE SERVICES PLC	12,191		
MEDICAL BANKS	76,325		
MEDICAL MANPOWE SOLUTIONS	431		
MEDICALL AMBULANCE LIMITED	898		
MEDILINK CONSULTING LTD			87,989
MEDISOURCE IRELAND LTD	128		
MEDISTAFF LOCUM RECRUITMENT LTD	7,500	1,318	4,252
MEDI-STER LTD	100	-	
MEDMARK LIMITED	1,900		
MEDSERV			153,211
MEDSOL HEALTHCARE	422,686	439,193	
MEDSOL HEALTHCARE SERVICES	246,090	229,272	
MERCY UNIVERSITY HOSPITAL	98,286	84,598	90,132
MICROPSYEU BETETI TARSASAG	32,940		
MID WEST HEALTH CARE LIMITED		181,270	42,543
MIDLAND COMMUNITY CARE	329,501	239,774	381,886
MIDLAND NURSING AGENCY	501,851		
MIDLAND NURSING AGENCY LTD	291,361	281,382	575,331
MINANA INTERNATIONAL		311,394	1,347,874
MIRIAM DORAN T/A CARE NETWORK	22,226	249,674	32,023
MIRIAM DORAN T/A CARE NETWORK IRELA		186,658	
MORELL HEALTHCARE SERVICES LTD	1,499,772	2,832,634	1,930,980
MORGAN PEOPLE T/A IRISH DENTAL JOBS	19,272	1,889	5,043
MOTTY VARGHESE	6,050		
MOUNTMELICK DEVELOPMENT	28,050	60,966	87,986
MOWLAM HEALTHCARE LTD			5,366
MP RAD CONSULTANT			7,186
MR KEVIN O REGAN		22,085	22,700
MR MICHAEL CASEY		1,442	
MS YVONNE GEOGHEGAN	3,198		
MUIRIOSIA FOUNDATION			59,700
MUNSTER CARDIAC SERVICES	6,692		
MURRAY AMBULANCE			101,943
MURRAY AMBULANCE AERVICE LTD			3,258
MURRAY AMBULANCE SERVICE			1,476,443
MYM RECRUITMENT			167,778
NATIONAL RADIO CABS PLC	3,302		
NIGHTINGALE HOMECARE LTD		3,308	8,257
NOEL RECRUITMENT	9,273,207	11,882,788	17,319,919
NOONAN SERVICES GROUP LTD	47,310		89,060
NORTH WEST HOSPICE	10,038	1,036	112,796
NUA HEALTHCARE			133,868
NUA HEALTHCARE SERVICES	473,990	128,778	
NUA HEALTHCARE SERVICES LTD	1,260		
NUA HOMECARE		45,338	
NURSE ON CALL	42,073,252	39,457,657	41,550,748
NURSE ON CALL HOSPITAL SUPPORT	1,001,260	1,259,313	2,674,725
NURSE ON CALL HOSPITL SUPPORT			3,306,091

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Agency Name	2019 €	2020 €	2021 €
NURSE ON CALL LTD	9,548,159	9,111,895	12,262,824
NURSE ON CALL LTD.	1,897,042	1,600,447	2,147,535
NURSE ON CALL NHSS	693,149	873,947	1,217,796
NURSE ON-CALL	8,910,257	7,314,713	9,353,657
NURSEONCALL HOSPITAL SUPPORT SERVIC			5,318
NURSING NEEDS LTD	1,683		
NUVO PERSONNEL LTD	856,910	1,087,005	1,468,612
OCCIPITAL T/A COVALEN SOLUTIONS		351,288	5,259,957
OFFTECH LTD			2,731
ONTARIO RECRUITMENT LTD	139,952	144,868	149,437
OPTIMIZE RECRUITMENT		6,348	11,644
OPTIMIZE RECRUITMENT LTD	134,116	98,654	425,683
ORANGE RECRUITMENT IRELAND LTD	441,670	841,247	1,123,326
OSBORNE RECRUITMENT	71,972	74,447	180,354
OUGHAM HOUSE LTD T/A BAILEYS NURSIN		30,886	4,766
PAUL SHERIDAN	800		
PE GLOBAL LOCUM EXPRESS	10,703,066	10,592,001	9,706,454
PEAMOUNT HEALTHCARE			23,198
PFH TECHNOLOGY GROUP	125,142	9,225	15,369
PHARAMACONEX LIMITED		3,195	
PHARAMACONEX LTD	78,439	102,069	91,711
PHARMENG LIMITED	763,841	1,258,364	1,295,578
PHARMENG LTD	4,382,494	4,759,126	5,336,974
PHLEBOTOMY.IE	10,440	26,680	-
PINELANE LTD	492		-
PL MEDICAL SERVICES LTD			7,610
PREMIER RECRUITMENT	2,422	43,847	116,326
PREMIER RECRUITMENT	540,384	894,856	1,850,827
PREMIER RECRUITMENT INTERNATIONAL	800,626	976,774	2,468,062
PREMIER RECRUITMENT INTL	75,112	93,221	110,575
PREMIER RECRUITMENT WTL	92,743	113,161	86,700
PRIMARY CARE RESEARCH LTD	55,000	60,000	70,000
PROFESSIONAL PHLEBOTOMY SERVICES LT		3,180	
PROGRESSIVE SENIOR CARE LIMITED	4,636		8,192
PUBLIC HEALTH ENGLAND			195
PULSE HEALTHCARE LTD		443,344	447,728
RAFTERYS CLEANING SOLUTIONS LTD		82,158	171,236
REALTA HOMECARE LTD		33,703	50,719
RECRUITMENT PLUS			27,041
RED CHAIR RECRUITMENT LIMITED			8,015
RED CHAIR RECRUITMENT LIMITED			15,211
RED CHAIR RECRUITMENT LTD	2,930	65,437	609,770
RELIEFCHEFS.IE	38,302	13,284	
RELIGIOUS SOCIETY OF FRIENDS	2,896		
RESEARCH AND EDUCATION FOUNDATION	20,675		
RESILIENCE HEALTHCARE LTD	78,892		
RESILIENCE IRELAND	167,514	378,665	
RHS HOME CARE	70,597	182	
RIG MEDICAL RECRUIT	197,022	6,374	
RIG MEDICAL RECRUIT LTD		24,916	
RIGNEY DOLPHIN		1,424,835	1,147,544
ROSTRUM RESOURCES LTD	928,769	1,277,810	1,638,353
ROSTRUM RESOURCES LTD T/A EXEC	44,330	280,889	227,430
ROYAL COLLEGE OF PHYSICIANS		34,120	61,443
ROYAL VICTORIA EYE & EAR HOSP		13,523	
RYAN NOL CRECHE LTD			6,796
SANDYMEADOW T/A PEOPLESOURCE		36,769	32,506
SCOTTISH NURSING GUILD	3,222,289	1,929,799	4,440,706
SEAN MASKEY			18,900

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Agency Name	2019 €	2020 €	2021 €
SELECTMED LOCUM SOLUTIONS	200,542		
SERVISOURCE	4,006,400	3,408,005	4,473,888
SERVISOURCE HEALTH LTD		5,636	267,445
SERVISOURCE HEALTHCARE LTD	2,408,423	4,579,249	6,025,873
SERVISOURCE IE	1,912,676	2,151,090	4,239,707
SERVISOURCE RECRUITMENT LTD	4,166,777	3,775,863	5,893,983
SERVISOURCE.IE	353,435	292,654	471,547
SHAMROCK ASSIST LIMITED		1,253	14,664
SHAMROCK ASSIST LTD		190,683	238,104
SHANNONDOC LIMITED	16,384		
SHEILA O'KEEFFE T/A O'KEEFFE RECRUI			14,206
SIGMAR RECRUITMENT	136,873	6,386	97,925
SIGMAR RECRUITMENT CONSULTANTS			77,212
SIMON COMMUNITY GALWAY			239,455
SLIGO CENTRE FOR INDEPENDENT LIVING	862,775	864,822	1,449,541
SORA HEALTHCARE LTD T/A IRISH HOMEC		10,670	3,415
SOUTH INFIRMARY/VICTORIA HOSPITAL		6,981	1,567
SPHINX MEDICAL SERVICES LTD	5,166	4,015	
ST JAMES HOSPITAL GENERAL	295,562	93,233	
ST JOHN OF GODS COMMUNITY SERVICES			544
ST JOHNS HOSPITAL	66,403	92,556	10,550
ST PATRICKS CENTRE (KILKENNY) LTD			840
ST. DOMINIC'S COMMUNITY COUNCI	41,202	28,637	
STABLEWELL LTD			11,322
STAFFLINE IRELAND LTD	61,930	70,905	114,332
STAFFLINE RECRUITMENT LTD	49,907	7,474	84,481
STAFFLINE RECRUITMENT ROI LIMITED	336,318	1,294,225	2,197,019
STAFFLINE RECRUITMENT ROI LTD			173,710
STANDWOOD MEDICAL SERVICES LTD	592		
STEP ONE STAFFING SOLUTIONS		2,835	
STORM RECRUITMENT LTD	113,161	171,651	1,779,197
SWEET CICELY LTD	30	95	119
T O'SULLIVAN	6,834	6,840	2,520
TAILORED FACILITY SOLUTIONS	8,240	95,029	87,468
TAPPA HOLDINGS		124,293	738,468
TAPPA HOLDINGS LIMITED		97,015	250,656
TAPPA HOLDINGS LTD		155,766	874,200
TAPPA HOLDINGS LTD T/A RED GROUP			158,539
TAPPA HOLDINGS LTD T/A RED GROUP PE		140,530	503,842
TCP HOMECARE			54,773
Tech Skills Resources			148,869
TECH SKILLS RESOURCES LTD	40,193	148,905	296,509
TEE CARE HOME HELP SERVICES LIMITED	164		1,519
TEMPERATURE CONTROLLED PHARMACUTICA	471,103	394,265	427,250
TEMPLARS MEDICA LTD		21,784	38,666
TERENURE HOME CARE SERVICE			852
TFS HEALTHCARE	4,096		
THE ADELAIDE & MEATH HOSPITAL	648	287	
THE CARERS ASSOCIATION	1,298		
THE DIETITIAN CLINIC	640	270	350
THE LYMPH CLINIC	4,818		
THE NIGHTINGALE AGENCY LTD T/A THE NIGHTINGALE PLACEMENT AGENCY		10,205	720,055
THE NIGHTINGALE PLACEMENT AGENCY			1,099,678
THE PALMS CO-OWNERSHIP		1,470	
THE PALMS SURGERY	17,637	13,228	8,818
THE PATHOLOGY GROUP	35,336		
THE PLACEMENT GROUP			37,089
THE RECRUITMENT BUREAU		11,118	21,442
THE RECRUITMENT BUREAU DROGHEDA		52,441	

HSE Agency Staff Costs - Payments by Vendor for the years 2019 to 2021

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Agency Name	2019 €	2020 €	2021 €
THE RECRUITMENT BUREAU DROGHEDA LTD	505,838	454,353	1,121,033
Think Visual			2,214
THREE Q TEMPS	55,383		
THREE Q TEMPS LTD		34,283	51,422
TIME AND DATA PROCESSING LTD.	49,200		
TIME TO MARKET RECRUITMENT	710,107	386,318	721,813
TOTAL ASSIST RECRUITMENT LTD	858		1,288
TRAVELLER FAMILIES CARE CLG	624	312	312
TRIANGLE CONSULTING SOCIAL ENETERPRISE		380	
TRINITY COLLEGE NO 1 A/C		13,031	8,688
TRINITY COLLEGE NO 6 ACCOUNT	132,461	71,610	74,330
TTM GROUP	108,365	80,779	91,113
TTM HEALTHCARE	4,457,398	4,148,433	3,885,189
TTM HEALTHCARE LIMITED	1,879,929	1,994,746	2,722,671
TTM HEALTHCARE LTD	39,399,297	34,398,708	38,486,678
TWIN HEALTHCARE LTD			43,346
UNIJOB'S DAC	1,582		
UNIJOB'S DESIGNATED ACTIVITY CO	83,626	401,376	582,719
UNIJOB'S LTD	3,359,063	5,400,847	9,965,832
UNITED DRUG WHOLESALE		6	
UNIVERSAL TALENT SOLUTIONS LTD	20,910		
UNIVERSITY COLLEGE CORK	30,043		
VAUTOUR LTD T/A KAREPLUS		888	1,986
VENTURE PARTNERSHIP LTD			244,414
VENTURE PARTNERSHP LTD			111,445
VICTORIA HEALTHCARE ORGANISATION LT			81,517
VIVID HEALTHCARE		184,619	789,021
VIVID HEALTHCARE SEARCH LTD			55,949
VOBIS GROUP LIMITED	11,191		21,206
VOBIS GROUP LTD	52,361		39,464
WESTCARE HOMECARE LTD	67,083	91,955	254,145
WESTCARE STAFFING SERVICES			16,378
WESTERN HEALTH AND S.C TRUST		1,101	
WILLOW HEALTH CARE LTD	24,716	156,136	40,388
WORKPLACE DOCTOR		34,134	
WORKPLACE DOCTORS		46,173	24,377
YOUR WORLD HEALTHCARE IRELAND	13,531	94,606	283,313
YOUR WORLD HEALTHCARE IRELAND LTD	65,597	294,580	373,491
YOUR WORLD RECRUITMENT	2,301		
YOUR WORLD RECRUITMENT LTD	27,475	333,490	165,565
YOUR WORLD RECRUITMENT T/A YOUR	118,534	5,837	
ZEHNACKER HEALTHCARE IRELAND LTD	31,464	8,708	
ZEHNACKER IRELAND HEALTHCARE LTD	38,626	12,223	
ZOE DAVIS		1,658	5,473
Total	352,735,391	377,282,978	549,629,472

Source: HSE Regional Finance Ledgers. For HSE Statutory Services only.

Appendix 3 to PQ 10914 25
HSE payments to recruitment firms for recruitment costs for the years 2020, 2021 and 2022 by Vendor Name
HSE Statutory Services only

Vendor Name	2020	2021	2022
	€	€	€
ACCOUNTANCY SOLUTIONS	7,236		8,841
AGC HEALTHCARE LTD		21,989	20,572
AKESO HEALTHSEARCH			9,225
AKESO HEALTHSEARCH LIMITED			23,616
ALLDOCTORS LIMITED		55,506	207,828
ALLDOCTORS LTD			101,674
ALPHA VIEW LTD			221
ARD RI HOUSE HOTEL		425	340
ARROW TOURS			5,108
ATTENTIUS ASSOCIATES LIMITED	41,774	45,434	
ATTENTIUS ASSOCIATES LTD			60,169
BARRY M WHELAN RECRUITMENT T/A		2,460	
BLOOMFIELD HOUSE HOTEL			1,588
BOLOGNA MEDICAL RE			91,667
BOLOGNA MEDICAL RECRUITMENT LIMITED		15,118	
BOLOGNA MEDICAL RECRUITMENT LTD	40,616		
BRIDGE HOUSE			2,445
BRIGHTWATER SELECTION	9,840		
BRITISH ACADEMY OF AUDIOLOGY			356
BROADLINE RECRUITERS	24,526	35,099	26,829
CALEDONIA MEDICAL LIMITED			300,347
CALEDONIA MEDICAL LTD	263,471	282,918	
CAROLINE FARRAGHER		80	120
CCM INTERNATIONAL LTD T/A CCM			305,504
CELTIC MEDIA NEWSP		441	
CLARENDON MEDICAL LIMITED	6,888		
CLAYTON WHITES HOTEL			713
CLICKNURSE			18,352
CLINICAL 24 MEDICAL STAFFING		2,374	5,971
CMG PROFESSIONAL TRAINING			465
CMNL LIMITED T/A THE MEATH CHRONICL			6,491
CMV RECRUITMENT			8,538
COLEBURN MEDIA LTD			504
COLLECTOR GENERAL			38,334
COLLINS MCNICHOLAS	3,572	1,786	15,214
CONNACHT TRIBUNE L		454	708
CONNEMARA COMMUNIT		30	
CORNHOUSE CONSULTING	6,905	8,631	
COWLEY BROWN LTD			13,467
COWLEY BROWN RECRUITMENT		12,203	
COWLEY BROWN RECRUITMENT LTD			12,724
CPL HEALTHCARE	418,261	533,910	708,375
CPL HEALTHCARE LIMITED			592,602
CPL SOLUTIONS	102,049	655,592	13,954
CPL SOLUTIONS LIMITED			3,191,580
CULLIES SERVICE STATION LTD			1,097
DATAPAC LTD	271		
Dept Digital Limited	37,208		
DR TRULS CHRISTIANSEN			580
DROGHEDA INDEPENDENT COMPANY LTD			2,952
DROGHEDA LEADER			984
DUFFY ALEXANDER RECRUITMENT LIMITED	16,463	95,095	197,710
DUNDALK LEADER			984

DUNGARVAN OBSERVER			480
DUNMORE LEISURE CO LTD T/A			8,246
EAMONN MCMANUS	1,024	1,106	1,434
EDUCATION CONGRESS RESEARCH GM		490	
EILIS CONCANNON		389	229
EMAP PUBLISHING LT		3,187	1,024
ERIN KELLY		30	6
ESSENTIALS	360		
EVERSHEDS SUTHERLAND			5,760
FERRYCARRIG HOTEL			3,175
FLANAGAN PRINT AND GRAPHICS			443
FORMPRESS PUBLISHI			421
FORMPRESS PUBLISHING LTD			4,855
FORTHSIDE LODGE LTD T/A			4,096
FRS RECRUITMENT	60,570	136,286	163,631
FRS RECRUITMENT SOCIETY LTD	91,589	115,306	237,263
FRS TRAINING	4,636		
FUSION HUMAN CAPITAL	5,754		
GLOBAL MEDICS	106,816	150,715	
GLOBAL MEDICS IRELAND LTD			5,366
GLOBAL MEDICS LTD			91,712
GRN -new data			-664
HARRY WALSH ASSOCIATES LTD	167,369	13,727	
Hays			12,500
HAYS RECRUITMENT	40,482	7,816	
HEAD HUNT			67,788
HEAD HUNT INTERNATIONAL LTD	54,350	121,529	73,073
HEALTH SECTOR TALENT LTD	23,868		212,138
HEALTH SECTOR TALENT LTD T/A		7,505	
HEALTHCARE EMPLOYMENT SOLUTIONS LIM			30,750
HOTEL KILMORE			7,479
HYPERLINK LTD T/A ACTIVELINK	180		
HYPERLINK T/A ACTIVELINK		180	1,800
ICE GROUP BUSINESS SERVICES LIMITED	4,174		
INDEPENDENT CLINICAL SERVICES		1,586	278,112
INFORMED VOICE MEDIA GROUP		412	443
IRISH INSTITUTE OF CLINICAL MEASURE			150
IRISH RECRUITMENT CONSULTANTS LTD	294,106	160,796	
KATE COWHIG INTERNATIONAL RECRUITMENT	11,226	2,919,702	2,980,706
KDH MEDIA LIMITED T/A WRITE ME			1,101
KILKENNY HOUSE HOTEL LTD			45,562
LINCOLN RECRUITMENT			3,579
LM FM			308
LOCUM EXPRESS		32,841	52,432
LOCUMLINK LTD	1,345	13,357	4,562
LOFTCO LTD T/A			4,384
MALDRON HOTEL			64,683
MARKETING PEOPLE LTD		2,411	
MARSH MACKEY RECRUITMENT	7,320		
MARTIN COMMINS			270
MATCH MEDICS LTD			138,092
MATCHMEDICS LIMITED			158,458
MATCHMEDICS LTD	77,784	141,861	139,182
MEDACS GLOBAL GROUP LTD			63,989
MEDACS GLOBAL GROUP LTD T/A GLOBAL			8,574
MEDIAHUIS IRELAND MARKETING LT			320
MEDIAVEST LIMITED			43,484
MEDIAVEST T/A SPARK FOUNDRY			9,016

MEDMARK LTD	340		
MEDMEDIA LTD		1,722	1,722
METRO SANTRY HOSPITALITY LTD			1,270
METROPOLIS INTERNATIONAL GROUP LTD			20,215
MIMI BOYANOVA T/A FARNHAM HSE B&B			11,228
MORE FRESH THOUGHT LTD	4,338	1,230	1,230
MR JOHN GRAHAM			842
MR MARTIN DALY			5,835
MS PATRICIA LEYDON			880
MULLINGAR PARK HOTEL			2,862
MUNSTER EXPRESS			554
NATIONAL RECRUITMENT FEDERATION LTD		15	
NEVILLE HOTELS LTD			6,297
NEWPARK HOTEL			1,818
NOEL RECRUITMENT	20,574	94,119	22,478
NOONEY & DOWDALL SOLICITORS			112
NORTHERN STANDARD LTD			121
NS STORES LTD T/A			81
NURSE ON CALL	123,808	77,106	36,029
NURSE ON CALL LTD			14,193
NURSING RECRUITMENT OLOL			62,038
OPTIMA TRAINING AND CONSUL	1,520		
OPTIMA TRAINING AND CONSULTING		1,875	625
OVERSEAS NURSING RECRUITMENT CAVAN	2,217		
OVERSEAS NURSING RECRUITMENT CAVAN - PMTS TO INDIVIDUALS		2,900	
OYSTER LANE LTD T/A			15,252
PATRICIA LEYDON			6,755
PE GLOBAL LOCUM EX			60,761
PE GLOBAL LOCUM EXPRESS			7,237
PHARMENG LIMITED T/A			31,565
PHARMENG LTD		10,525	
PREMIER RECRUITMENT (INT.)	2,952	25,830	
PUBLIC APPOINTMENTS SERVICE	57,998	26,698	17,617
PUBLIC RELATIONS INSTITUTE IRE		500	2,000
RAFFERTY'S RESTAURANT LTD			11,956
RALERNO HOTELS LTD		257	
RAYKEL LTD T/A FRESHCO			70
RAYMOND MCGEE			1,025
RCN PUBLISHING COM	1,128	2,651	2,791
REACTORS AGENCY	1,500		
RECRUITMENT PLUS	17,360		
RED CHAIR RECRUITMENT LIMITED			1,416
RED CHAIR RECRUITMENT LIMITED		21,004	3,088
RESOURCE EMPLOYEE RELATIONS LTD		6,888	
REZOOMO IRELAND LTD			7,847
RIVERSIDE NEVILLE PARK HOTEL			1,323
ROSATA RECRUITMENT			52,073
ROSE HOSPITALITY LTD			286
ROSTRUM RESOURCES LTD	60,643	69,383	149,199
ROSTRUM RESOURCES LTD T/A EXEC			12,239
ROYAL COLLEGE OF SURGEONS			72,381
ROYAL PHARMACEUTIC			368
RUTLEDGE RECRUITMENT AND TRAINING L			35,422
RUTLEDGE RECRUITMENT AND TRAINING LTD			4,073
SAONGROUP T/A IRISHJOBS.IE			1,292
SCALLY CENTRA			282
Servisource Recruitment			21,059
SERVISOURCE			131,136

SERVISOURCE HEALTH LTD		164,103	163,137
SERVISOURCE HEALTHCARE LIMITED			59,120
SERVISOURCE HEALTHCARE LTD	27,675	66,245	97,437
SERVISOURCE IE	22,860	239,318	695,820
SERVISOURCE RECRUITMENT LTD	29,209	42,986	86,071
SIGMAR RECRUITMENT		7,417	7,417
SLIGO PARK HOTEL			19
SOUND IN THE CITY LIMITED			292
SPARK FOUNDRY MEDI	51,620	43,892	42,719
SPENCER RECRUITMENT LTD			44,529
SPRING HOSPITALITY LTD T/A			11,376
SPRINGER NATURE LTD	4,733		565
SPRINGHILL COURT HOTEL LIMITED			207
ST VINCENTS HOSPITAL			80
STAFFLINE RECRUITMENT ROI LTD	121,304	160,555	19,850
TALBOT HOTEL CARLOW			176
TANWAR RETAIL LTD		697	2,652
TAPPA HOLDINGS LTD T/A RED GROUP		381,204	422,977
THANK GOD ITS MONDAY LTD			10,860
THE ANGLO CELT			360
THE NATIONAL SOCIAL WORK ORGANISATI		275	825
THE ROSCOMMON HERA		369	738
THE TUAM HERALD		335	88
TICKETLOCK T/A DISTRICT MAGAZINE			1,845
TIFCO LTD C/O CROWNE PLAZA DUNDALK			3,233
TTM HEALTHCARE	18,425		
TTM HEALTHCARE LTD	326,946	2,571,378	1,959,883
TUAIRISC BHEO TEOR		603	2,792
TULLAMORE & DISTRICT CHAMBER			1,000
U.C.D.	9,096		
UNIJOBLS LTD		14,900	
VICTORIA VIEW DEV LTD			2,559
VIKING HOTEL WATERFORD			15,848
VIVID HEALTHCARE	1,749		
VOBIS GROUP LIMITED	11,362	73,028	299,282
W L R FM			9,429
WATERFORD NEWS AND STAR			431
WESTERN PEOPLE LTD		210	422
WEXFORD CHAMBER OF COMMERCE			1,230
xTAPPA HOLDINGS LIMITEDx		29,759	
YOUR WORLD HEALTHCARE IRELAND		40,800	
YOUR WORLD RECRUITMENT LTD	12,987		
ZAMAN RECRUITMENT LTD	19,464		
**Total	2,883,840	9,781,557	15,735,377
Source: HSE Regional Finance Ledger Systems			
** Please Note: Excludes HSE Area South as data unavailable			