



Oifig an Stiúrthóra Réigiúnda Daoine  
FSS an Iardheiscirt

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15<sup>th</sup> April 2025

Deputy Pádraig O'Sullivan, TD,  
Dáil Éireann,  
Dublin 2.

**PQ ref 9072/25**

***“To ask the Minister for Health the progress to date in filling all positions available in CH04 including maternity leave cover; the number of positions likely to be filled to ensure continuity of care for the local community; and if she will make a statement on the matter.***

Dear Deputy O'Sullivan,

HSE South West 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.

By way of information, recruitment campaigns managed within the HSE are informed by the Codes of Practice, as established by the Public Service Appointments Commission and are informed by clear principles to include probity, transparency, fairness, merit, inclusivity, and best practice.

HSE South West received a detailed direction in relation to Pay and Numbers Strategy and Spend Limits which relates to HSE, Section 38 health services excluding those involved in the provision of disability services. By way of information, the core features of this are:-

- Specified number of WTEs and related total pay spend limit with the authority to replace, recruit and prioritise within these.
- The WTE allocation is accompanied by a spend limit on agency and overtime. This is challenging but allows us to be responsive within the overall funding and WTE allocation available.
- Within national policy and priorities, our Region is empowered to consider and prioritise the use or reallocation of a post when it becomes vacant, within the approved WTE limit.

The Regional Executive Officer, HSE South West has delegated authority to advance recruitment through each stage of the relevant recourse control process. i.e. Stage 1 – Authority to initiate recruitment, Stage 2 - Authority to approve entering into a contract of employment and Stage 3 – Authority to approve admittance to payroll. To adhere to the controls required to the Pay and Numbers Strategy and Spend Limits, the HSE South West Region has established a 'Workforce Prioritisation Process'. This process provides for a senior management forum to consider posts identified by operational service management as priority posts in support service delivery for the South West region.

The following provides a summary of the January and February 2025 Workforce Reporting which highlights an increase in WTE in HSE South West.



HSE South West	WTE DEC 2019	WTE DEC 2023	WTE DEC 2024	WTE JAN 2025	WTE FEB 2025	WTE Change 2024	WTE Change 2025	WTE Change JAN 2025	WTE Change Dec 2023 to FEB 2025	WTE Change Dec 2019 to FEB 2025	% WTE Change Dec 2023 to FEB 2025	No. FEB 2025
Total HSE South West	15,829	18,929	19,310	19,372	19,418	+382	+108	+46	+490	+3,589	2.59%	22,756
Acute	7,641	9,961	10,088	10,141	10,152	+127	+64	+11	+191	+2,512	1.92%	11,435
CHWB		51	47	47	45	-4	-2	-2	-6	+45	-12.62%	53
MH	1,499	1,615	1,569	1,580	1,597	-46	+28	+17	-19	+98	-1.15%	1,762
PC	1,346	1,816	1,946	1,953	1,958	+131	+12	+5	+142	+612	7.85%	2,454
Disabilities	2,425	2,686	2,815	2,807	2,840	+128	+25	+33	+154	+415	5.72%	3,410
Older People	2,919	2,752	2,801	2,800	2,784	+49	-17	-16	+32	-135	1.15%	3,596
CHO Operations		47	44	43	43	-3	-2	-1	-4	+43	-9.54%	46

The HSE South West Region is committed progressing all available positions within agreed WTE and budget to ensure we are providing a quality health service.

Yours sincerely,

**Annemarie Byrne**

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