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2<sup>nd</sup> October 2025

Deputy Donna McGettigan,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2

**PQ 52695/25- To ask the Minister for Health the number of permanent admin staff in Ennis hospital, Nenagh hospital and UHL; if permanent admin positions are being filled by agency staff in Ennis and if so the reason; the reason for many agency staff in positions as secretary consultants; the plans to replace permanent staff with agency staff in Ennis hospital; if the local management have been made aware of this; if the ratio of permanent admin staff to agency staff in these locations is similar in each location or if the ratio in Ennis is different; and if she will make a statement on the matter.**

Dear Deputy McGettigan,

I refer to your correspondence dated 29<sup>th</sup> September 2025.

Please note responses to questions raised below:

- **The number of permanent admin staff in Ennis hospital, Nenagh hospital and UHL; Ennis:**

520.31 WTE as of 01.09.2025

Ennis 31.72 WTE

Nenagh 36.09 WTE

UHL 452.50 WTE

- **If permanent admin positions are being filled by agency staff in Ennis and if so the reason**

The management of any vacancies that arise, both temporary and permanent is a challenge that is actively addressed through continuous monitoring of the WTE value. Staff are deployed based on service need across an integrated group of hospitals. In addition, temporary staffing solutions such as the use of agency staff may be required to ensure continuity of service and meet service demands. 15 WTE are currently filled by agency for varying reasons of Long term sick leave, Maternity leave and vacant posts.

- **The reason for many agency staff in positions as secretary consultants**

Agency staff offers immediate support for vacancies during peak leave periods or as a result of unexpected leave. It also provides continuity of service when permanent hiring is in progress. 3 WTE are currently filled by agency in secretarial roles.



- **The plans to replace permanent staff with agency staff in Ennis hospital.**

In response to the continued financial and critical need to manage and reduce agency a guidance framework has been developed. The process has commenced to collate agency staff that meet the framework criteria which determines the approach to be followed in line with the pay and numbers strategy.

- **If the ratio of permanent admin staff to agency staff in these locations is similar in each location or if the ratio in Ennis is different.** The ratio for each site varies pending on service needs and vacancy rates. Ennis and Nenagh as model 2 sites, in comparison to UHL as a model 4 site would have an overall lower agency ratio. Given that UHL is a central referral site with a large catchment area and complex services there is a higher demand in using agency staff to fill gaps to meet immediate changes in service need.

The HSE are committed to filling vacancies in a timely manner in tandem with management and monitoring of the WTE target. Estimated timeframes for filling posts vary by grade are based on current recruitment processes and market conditions.

I trust this clarifies the position. Please contact me if you have any further queries.

Kind Regards,

**IAN CARTER**  
**CEO Midwest Acute and Older People Services**  
**HSE Mid West**