

**Disclosures Required by the Code of Practice for the Governance of State Bodies (2016)**

The Board is responsible for ensuring that the HSE has complied with the requirements of the Code of Practice for the Governance of State Bodies ('the Code'), as published by the Department of Public Expenditure and Reform in August 2016.

The following disclosures are required by the Code:

**Employee Short-Term Benefits**

Employee short-term benefits in excess of €60,000 are set out in note 7 of the Annual Financial Statements.

**Consultancy Costs\***

Consultancy costs include costs of external expert analysis and advice to management which contributes to decision making or policy direction. It excludes outsourced 'business as usual' functions.

Consultancy Costs*	2021 €'000	2020 €'000
Legal Advice	6	84
Tax and Financial advisory	218	-
Public relations/marketing	273	299
Human Resources and Pensions	186	245
Strategic Planning and Business improvement**	51,043	23,039
IT Consultancy	7,653	3,294
Other	16,496	21,055
<b>Total consultancy costs</b>	<b>75,875</b>	<b>48,015</b>
<b>Total consultancy costs further analysed as follows:</b>		
Consultancy costs capitalised	-	-
Consultancy costs charged to Income and Expenditure and Retained Revenue Reserves	75,875	48,015
	<b>75,875</b>	<b>48,015</b>

\* Included in Note 8 Non Pay Expenditure, Office and Administration Expenses, Legal and Professional Fees.

\*\* Includes costs related to COVID

**Legal Costs and Settlements**

The table below provides a breakdown of amounts recognised as expenditure in 2021 in relation to legal costs, settlements and conciliation and arbitration proceedings relating to contracts with third parties. This does not include expenditure incurred in relation to general legal advice received by the HSE which is disclosed in Consultancy costs above.

	2021 €'000	2020 €'000
Legal fees – legal proceedings	22,239	22,847
Conciliation and arbitration payments	134	84
Settlements	929	448
<b>Total</b>	<b>23,302</b>	<b>23,380</b>

\* included in Note 8 Non Pay Expenditure, Office and Administration Expenses, Legal and Professional Fees.

Costs in relation to on-going matters involving other State bodies are not included in these legal costs.

The number of cases covered by the above legal costs amounted to 2,071 in 2021 (2020: 1,896).

Additional legal costs and settlements were paid by the HSE's Insurance Company.

Note 11 of the Financial Statements discloses the costs and the future liability in relation to the Clinical Indemnity Scheme.

**Travel and Subsistence Expenditure**

Travel and subsistence expenditure is categorised as follows:

	2021 €'000	2020 €'000
<b>Domestic</b>		
- Board**	0	2
- Employees	60,749	61,368
<b>International</b>		
- Board**	0	2
- Employees	1,579	165
<b>Total</b>	<b>62,328</b>	<b>61,537</b>

\* Included in Note 8 Non Pay Expenditure, Office and Administration Expenses, Legal and Professional Fees.

\*\* 2021 includes Board members T&S only. The CEO's expenses are disclosed in Note 2.

**Entertainment Expenditure**

The aggregate total expenditure incurred in relation to hospitality was €Nil. All entertainment type expenses disclosed in the financial statements relate to Client/Patient clinical programmes and are disclosed under Miscellaneous/Recreation.

\* included in Note 8 Non Pay Expenditure, Other: Operating Expenses, Recreation.

**Statement of Compliance**

The HSE has complied with the requirements of the Code of Practice for the Governance of State Bodies, 2016 and has put in place procedures to ensure compliance with the Code.

Signed on behalf of the Board

Ciaran Devane  
Chairperson