



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive



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# Data Requests

*Variances between DIME and Health Services  
Personnel Census Data*

## Health Services Personnel Census Data

Health services employment is reported on a monthly basis through the Health Services Personnel Census (HSPC) which is the official employment count for the public health sector covering the HSE and Section 38 Voluntary Hospitals & Agencies.

The Primary function of HSPC is to provide concurrent reporting on employment levels, used to inform decision making and analysis in respect of the health service workforce and analysis of the health service workforce, assist workforce planning and to monitor compliance with the Pay & Numbers Strategy as set out in the Service Plan.

1. Numbers equating to service levels are expressed as whole time equivalents (WTE) which is derived from payroll and takes account of part-time working.
2. In accordance with the methodology specified by the Department of Health the WTE calculation is based on the number of hours worked (excluding overtime) over the standard number of hours in the most recent pay period.
3. Directly employed staffing levels are reported in terms of grade, WTE, headcount, gender and employment contract type (indefinite duration, fixed term, specified purpose) and service (Hospital, Hospital Group, Community Healthcare Organisation, Division and so on) and do not include agency staff.
4. As the HSPC numbers relate to direct employment, including fixed term and specified purpose (temporary appointments), with ***agency staff not included***, these figures are not comparable to the figures from the NDTP DIME system which follows a different methodology.
5. In the case of Medical Consultants who provide sessions in more than one hospital/ agency/ location, HSPC WTE data is collated on the basis of the principal employer.
6. Staff who are not on the payroll due to circumstances including unpaid sick leave, unpaid maternity leave and other unpaid leave are not included in HSPC employment reports for the reporting period.

Further information on HSPC data is available on <https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/> or e-mail [workforcedata@hse.ie](mailto:workforcedata@hse.ie)

## National Doctors Training and Planning, NDTP

The Doctors Integrated Management E-system (DIME), administered by National Doctors Training and Planning (NDTP), HSE, holds data on the medical doctor workforce i.e. Consultants and Non Consultant Hospital Doctors (NCHDs) working in clinical posts.

The primary function of the database when created was to enable the registration, training and employment details of Consultant and NCHD posts to be collated on a single national system.

1. DIME is dependent on clinical sites and training bodies inputting data and therefore there may be variances and gaps in the data supplied to that held within clinical sites or HSPC.
2. DIME data is not linked to staff payroll but rather their training and employment record and not comparable to figures from the Health Services Personnel Census (HSPC) which follows a different methodology.
3. In respect of Consultants being on a period of leave e.g. maternity leave, sick leave, leave of absence etc. or seconded to another role e.g. Management Roles/Clinical Programme leads, the substantive post holders wte is reduced on Dime as appropriate to allow the locum/temporary replacement be matched to post. At all times the combined post occupancy for the given post cannot exceed 1 wte.
4. In contrast to HSPC data DIME includes information on Consultants employed directly by clinical sites and via employment agencies.
5. DIME can report on grade, gender, specialty, sub specialty employment contract type, tenure, location, Medical Council registration status, vacancies etc.
6. Data on consultant staffing can be reported by post(s) or by post holder(s). There is also a facility to report the number of filled, vacant or unknown posts. Vacant is a consultant post that the clinical site has verified on DIME as currently vacant. Unknown refers to when the site has not yet assigned a consultant to a post or marked a post as vacant and therefore the status of this post is currently unknown in DIME.
7. As DIME has evolved over the years so too have its features which include the National Employment Record (NER), Occupational Health Records, Training Support Schemes (TSS) and Consultant application portal (CAP). DIME is reliant on clinical sites and postgraduate medical training bodies inputting accurate data on their employees and trainees.
8. All users of DIME are required to comply with the Data Protection Act 2018.

Further information on DIME data requests are available on [www.hse.ie/doctors](http://www.hse.ie/doctors) or email [doctors@hse.ie](mailto:doctors@hse.ie)