



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

All Queries to:

Teil/Tel: (045) 880454;

Rphost/ E-mail: frank.oleary@hse.ie

Teil/Tel: (01) 8131896;

Rphost/ E-mail: des.williams@hse.ie

HSE HR Circular 010/2012

26th March, 2012.

**To: Each Member of Management Team, HSE;
Each Regional Director of Operations, HSE;
Each Regional Assistant National Director of Human Resources, HSE;
Each CEO & HR Manager, directly funded Voluntary Hospital / Agency.**

Re: Interim Sub-allocation of the Approved Employment Ceiling for the Health Services at the end of 1st Quarter, 2012.

Dear Colleague,

1. Introduction:

1.1. The HSE's employment control framework continues to be critical in assisting managers deliver service plans within Vote, and in accordance with National Service Plans. The continuing purpose of the general moratorium on recruitment and promotion is to facilitate a permanent structural reduction in the numbers of staff serving in the public service and to contribute significant and ongoing savings to the Exchequer. One particular aspect of the framework is the allocation of an approved employment ceiling for the health sector at the start and end of the year and its sub-allocation within the sector.

- (a) The HSE awaits the notification of changes to the current Employment Control Framework from the Department of Health. In the interim, in line with the National Service Plan 2012 approved by the Minister for Health in January, the end of year 2012 employment ceiling has been set at 102,100 WTEs. This ceiling reflects a 3,334 WTE (-3.16%) reduction in the course of 2012. As in previous years this annual reduction will be applied on a quarterly basis in 2012 and when expressed in WTEs equates to 834 WTEs per quarter.
- (b) Outstanding 2010 and 2011 new approved and funded service development posts still to be activated on payroll at the start of 2012 will be subject to ceiling adjustments, once activated, and will be drawn down from the portion of the start 2012 ceiling set aside for that purpose.
- (c) The planned new service development posts provided for in Mental Health Services and Primary Care Services as set out in the National Service Plan 2012 will be

All Queries to:

Tel: (045) 880454; E-mail: frank.oleary@hse.ie; or Tel: (01) 8131896; E-mail: des.williams@hse.ie

subjected to a similar process in line with those new approved and funded posts in 2011 and will be addressed further in a subsequent HSE HR Circular.

- (d) Amendments to the Health Sector's approved employment ceiling will be made in the course of 2012 in respect of the transfer of elements of the National Council for the Professional Development of Nursing and Midwifery to the HSE and to the staffing of the Special Delivery Unit in the Department of Health.

1.2. A subsequent HSE HR Circular will issue, once the revised employment control framework for 2012 is notified to the HSE. In the interim the general provisions, as previously notified, pertaining to the current employment control framework will continue in place.

2. Approved employment ceiling at Service/Function/Region level for Quarter 1, 2012:

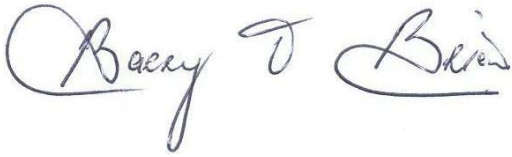
The detailed break-down of the overall approved employment ceiling for the Health Sector at the start of 2012 and at the end of Quarter 1, 2012 is set out in the table below:

Service / Region	Ceiling Dec 2011	Quarterly Reduction	Quarter 1 2012 Ceiling
Integrated Services Directorate	100,161	797	99,364
Hospital Care	16,315		
Primary and Community Services	14,773		
Corporate/Population Health/Others	725		
Unallocated	21		
HSE Dublin / Mid-Leinster	31,833	253	31,580
Hospital Care	10,397		
Primary and Community Services	10,452		
Corporate/Population Health/Others	520		
Unallocated	109		
HSE Dublin / North-East	21,478	171	21,307
Hospital Care	10,437		
Primary and Community Services	11,688		
Corporate/Population Health/Others	948		
Unallocated	176		
HSE South	23,249	185	23,064
Hospital Care	10,712		
Primary and Community Services	13,384		
Corporate/Population Health/Others	1,057		
HSE West	25,153	200	24,953
National Ambulance Service	1,504	12	1,492
Hospital Care	20		
Primary and Community Services	300		
National Cancer Control Program	762		
Population Health	39		
Other Corporate functions at national level	479		
National	1,599	13	1,586
<i>Service developments/ceiling to be allocated</i>	616		616
Total	105,434	834	104,600

Note: the internal sub-allocations of these ceilings are subject to change based on decisions by the National Director, Integrated Services Directorate/Regional Directors of Operations and may also be changed due to remapping of WTEs.

All queries in relation to this Circular should be directed to Frank O'Leary, Assistant National Director of HR, Performance Management & Management Information, (tel: 045 880454; email: Frank.OLeary@hse.ie) or Des Williams, (tel: 01-8131896; e-mail: Des.Williams@hse.ie).

Yours sincerely,



Barry O'Brien,
National Director of Human Resources.