



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

HSE HR Circular 04/2007

30th March 2007

*National Human Resources Directorate
Health Services Executive,
2nd Floor,
Dr Steeven's Hospital;
Dublin 8.*

Each National Director HSE and Assistant National Directors HSE.
Each Hospital Network Manager and Local Health Office Manager HSE,
Each CEO direct funded Voluntary Hospital/Voluntary Agency.

HSE 2007 Employment Control Framework and Allocation of the Health Service Executive approved employment ceiling as at the start of 2007

Dear Colleague,

1. Introduction

- 1.1. The HSE Employment Control Framework for 2007 as approved by the Board of the Health Service Executive has a number of key features as follows:
 - a The sub-allocation of the approved employment ceiling of 108,000 to LHO/Hospital Network/Voluntary Agency level;
 - b The strict compliance requirement to operate within allocated approved employment ceilings;
 - c The allocation of a proportionate target staff reduction figure of 1,000 to be achieved by end of 2007;
 - d The devolution of responsibility and accountability for the filling of all vacancies arising in the system to Service Managers subject to compliance with revised employment ceilings (excluding a small number of senior level posts).
 - e New procedures for the filling of senior level posts – Grade VIII level and above;
 - f The continuation of National review of vacancies in corporate type functions or posts configured on former structures predating the establishment of the HSE;
 - g Changes to reporting in the health services quarterly personnel census;
 - h Remapping and reconfiguration to new main cost centres;
 - i National Service Plan 2007 and tracking of the filling of posts in the roll-out of new approved service developments.
- 1.2. The framework was developed in the context of the policy position outlined by the Secretary General of the Department of Health and Children in his letter dated the 20th of December 2007 to the Chief Executive Officer, HSE and the employment control framework already in operation during 2006.

2. National approved employment ceiling of 108,000 wtes

- 2.1. The Government assigned a new approved employment ceiling of 108,000 for the health services. This revised ceiling took account of approved service developments during

2005 and 2006 and certain 'legacy' issues arising from the manner in which health service personnel census information was collected and reported upon previously.

2.2. The sub-allocation of the national approved employment ceilings by service/ functions at the start of 2007 is as follows:

a	Primary, Community and Continuing Care	-	53,253
b	National Hospitals Office	-	50,420
c	Population Health	-	509
d	Corporate/Others(incls Subsumed agencies)	-	3,386
e	Takeovers/Miscellaneous	-	<u>432</u>
	Total	-	<u>108,000</u>

2.3. The sub-allocation of the national approved employment ceiling by HSE Area at the start of 2007 is as follows:

a	HSE Dublin Mid Leinster	-	31,926
b	HSE Dublin North East	-	23,635
c	HSE South	-	24,168
d	HSE West	-	27,523
e	2006 developments to be allocated by PCCC	-	106
f	Subsumed agencies – allocated	-	210
g	Takeovers/Miscellaneous to be allocated	-	<u>432</u>
			<u>108,000</u>

HSE DML includes HSE Palmerstown and former Eastern Shared Services in the interim pending configuration of national corporate and other new structures at national level.

2.4. Approved employment ceilings sub-allocated to all service units (Administrative Areas, LHOs, Hospital Networks, individual agencies, other functions) as at the start of 2007 are outlined in appendix 1 to this Circular.

2.5. More detailed information on the allocation of revised employment ceilings has been forwarded to the Assistant National Director of Human Resources in the HSE Areas.

2.6. Mapping and reconfiguration requirements from structures predating the HSE and evolving from new structures therein continue. This impacts on the appropriateness or otherwise of some sub-allocations of the National approved employment ceiling below Area level. Such remapping, reconfiguration and migration of staff has to operate in the context of approved employment ceilings at Area and functional level. The AND's/ Network Managers have authority to transfer employment ceilings/wtes between individual service units. They should engage with Assistant National Directors of HR and Finance when effecting internal transfers of approved employment ceilings. Assistant National Directors of HR are required to keep the National Employment Monitoring Unit informed of all internal transfers of employment ceilings to allow up to date accurate monitoring of ceiling compliance.

3. Compliance requirement with approved employment ceilings

3.1. It is critical that service managers, heads of functions and CEOs of Voluntary Agencies operate their services in strict compliance with approved employment ceilings. Managers will be required to provide details to the appropriate National Director on a quarterly basis where their personnel census return is in excess of their approved employment ceiling, outlining the following:

- The reasons for the variance;
- Any factors that may be temporary in nature, which impact on the variance, e.g. emergency service issues, etc;
- What actions/steps are being taken and in what timescale to effect ceiling compliance;

- d Number and WTE value of notified new service development posts not filled at the end of each quarter;
 - e Any other factors relevant to the issue.
- 3.2. Such information shall be forwarded to the Assistant National Director of HR in the Area and to the Head of NEMU at the same time as being submitted to the National Director.
- 3.3. Core WTE issues can only be addressed in the context of future service developments, and/or through staff reengineering, internally or across agencies/functions/Areas.
- 4. Allocation of a proportionate target staff reduction figure of 1,000 to be achieved by end of 2007**
- 4.1. As part of the Government's decision to authorise a new approved employment ceiling for the health services at the start of 2007, there is a requirement on the HSE to effect a 1,000 WTE reduction by the end of 2007.
- 4.2. See Appendix 1 for the allocation of a proportionate target staff reduction across LHOs/Hospital Networks/Hospitals/functions/Voluntary agencies.
- 4.3. Such Service Managers/CEOs of Voluntary Hospitals/Voluntary Agencies will be required to report specific progress in achieving their targeted reduction during 2007. The reports should clearly identify how the targeted reduction is to be achieved by the end of 2007 and the specific progress made at the date of submission. The first such report is to be submitted at the end of Quarter 2 – 30 June 2007, to NEMU by the 20th July 2007. A further progress report is to be submitted by 20th September 2007. This report, in instances where the target is still to be achieved, should identify the date by which it will be achieved. The final report on this matter is to be submitted by each Service Manager/Head of Function/CEO of Voluntary Hospital/Voluntary Agency to NEMU not later than 20th November 2007.
- 5. Devolved responsibility and accountability to HSE Service Managers for filling of vacancies.**
- 5.1. In the case of direct employees of the HSE, the request to hire form B process introduced in 2006 will apply at Area level in the filling of such vacancies subject to the compliance requirement with approved employment ceilings. There is no longer a requirement to escalate such requests to hire to National/NEMU level.
- 5.2. This delegated authority does not apply to new service developments, corporate type functions, and certain senior posts. In these instances the request to hire form A process will continue to apply and be routed to NEMU before approval can be granted.
- 5.3. Service units of the HSE cannot initiate recruitment/filling of vacancies in advance of the granting of approval to hire as outlined above.
- 6. The Senior Management Posts at Grade VIII level and above.**
- 6.1. Effective from this date, the filling of posts at Management/Admin Grade VIII level and above, across all health services require prior approval of the Minister for Health and Children.
- 6.2. When such vacancies arise, the appropriate Service Manager/Head of Function/CEO of Voluntary Hospital/Voluntary Agency will submit a request, through NEMU, seeking the sanction of the Minister to the proposal.

- 6.3. In the case of such vacancies in the HSE, the request will be vetted by the Sub-group of the National Management Team established in 2006 to review corporate and clerical/admin vacancies, prior to the request being forwarded by NEMU to the Department of Health and Children.
- 6.4. Where a vacancy at a senior level post is to be filled through a reassignment within the HSE, the prior approval of the Minister is not required. The reassignment cannot result in a back-filling action. It has to be grade and WTE neutral. The Service Manager must inform NEMU of every such reassignment prior to the filling of the post, through the completion of a request to hire form A. There is no requirement for such requests to go to the Sub-group of the National Management Team.
- 6.5. The specific procedures to be applied in respect of the filling of vacancies at Grade VIII and above, other than reassignments, will be dealt with in a separate Circular to issue shortly.

7. Continuation of national review of vacancies in corporate type functions or posts configured on former structures predating the establishment of the HSE

- 7.1. All posts in Finance/HR/Estates/Consumer Affairs/Communications/Planning/Quality and Risk/Corporate and Parliamentary Affairs/Population Health etc. will continue to be escalated to national level, where an assessment as to whether the post should be filled through re-deployment, whether the post should be geographically re-located, assigned to another function or be suppressed. This process is linked to on going negotiations on organisational structure issues.
- 7.2. The Sub-group of the National Management Team, chaired by the Head of NEMU, will meet on the second Friday of each month to conduct reviews of such vacancies.

8. Changes to reporting in the health services quarterly personnel census

- 8.1. Revised instructions on the completion of quarterly health service personnel census, with effect from the Quarter 1 Census – end of March 2007, have been issued recently.

9. Linking staff to cost centers – Remapping and reconfiguration from former structures

It is understood that there is ongoing remapping, configuration and migration of staff from former structures predating the establishment of the HSE and that this will continue for some time. This will result in revised cost centre structures upon which census reporting is based. It is stressed that Service Managers, heads of functions must engage with Assistant National Directors of HR in the Areas to effect such changes. Transfers of ceilings within and across functions must be conducted in the context of overall Area and Functional employment ceilings. This information must be kept up to date to ensure that the issue of ceiling compliance can be accurately monitored and assessed. The National Employment Monitoring Unit must be kept informed of all such internal transfers. In the case of cross Area/National Corporate ceiling transfers, these transfers should be notified to NEMU with endorsement of both Areas impacted by the transfer.

10. National Service Plan 2007 and tracking of the filling of posts in the roll-out of new approved service developments.

- 10.1. The process of primary notifications will continue to be the mechanism through which the HSE confirms approval for new service developments arising from the National Service Plan 2007 pending formal receipt of the adjustment to the overall health services approved employment ceiling.

10.2. Employment Ceilings will be adjusted upon issue of the primary notification from NEMU. Service Managers/Heads of Functions/Assistant National Directors of HR in the Areas/CEOs of Voluntary Hospitals/Voluntary Agencies must track the filling of such new service development posts.

11. Status of previous instructions

11.1. This Circular is in addition to the following Circulars/Instructions where they apply to employment control, the filling of posts in the HSE and in the wider health services and the monitoring and reporting of employment control data.

- a HSE HR Circular 01/2006 – HSE 2006 Employment Control Framework
- b HSE Circular 07/2006 – HSE Employment Control Framework – Allocation of Employment Ceilings.
- c Health Service Personnel Census at 31 March 2007 – Instructions for the completion of Quarter 1 census.
- d HSE HR Circular 20/2005 – National Grades/Grade Codes – Standardisation of arrangements.

Please ensure that all appropriate personnel are advised and familiar with the requirements placed upon them following the Board's decision on this matter.

11.2. Queries in relation to this Circular should be directed to Mr Frank O'Leary, Head of the National Employment Monitoring Unit (email Frank_OLeary@hse.ie) phone 045 880454 or Ms Eibhlin Smith (email Eibhlin_Smith@hse.ie) phone 045 882522.



Mr Martin McDonald
National Director of Human Resources

Attachment Allocation of employment ceilings as at the start of 2007

Appendix to HSE HR Circular 04/2007

Allocation of employment ceilings at the start of 2007

Functions	Location	Ceiling end 2006	Proportional reduction target by end 2007	Ceiling adjusted to take account of reduction but before adjustments for 2007	
NHO	National Hospitals Networks				
	Network Manager's Office	5.00	0.05	4.95	
	Posts to be allocated by Network Mgr	0.00	0.00	0.00	
	St Luke's Hospital	746.69	6.91	739.78	
	Orthopaedic Hospital Kilcreene	93.32	0.86	92.46	
	St. Joseph's (South Tipperary General)	511.98	4.74	507.24	
	Our Lady's Hospital Cashel	192.24	1.78	190.46	
	Waterford Regional Hospital	1,714.31	15.87	1,698.44	
	Ely Hospital	42.80	0.40	42.40	
	Wexford General Hospital	731.49	6.77	724.72	
	Portion of ceiling not allocated in 2005	43.76	0.41	43.35	
	South Eastern Hospitals Group	4,081.59	37.80	4,043.79	
	Network Manager's Office	4.00	0.04	3.96	
	Posts to be allocated by Network Mgr	0.00	0.00	0.00	
	Cork University Hospital	2,741.56	25.39	2,716.17	
	NMPDU + Ancillary Services CUH	25.00	0.23	24.77	
	Mallow General Hospital	229.82	2.13	227.69	
	Unified Maternity Services	627.12	5.81	621.31	
	St Mary's Orthopaedic Hospital	217.24	2.01	215.23	
	Kerry General Hospital	963.86	8.93	954.93	
	Bantry General Hospital	232.45	2.15	230.30	
	Mercy University Hospital	994.50	9.21	985.29	
	South Infirmary Hospital	676.00	6.26	669.74	
	Southern Hospitals Group	6,711.55	62.15	6,649.40	
	NHO - HSE South	10,793.14	99.94	10,693.20	
	NHO	Network Manager's Office	7.50	0.07	7.43
		Posts to be allocated by Network Mgr	5.00	0.05	4.95
		Cavan General Hospital	669.39	6.20	663.19
Monaghan General Hospital		227.39	2.11	225.28	
Our Lady's Hospital, Navan		486.93	4.51	482.42	
Our Lady of Lourdes Hospital		1,168.37	10.82	1,157.55	
Louth County Hospital		388.90	3.60	385.30	
North Eastern Hospitals Group		2,953.48	27.35	2,926.13	
Network Manager's Office		0.00	0.00	0.00	
Posts to be allocated by Network Mgr		0.00	0.00	0.00	
Connolly Hospital Blanchardstown		1,239.86	11.48	1,228.38	

	Beaumont Hospital	2,880.08	26.67	2,853.41
	Mater Misericordiae University Hospital	2,476.08	22.93	2,453.15
	Cappagh Orthopaedic Hospital	326.70	3.03	323.67
	Children's University Hospital, Temple Street	878.61	8.14	870.47
	The Rotunda Hospital	677.84	6.28	671.56
	Dublin North East Hospitals Group	8,479.17	78.52	8,400.65
	NHO - HSE Dublin North East	11,432.65	105.87	11,326.78
	Network Manager's Office	12.91	0.12	12.79
	Posts to be allocated by Network Mgr	142.00	1.31	140.69
	Letterkenny General Hospital	1,272.52	11.78	1,260.74
	Sligo General Hospital	1,383.77	12.81	1,370.96
	University College Hospital Galway	2,489.37	23.05	2,466.32
	Merlin Park Regional Hospital	691.59	6.40	685.19
	Orthodontic Service	18.72	0.17	18.55
	Diploma in Nursing	8.00	0.07	7.93
	Mayo General Hospital	998.67	9.25	989.42
	Roscommon General	315.54	2.92	312.62
	Portiuncla Hospital, Ballinasloe	666.70	6.17	660.53
	Western Hospitals Group	7,999.79	74.08	7,925.71
NHO	Network Manager's Office	5.00	0.05	4.95
	Posts to be allocated by Network Mgr	0.00	0.00	0.00
	MWRH Dooradoyle	2,236.92	20.71	2,216.21
	MWRH Maternity	45.00	0.42	44.58
	MWR Orthopaedic Hospital Croom	197.00	1.82	195.18
	MWRH Ennis	291.85	2.70	289.15
	MWRH Nenagh	247.50	2.29	245.21
	St John's Hospital, Limerick	320.40	2.97	317.43
	Mid Western Hospitals Group	3,343.67	30.96	3,312.71
	NHO - HSE West	11,343.46	105.04	11,238.42
	Network Manager's Office	9.00	0.08	8.92
	Posts to be allocated by Network Mgr	0.00	0.00	0.00
	Midlands Regional Hospital Tullamore	940.13	8.71	931.42
	Midlands Regional Hospital Portlaoise	469.54	4.35	465.19
	Midlands Regional Hospital Mullingar	697.72	6.46	691.26
	Acute Hospital Services (Midland)	37.43	0.35	37.08
	Naas General Hospital	704.25	6.52	697.73
	Tallaght Hospital	2,570.97	23.81	2,547.16
	Our Lady's Hospital for Sick Children	1,425.39	13.20	1,412.19
	The Coombe Women's Hospital	649.33	6.01	643.32
	Dublin Midland Hospitals Group	7,503.76	69.48	7,434.28
	Network Manager's Office	2.00	0.02	1.98
	Posts to be allocated by Network Mgr	0.00	0.00	0.00

	St Columcille's Hospital	486.45	4.50	481.95
	St Vincent's University Hospital, Elm Park	2,177.97	20.17	2,157.80
	St James's Hospital	3,627.54	33.59	3,593.95
	St Michael's Hospital, Dun Laoghaire	434.83	4.03	430.80
	St Luke's and St Mary's Hospital	459.29	4.25	455.04
	Royal Victoria Eye & Ear Hospital	275.68	2.55	273.13
	National Maternity Hospital	645.18	5.97	639.21
	Dublin South Hospitals Group	8,108.94	75.09	8,033.85
	NHO - HSE Dublin Mid Leinster	15,612.70	144.57	15,468.13
	Ambulance Service HSE South	328.00	3.04	324.96
	Ambulance Service HSE DNE	138.00	1.28	136.72
	Ambulance Service HSE West	403.21	3.73	399.48
	Ambulance Service HSE DML	368.92	3.42	365.50
	Ambulance TOTAL	1,238.13	11.47	1,226.66
	NHO National Total	50,420.08	466.89	49,953.19
PCCC	PCCC HSE Dublin Mid Leinster			
	Asst Director's Office	98.77	0.91	97.86
	Posts to be allocated by AND	145.18	1.34	143.84
	Dun Laoghaire - Statutories	981.28	9.09	972.19
	Children's Sunshine Home	71.13	0.66	70.47
	Drug Treatment Centre Board	109.48	1.01	108.47
	Total Dun Laoghaire	1,161.89	10.76	1,151.13
	Dublin South East-Statutories	682.50	6.32	676.18
	Leopardstown Park Hospital	197.40	1.83	195.57
	Royal Hospital Donnybrook	294.61	2.73	291.88
	Total Dublin South East	1,174.51	10.88	1,163.63
	Wicklow - Statutories	813.01	7.53	805.48
	Dublin Dental Hospital	88.45	0.82	87.63
	National Rehabilitation Hospital	348.86	3.23	345.63
	St. John of God Eastern Region	1,319.03	12.21	1,306.82
	Sunbeam House Services	286.54	2.65	283.89
	Total Wicklow	2,855.89	26.45	2,829.44
	Dublin South City - Statutories	719.38	6.66	712.72
	Our Lady's Hospice Harold's Cross	460.30	4.26	456.04
	Total Dublin South City	1,179.68	10.92	1,168.76
	Dublin South West - Statutories	829.25	7.68	821.57
	Cheeverstown House	367.96	3.41	364.55
	Total Dublin South West	1,197.21	11.09	1,186.12
	Dublin West - Statutories	606.94	5.62	601.32
	Peamount Hospital (Newcastle)	418.26	3.87	414.39

	Stewart's Hospital, (Palmerstown)	733.65	6.79	726.86	
	Total Dublin West	1,758.85	16.29	1,742.56	
	Kildare/West Wicklow-Statutories	1,011.31	9.36	1,001.95	
	KARE Newbridge	261.91	2.43	259.48	
	Total Kildare West Wicklow	1,273.22	11.79	1,261.43	
	Laois/Offaly - Statutories	1,585.53	14.68	1,570.85	
	Sisters of Charity (Laois Offaly)	234.80	2.17	232.63	
	Sisters of Charity Monasterevin (Moore Abbey)	310.60	2.88	307.72	
	St Anne's Roscrea (Sister Charity Jesus/Mary)	1.75	0.02	1.73	
	Total Laois/Offaly	2,132.68	19.75	2,112.93	
	Longford/Westmeath	1,502.97	13.92	1,489.05	
	Sisters of Charity Devlin	169.00	1.56	167.44	
	Total Longford/Westmeath	1,671.97	15.48	1,656.49	
	Total PCCC Dublin Mid Leinster	14,649.85	135.66	14,514.19	
PCCC	PCCC HSE Dublin North East				
	Asst Director's Office	0.00	0.00	0.00	
	Posts to be allocated by AND	71.12	0.66	70.46	
	Louth - Statutories	1,114.22	10.32	1,103.90	
	St John of God's Drumcar	501.00	4.64	496.36	
	Total Louth	1,615.22	14.96	1,600.26	
	Total Cavan/Monaghan	1,318.54	12.21	1,306.33	
	Total Meath	1,089.86	10.09	1,079.77	
	Dublin North West - Statutories	1,732.85	16.05	1,716.80	
	Daughters of Charity Navan Road	1,047.52	9.70	1,037.82	
	Total Dublin North West	2,780.37	25.75	2,754.62	
	Dublin North Central - Statutories	1,258.92	11.66	1,247.26	
	Central Remedial Clinic	236.73	2.19	234.54	
	St. Michael's House, Dublin	1,218.04	11.28	1,206.76	
	Incorporated Orthopaedic Hospital (Clontarf)	118.55	1.10	117.45	
	St. Vincent's, Fairview	208.58	1.93	206.65	
	Total Dublin North Central	3,040.82	28.16	3,012.66	
	Dublin North - Statutories	1,567.49	14.51	1,552.98	
	St Mary's Auxiliary Hospital Baldoyle	100.03	0.93	99.10	
	Total Dublin North	1,667.52	15.44	1,652.08	
	Unallocated posts NA at start of 2006	29.00	0.27	28.73	
	Total PCCC Dublin North East	11,612.45	107.53	11,504.92	
		PCCC HSE West			
		Posts to be allocated by AND	197.25	1.83	195.42

	Asst Director's Office	0.00	0.00	0.00
	Galway - Statutories	2,078.03	19.24	2,058.79
	Brothers of Charity, Galway	731.06	6.77	724.29
	Total Galway	2,809.09	26.01	2,783.08
	Total Mayo	1,535.24	14.22	1,521.02
	Roscommon - Statutories	736.25	6.82	729.43
	Brothers of Charity Roscommon	243.60	2.26	241.34
	Total Roscommon	979.85	9.07	970.78
	Sligo/Leitrim - Statutories	1,857.45	17.20	1,840.25
	Cregg House	326.01	3.02	322.99
	Total Sligo/Leitrim	2,183.46	20.22	2,163.24
	Total Donegal	2,247.96	20.82	2,227.14
	Limerick - Statutories	1,544.33	14.30	1,530.03
	Brothers of Charity Limerick	488.76	4.53	484.23
	Daughters of Charity Limerick	403.79	3.74	400.05
	Total Limerick	2,436.88	22.57	2,414.31
	Clare - Statutories	1,105.94	10.24	1,095.70
	Brothers of Charity Clare	140.12	1.30	138.82
	Total Clare	1,246.06	11.54	1,234.52
	North Tipperary - Statutories	797.85	7.39	790.46
	St Anne's Roscrea (Sister Charity Jesus/Mary)	256.30	2.37	253.93
	Total North Tipperary	1,054.15	9.76	1,044.39
	Total PCCC Western Area	14,689.94	136.03	14,553.91
PCCC	PCCC HSE South			
	Asst Director's Office	1.00	0.01	0.99
	Posts to be allocated by AND	94.50	0.88	93.62
	Kerry	1,126.68	10.43	1,116.25
	South Lee - Cork - Statutories	1,262.49	11.69	1,250.80
	Cork Dental Hospital	82.75	0.77	81.98
	Total South Lee	1,345.24	12.46	1,332.78
	North Lee	1,167.92	10.81	1,157.11
	North Cork	833.14	7.71	825.43
	West Cork - Statutories	961.66	8.90	952.76
	COPE	728.62	6.75	721.87
	Brothers of Charity	707.26	6.55	700.71
	St Mary's of Angels/StJoG	278.00	2.57	275.43
	Total West Cork	2,675.54	24.78	2,650.76
	Carlow/Kilkenny - Statutories	1,200.74	11.12	1,189.62
	St Patrick's Kilkenny	215.89	2.00	213.89

	Total Carlow/Kilkenny	1,416.63	13.12	1,403.51
	South Tipperary	1,119.57	10.37	1,109.20
	Regional Posts former SEA	0.00	0.00	0.00
	Total South Tipperary	1,119.57	10.37	1,109.20
	Waterford - Statutories	910.97	8.44	902.53
	Brothers of Charity	320.18	2.96	317.22
	Sisters of Bon Saveur Carriglea	154.15	1.43	152.72
	Total Waterford	1,385.30	12.83	1,372.47
	Wexford	1,014.61	9.40	1,005.21
	Unallocated posts SE at start 2006	14.50	0.13	14.37
	Total – PCCC Southern Area	12,194.63	112.92	12,081.71
	PCCC National Office - posts to be allocated	106.50		106.50
	PCCC National Total	53,253.37	493.13	52,760.24
	Population Health			
Population Health	<i>National Director's Office</i>	0.00	0.00	0.00
	<i>Former ER (Palmerstown)</i>	43.99	0.41	43.58
	<i>Former Northern Area</i>	16.00	0.15	15.85
	<i>Former North East Area</i>	63.00	0.58	62.42
	<i>HSE Dublin North East</i>	79.00	0.73	78.27
	<i>Former South West Area</i>	28.20	0.26	27.94
	<i>Former East Coast Area</i>	53.63	0.50	53.13
	<i>Former Midland Area</i>	39.50	0.37	39.13
	<i>HSE Dublin Mid Leinster</i>	121.33	1.12	120.21
	<i>Former North West Area</i>	61.05	0.57	60.48
	<i>Former Western Area</i>	41.24	0.38	40.86
	<i>Former Mid Western Area</i>	46.30	0.43	45.87
	<i>HSE West</i>	148.59	1.38	147.21
	<i>Former South East Area</i>	31.00	0.29	30.71
	<i>Former Southern Area</i>	84.00	0.78	83.22
	<i>HSE South</i>	115.00	1.06	113.94
	Unallocated posts- Pop Health	0.00	0.00	0.00
	<i>Population Health National Total</i>	507.91	4.70	503.21
	Corporate Functions			
Corporate Functions	National Corporate Office	0.00	0.00	0.00
	HSE Palmerstown	140.14	1.30	138.84
	National Shared Service ER	535.13	4.96	530.17
	HSE Corporate/Shared Services	675.27	6.25	669.02
	HSE Northern Area	158.70	1.47	157.23

	HSE North East Area	214.50	1.99	212.51
	HSE Dublin North East	373.20	3.46	369.74
	HSE South West Area	138.63	1.28	137.35
	HSE East Coast Area	105.50	0.98	104.52
	HSE Midland Area	209.82	1.94	207.88
	HSE Dublin Mid Leinster	453.95	4.20	449.75
	HSE North West Area	457.64	4.24	453.40
	HSE Western Area	222.09	2.06	220.03
	HSE Mid Western Area	258.20	2.39	255.81
	HSE West	937.93	8.69	929.24
	HSE South East Area	213.71	1.98	211.73
	HSE Southern Area	523.16	4.84	518.32
	HSE South	736.87	6.82	730.05
	TOTAL CORPORATE	3,177.22	29.42	3,147.80
Regional/ Area TOTALS	Break-down by HSE Areas			
	NHO DML	15,981.62	147.99	15,833.63
	PCCC DML	14,649.85	135.66	14,514.19
	Corporate+SS+Palmerstown	1,129.22	10.46	1,118.76
	Population Health	165.32	1.53	163.79
	REGIONAL TOTAL HSE DML	31,926.01	295.63	31,630.38
	NHO DNE	11,570.65	107.14	11,463.51
	PCCC DNE	11,612.45	107.53	11,504.92
	Corporate	371.70	3.44	368.26
	Population Health	80.50	0.75	79.75
	REGIONAL TOTAL HSE DNE	23,635.30	218.86	23,416.44
	NHO South	11,121.14	102.98	11,018.16
	PCCC South	12,194.63	112.92	12,081.71
	Corporate	736.87	6.82	730.05
	Population Health	115.00	1.06	113.94
	REGIONAL TOTAL HSE SOUTH	24,167.64	223.79	23,943.85
	NHO WEST	11,746.67	108.77	11,637.90
	PCCC WEST	14,689.94	136.03	14,553.91
	Corporate	937.93	8.69	929.24
	Population Health	148.59	1.38	147.21
	REGIONAL TOTAL HSE WEST	27,523.13	254.86	27,268.27
	National PCCC 2006 posts to	106.50	0.00	106.50

	be allocated			
	Overall National Totals	107,358.58	994.14	106,364.44
Totals by Functions	Break-down by Functions			
	NHO	50,420.08	466.89	49,953.19
	PCCC	53,253.37	492.14	52,654.73
	Population Health	509.41	4.72	504.69
	Corporate Functions	3,175.72	29.41	3,146.31
	Total	107,358.58	993.15	106,258.93
	Plus Subsumes Agencies and other issues			
	Health Service Executive Employers Agency	54.00	0.50	53.50
	Office of CEO – Consultants Appointments Unit	13.00	0.12	12.88
	Primary Care Reimbursement Service	143.00	1.32	141.68
	Portion of ceiling to be allocated - takeovers/transfers/subsumed agencies	431.42	3.99	427.43
	Overall National Totals	108,000.00	1,000.08	106,999.92

Notes:

Note 1: The above table shows the allocation of approved employment ceilings as at the start of 2007. It does not take account of approved service developments as provided for in the National Service Plan 2007.

Note 2: The specific details pertaining to a number of approved service developments from the National Service Plan 2006 is currently being finalised in NEMU and primary notifications in respect of such outstanding 2006 service developments will issue shortly. Adjustments to ceilings in such instances are already in the allocations above other than developments outlined in note 3.

Note 3: There is a balance of 106.5 posts from the National Service Plan 2006 in respect of Travellers' health, Social Inclusion and a number of posts for Childcare at National level to be allocated by the National Director, Primary Community and Continuing Care.

Note 4: The term Shared Services refers to the organisational unit previously referred to an Eastern Health Shared Services. Pending the creation of new cost centres reflecting new structures it has been necessary to use old cost centre structures in the interim. Hence Shared Services and HSE Palmerstown in this interim period come under HSE DML from a WTE reporting perspective.

Note 5: The revised ceilings at the start of 2007 reflect WTE allocations arising from approved service developments in 2005 and 2006 as well as transfers and adjustments to provide for full reporting of WTEs as required by the revised instructions for the completion of the Quarter 1 Health Services Personnel Census.