



Oifig an Phríomhoifigigh Airgeadais
Feidhmeannacht na
Seirbhíse Sláinte
Seomra 125, Ospidéal
Dr. Steevens
BÁC 8

Office of the Chief Financial Officer
Health Service Executive
Room 125, Dr Steevens
Hospital
Dublin 8

16th June 2022

Deputy Sean Sherlock TD,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

*Re **PQ 27099 22**: To ask the Minister for Health the amount that was paid by the HSE to recruitment companies in each month in each of the years 2016 to 2021 and to date in 2022; the specific areas for which these companies were recruiting in the health service; and the number of staff that were successfully recruited each month for the same period in tabular form.*

Dear Deputy Sherlock,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question, which you submitted to the Minister for Health for response. Your PQ above has been referred to me for response.

I regret to inform you that the information you have requested is not centrally available. This information is not readily available from the disparate HSE Regional Finance Ledgers. Part of the information you have requested was collated for a separate exercise by the regional finance units. The extraction and collation of this information was time consuming and resource intensive. I have included this in Table 1 in Appendix 1. It shows payments to recruitment firms by the HSE during 2021 and 2020. This is the best information available to us. The data was sourced from HSE regional ledgers and is for HSE Statutory services only and excludes information for the West region which unfortunately was not collated within the timeframe for this request. It is not possible to identify within the Finance systems the specific areas for which the recruitment firms were recruiting other than to provide the Finance region from which the payments were made.

Please note in view of the fact that there are still currently numerous ledger systems in operation in the HSE some differences in coding may arise. The costs will include for example recruitment advertising costs, placement fees and may include some agency pay. It is not possible to quantify the extent of such coding issues as this would require an extensive analysis of invoices for which the resources are not currently available.

The shortcomings in the HSE legacy financial systems are well acknowledged and their replacement by a single standard financial system for the Health Sector is at the core of the Finance Reform programme initiated by the Department of Health.

As per my discussions with your office (Peter), I also include payments to recruitment firms by provider for 2020 & 2021.

Commentary received from some HSE locations and services regarding the reason for the increase in costs from 2020 to 2021 include the following:

- Outsourcing of certain recruitment services to TTM Healthcare by HSE National Recruitment Service (NRS) in Manorhamilton contributed to an increase of €2.3m in 2021 vs 2020.
- Additional staff requirements re new developments in UL Hospital Group, (e.g. new bed blocks, additional ICU and HDU capacity), as well Winter Plan 2020-2021 initiatives contributed to an increase in costs in 2021.
- Increase in headcount re nursing support for Covid vaccination and testing centres.
- Increase in recruitment of overseas nursing staff.

We are further advised that the data you have requested on all HSE recruitment activity is not centrally recorded within National HR nor HR Shared Services. HR Shared Services have however provided Table 2 in Appendix 1 which details recruitment activity by month and by CHO/Hospital Group for the Non-Exclusive Multiparty Framework Agreement for the International Recruitment of Registered Nurses/Midwives including Specialist Nurses/Midwives on behalf of the HSE and HSE Funded Agencies Section 38 & 39, for August 2019 to May 2022. The relevant agencies are KCR, CPL, Servisource, Interact , Adaptive and FRS.

It is important to note that the data provided by HR Shared Services in Table 2 is for one specific element of recruitment. The data in Table 1 represents all the identifiable recruitment costs captured within the Finance systems. Therefore both sets of data do not directly correlate and should not be used in conjunction with one another to extrapolate any costs.

If you have any queries, please do not hesitate to contact me at sarah.anderson1@hse.ie or tel: 087 9423319.

Yours sincerely



Sarah Anderson
FOI Decision Maker
General Manager Corporate Finance
National Finance Division, HSE
Email: sarah.anderson1@hse.ie
Tel: 087 9423319

Appendix 1 to PQ 27099 22

Table 1

HSE Payments to Recruitment firms in 2020 & 2021 by HSE Finance region		
HSE Finance Region	2020 €	2021 €
Corp	379,960	380,941
DML EC	42,501	24,639
DML Mid	162,344	209,712
DML SW	16,461	203,649
NA	70,062	138,733
NE	509,471	557,212
NW MW	1,365,153	7,369,279
SE	180,569	441,405
Total *	2,726,520	9,325,571
<i>Source: HSE Regional Finance ledgers. HSE Statutory services only</i>		
<i>* Excludes Area West which was not available</i>		

For your information – as per our discussions

<u>HSE Regional Finance Area</u>	<u>Counties Covered</u>
HSE Dublin Mid Leinster	Laois, Offaly, Longford, Westmeath, South Dublin, Dun Laoghaire, East Wicklow, Kildare, West Wicklow, Dublin West, Dublin South City, Dublin South West, Dublin South East
HSE West	Galway, Mayo, Roscommon
HSE North West & Mid West	Sligo, Leitrim, Donegal, West Cavan, Clare, Limerick, North Tipperary
HSE North East	Louth, Meath, Monaghan, Cavan
HSE Northern Area	North Dublin
HSE South	Cork, Kerry
HSE South East	Carlow, Kilkenny, Waterford, Wexford, South Tipperary
HSE Corporate	Dublin

Appendix 1 to PQ 27099 22 continued

Table 2

Non-Exclusive Multiparty Framework Agreement for the International Recruitment of Registered Nurses/Midwives including Specialist Nurses/Midwives on behalf of the HSE and HSE Funded Agencies Section 38 & 39

CHO Regions/Hospital Groups	Aug-2019	Sep-2019	Oct-2019	Nov-2019	Jan-2020	Feb-2020	Mar-2020	Apr-2020	May-2020	Jun-2020	Jul-2020	Aug-2020	Sep-2020	Oct-2020	Nov-2020	Dec-2020	Jan-2021	Feb-2021	Mar-2021	Apr-2021	May-2021	Jun-2021	Jul-2021	Aug-2021	Sep-2021	Oct-2021	Nov-2021	Dec-2021	Jan-2022	Feb-2022	Mar-2022	Apr-2022	May-2022		
CHO 1															13	2	1	7	23	1															
CHO 2																				5			3	1			7		3					1	1
CHO 3															8	8			4	8	2	3	1		1					7				3	
CHO 4																				8	3	16			12										
CHO 5	8	5		3							10		1					2	10	7															
CHO 6																														3		3			
CHO 7						13	13					3	2							4	1								3	21	1	1	1	2	
CHO 8																													3						
CHO 9					2		1	3		3	3	9	3	1	2	4		7	3	3		9		10	1	2			1	9					
Dublin Midlands Hospital Group	1	14	1	1	10	11	4			4	5	10	3				7	8		1	26		1	1		10			26					14	
Ireland East Hospital Group	2		10		14		6		1		5	16	3	1						6	4	3	12	2	26	27	12	12	10	22	41	2	61		
Saolta Hospital Group											3		1				1		3	28	22	8		27	18	8	6	5	101	16	54	31	42		
South/South West Hospital Group	6	2	18	7	1	4	4	1			16	18	11	17	12	3	26	21	46	27	55	27	9	42	20	29	28	2	61	12	28	42	36		
UL Hospital Group															39	28	14	27	37	25	21	31	31		21				6	3	1				
UL Hospitals																																			4

Source: HSE HR Shared Services

Appendix 2

Table 1 - HSE Payments to Recruitment firms in 2021 - Top 20

Recruitment Vendor Name	2021 €
1 KATE COWHIG INTERNATIONAL RECRUITMENT	2,682,114
2 TTM HEALTHCARE LTD	2,551,218
3 CPL SOLUTIONS	655,592
4 CPL HEALTHCARE	533,910
5 TAPPA HOLDINGS LTD T/A RED GROUP	381,204
6 CALEDONIA MEDICAL LTD	282,918
7 SERVISOURCE IE	239,318
8 SERVISOURCE HEALTH LTD	164,103
9 IRISH RECRUITMENT CONSULTANTS LTD	160,796
10 STAFFLINE RECRUITMENT ROI LTD	150,864
11 GLOBAL MEDICS	150,715
12 FRS RECRUITMENT SOCIETY LTD	115,306
13 HEAD HUNT INTERNATIONAL LTD	100,575
14 NOEL RECRUITMENT	94,119
15 FRS RECRUITMENT	85,080
16 NURSE ON CALL	77,106
17 MATCHMEDICS LTD	76,838
18 SERVISOURCE HEALTHCARE LTD	66,245
19 ROSTRUM RESOURCES LTD	62,184
20 VOBIS GROUP LIMITED	61,254
Others <€60k	634,112
Total	9,325,571

Source: HSE Regional Finance ledgers. HSE Statutory services only

Table 2 - HSE Payments to Recruitment firms in 2020 - Top 20

Recruitment Vendor Name	2020 €
1 CPL HEALTHCARE	418,261
2 TTM HEALTHCARE LTD	326,946
3 IRISH RECRUITMENT CONSULTANTS LTD	294,106
4 CALEDONIA MEDICAL LTD	263,471
5 HARRY WALSH ASSOCIATES LTD	167,369
6 NURSE ON CALL	123,808
7 GLOBAL MEDICS	106,816
8 STAFFLINE RECRUITMENT ROI LTD	103,640
9 CPL SOLUTIONS	102,049
10 FRS RECRUITMENT SOCIETY LTD	91,589
11 PUBLIC APPOINTMENTS SERVICE	57,998
12 ROSTRUM RESOURCES LTD	44,100
13 ATTENTIUS ASSOCIATES LIMITED	41,774
14 BOLOGNA MEDICAL RECRUITMENT LTD	40,616
15 HAYS RECRUITMENT	40,482
16 MATCH MEDICS LTD	37,531
17 Dept Digital Limited	37,208
18 MATCHMEDICS LTD	31,550
19 SERVISOURCE RECRUITMENT LTD	29,209
20 FRS RECRUITMENT	28,713
Others < €20k	339,287
Total	2,726,520

Source: HSE Regional Finance ledgers. HSE Statutory services only