



Pleanáil agus Faisnéis Straitéiseach d'Fhórsa
Ionad Gnó Shoird
Bóthar Bhaile Anraí, Sord.
Co. Átha Cliath, K67D8H0
Strategic Workforce Planning & Intelligence
Health Service Executive
Swords Business Campus, Balheary Road
Swords,
Co. Dublin, K67D8H0

12 December 2022

Deputy Carol Nolan
Dáil Éireann
Leinster House
Dublin 2

PQ 51924/23: To ask the Minister for Health the total number of people employed full time, part time and as contractors by the HSE in each year from establishment to date; and if he will make a statement on the matter.

Dear Deputy Nolan

I refer to your recent parliamentary question in relation to staffing which was forwarded to the Health Services Executive (HSE) by the Department of Health for direct reply.

Health Services Personnel Census (HSPC) reports on direct employment in the provision of Health & Social Care Services by the HSE and the various Section 38 hospitals & agencies and contractors are not covered by this dataset. Details at the end of October 2023, show there were 162,347 personnel (equating to 143,892 WTE) directly employed in our services. In line with the Health Services People Strategy, the HSE operates flexible working and family friendly initiatives and the latest available figures (October 2023) show that 27% of these staff work part-time with profession, gender and age all seen to be clear factors impacting on the levels of flexible working.

For the health sector, with effect from 2010 employment contracts were reclassified into three main categories, as defined in legislation, Indefinite Duration (permanent), Fixed Term and Specified Purpose (temporary) with each contract type sub-divided into full-time or part-time. It is important to note that, in terms of the health services some contracts relate to training and placement to satisfy professional registration criteria, such contracts including some for

medical personnel (such as non-consultant Doctors), for student nurses & midwives and some health & social care professional groups.

Up to 2010, employment reports classified employment contract status, on a layout initially configured by the Department of Health, as permanent, part-time, job-sharing, locum sessional, temporary, or training and did not universally distinguish between full-time & part-time. Remapping these pre-2010 reported classifications on a best-fit basis, details for all health services by available work pattern are as set out in the following table:

Date	Full-Time	Part-Time	Total No. (headcount)	% Total Full-Time	% Total Part-Time
Dec 2005	97,246	30,318	127,564	76.2%	23.8%
Dec 2006	99,443	34,357	133,800	74.3%	25.7%
Dec 2007	104,518	37,407	141,925	73.6%	26.4%
Dec 2008	104,306	36,762	141,068	73.9%	26.1%
Dec 2009	107,457	30,262	137,719	78.0%	22.0%
Dec 2010	100,683	34,325	135,008	74.6%	25.4%
Dec 2011	82,076	47,577	129,653	63.3%	36.7%
Dec 2012	79,479	46,581	126,060	63.0%	37.0%
Dec 2013	77,545	46,586	124,131	62.5%	37.5%
Dec 2014	77,048	44,402	121,450	63.4%	36.6%
Dec 2015	81,030	44,882	125,912	64.4%	35.6%
Dec 2016	83,714	44,682	128,396	65.2%	34.8%
Dec 2017	86,825	45,101	131,926	65.8%	34.2%
Dec 2018	89,241	46,501	135,742	65.7%	34.3%
Dec 2019	90,997	46,773	137,770	66.0%	34.0%
Dec 2020	101,159	42,954	144,113	70.2%	29.8%
Dec 2021	107,867	43,036	150,903	71.5%	28.5%
Dec 2022	112,852	43,433	156,285	72.2%	27.8%
Oct 2023	119,127	43,220	162,347	73.4%	26.6%

The Deputy will be aware that the Public Service Stability Agreement 2013-2016 ('Haddington Road Agreement' or *HRA*) provided for a series of reforms in relation to the work hours, rostering, redeployment and performance management of public servants. Crucially, increasing the working week to 37 hours for those who had been working 35 hours or less up to that point. Those working more than 35 hours faced an increase of up to 39 hours. *HRA* was reversed in July 2022. It is important to note that the proportion reported as working full-time that *HRA* has varied and these factors may have had an impact on the proportions working less than full-time over this extended period.

Workforce reports are available through the Health Services Personnel Census (HSPC), which is the official employment count for the public health service. The latest published information is routinely published [here](#).

I trust that this information is sufficient to meet the Deputy's needs.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Des Williams', with a long, sweeping underline that extends to the right.

Des Williams

General Manager