



**Oifig an Phríomhoifigigh Airgeadais**  
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23<sup>rd</sup> April 2024

Deputy David Cullinane TD,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

**Re PQ 15462 24:** *To ask the Minister for Health the spend by the Health Service Executive on private recruitment firms in each quarter of 2016-2020, inclusive, in tabular form; and the breakdown by recipient.*

Dear Deputy Cullinane,

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.

In relation to your request for *“the spend by the Health Service Executive on private recruitment firms in each quarter of 2016-2020, inclusive, in tabular form; and the breakdown by recipient.”* I regret to inform you that the information you have requested for the years 2016 to 2019 is not centrally collated nor separately identifiable from the HSE Finance ledgers. The data requested is not readily available from the HSE Finance ledgers or from previously collated data and would need to be manually extracted by Regional Finance staff. To extract these records requires an extensive exercise in order to separately identify recruitment costs which includes the manual extraction of relevant data by regional finance staff from the numerous HSE financial ledger systems in operation throughout the country and the manual collation of the information.

However, we do have the information for the full year only for 2020 readily available by vendor, please see **Appendix 1 Table 1** below. This is the best information available at this time and was collated previously through a resource intensive exercise. The data was sourced from HSE regional finance ledger systems and is for HSE Statutory services only, but excludes information for the South region as due to systems and resource limitations they were unable to extract the data.

Please note that with 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, recruitment expenses and likely includes some agency pay in some cases. It is not possible to quantify the extent of such coding issues as this would require an extensive analysis of individual invoices for which the resources are not available. It is for this reason that HSE South was unable to provide the data requested.



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.

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

Yours sincerely

*Sarah Anderson*

**Sarah Anderson**  
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## Appendix 1 to PQ 15462 24 – Table 1

HSE Payments to Recruitment firms for Recruitment costs for the year 2020 by Company Name <i>HSE Statutory Services only</i>	
Company Name	2020 €
CPL HEALTHCARE	418,261
TTM HEALTHCARE LTD	326,946
IRISH RECRUITMENT CONSULTANTS LTD	294,106
CALEDONIA MEDICAL LTD	263,471
HARRY WALSH ASSOCIATES LTD	167,369
NURSE ON CALL	123,808
STAFFLINE RECRUITMENT ROI LTD	121,304
GLOBAL MEDICS	106,816
CPL SOLUTIONS	102,049
FRS RECRUITMENT SOCIETY LTD	91,589
MATCHMEDICS LTD	77,784
ROSTRUM RESOURCES LTD	60,643
FRS RECRUITMENT	60,570
PUBLIC APPOINTMENTS SERVICE	57,998
HEAD HUNT INTERNATIONAL LTD	54,350
SPARK FOUNDRY MEDI	51,620
ATTENTIUS ASSOCIATES LIMITED	41,774
BOLOGNA MEDICAL RECRUITMENT LTD	40,616
HAYS RECRUITMENT	40,482
Dept Digital Limited	37,208
SERVISOURCE RECRUITMENT LTD	29,209
SERVISOURCE HEALTHCARE LTD	27,675
BROADLINE RECRUITERS	24,526
HEALTH SECTOR TALENT LTD	23,868
SERVISOURCE IE	22,860
NOEL RECRUITMENT	20,574
ZAMAN RECRUITMENT LTD	19,464
TTM HEALTHCARE	18,425
RECRUITMENT PLUS	17,360
DUFFY ALEXANDER RECRUITMENT LIMITED	16,463
YOUR WORLD RECRUITMENT LTD	12,987
VOBIS GROUP LIMITED	11,362
KATE COWHIG INTERNATIONAL RECRUITMENT	11,226
BRIGHTWATER SELECTION	9,840
U.C.D.	9,096
MARSH MACKAY RECRUITMENT	7,320
ACCOUNTANCY SOLUTIONS	7,236
CORNHOUSE CONSULTING	6,905
CLARENDON MEDICAL LIMITED	6,888
FUSION HUMAN CAPITAL	5,754
SPRINGER NATURE LTD	4,733
FRS TRAINING	4,636
MORE FRESH THOUGHT LTD	4,338
ICE GROUP BUSINESS SERVICES LIMITED	4,174
COLLINS MCNICHOLAS	3,572
PREMIER RECRUITMENT (INT.)	2,952
OVERSEAS NURSING RECRUITMENT CAVAN	2,217
VIVID HEALTHCARE	1,749
OPTIMA TRAINING AND CONSUL	1,520
REACTORS AGENCY	1,500
LOCUMLINK LTD	1,345
RCN PUBLISHING COM	1,128
EAMONN MCMANUS	1,024
ESSENTIALS	360
MEDMARK LTD	340
DATAPAC LTD	271
HYPERLINK LTD T/A ACTIVELINK	180
<b>Total</b>	<b>2,883,840</b>
<i>Source: HSE Regional Finance Ledger Systems</i>	
<b>** Please Note: Excludes HSE Area South as data unavailable</b>	