



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

PAC-R-739

**Correspondence 3A.4
Meeting – 22/11/2012**

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19th November 2012



Ms. Niamh Maguire,
Committee Secretariat,
Committee of Public Accounts,
Leinster House,
Dublin 2

Dear Ms. Maguire,

In my response to you on the 6th November 2012, the HSE submitted a series of replies to a number of follow up issues from our appearance at the recent PAC meeting and indicated that we were working on the remaining issues.

In that regard please find here under for the attention of the Committee the HSE responses to issues 3, 4 & 5.

I trust this information is of assistance.

Yours Sincerely,

Ray Mitchell
Assistant National Director
Parliamentary & Regulatory Affairs

HSE response to issues for follow up following meeting of PAC held on 9th October 2012

3. The number of staff earning over €70,000 in receipt of increments and the overall cost of the increments.

Response:

The projected cost of increments in the statutory HSE in 2012 is €17m of which €1m (6%) is in respect of increments for staff earning a basic salary in excess of €70,000. The total number of staff projected to receive an increment in 2012 is 18,457 of which 527 (3%) are in receipt of a basic salary in excess of €70,000. Further analysis in respect of this cohort of staff is set out in the table below.

Salary Range	No. Of Employees	Cost Of Increment for the year 2012 €
under €40,000	12,675	8,192,379
HSE DML - Midland Area	1886	942,158
HSE DML East Coast (EC)	442	258,934
HSE DML South West (SW)	836	465,730
HSE DNE - North East	1427	851,148
HSE DNE North Area (NA)	923	512,813
HSE National Corporate	88	58,294
HSE National Shared Service	97	59,465
HSE South- South East	2035	2,175,637
HSE West - Mid West	1447	813,619
HSE West - North West	1533	869,128
HSE West - Western	1961	1,185,452
€40,001 - €50,000	4,966	4,266,838
HSE DML - Midland Area	517	405,252
HSE DML East Coast (EC)	232	188,944
HSE DML South West (SW)	458	344,081
HSE DNE - North East	638	460,760
HSE DNE North Area (NA)	505	379,673
HSE National Corporate	62	53,352
HSE National Shared Service	28	24,329
HSE South- South East	819	1,172,600
HSE West - Mid West	475	346,274
HSE West - North West	510	360,675
HSE West - Western	722	530,897
€50,001 - €60,000	3,146	3,091,159
HSE DML - Midland Area	429	383,943
HSE DML East Coast (EC)	140	128,193
HSE DML South West (SW)	317	289,000

Salary Range	No. Of Employees	Cost Of Increment for the year 2012 €
HSE DNE - North East	342	293,452
HSE DNE North Area (NA)	338	307,252
HSE National Corporate	58	50,693
HSE National Shared Service	25	28,241
HSE South- South East	425	618,592
HSE West - Mid West	279	249,125
HSE West - North West	314	290,228
HSE West - Western	479	452,439
€60,001 - €70,000	480	615,794
HSE DML - Midland Area	58	65,697
HSE DML East Coast (EC)	16	16,604
HSE DML South West (SW)	33	40,774
HSE DNE - North East	45	43,640
HSE DNE North Area (NA)	60	62,528
HSE National Corporate	13	13,313
HSE South- South East	58	136,338
HSE West - Mid West	43	50,803
HSE West - North West	44	56,662
HSE West - Western	110	129,435
€70,001 to €80,000	228	318,642
HSE DML - Midland Area	21	25,480
HSE DML East Coast (EC)	14	15,740
HSE DML South West (SW)	19	17,982
HSE DNE - North East	22	27,740
HSE DNE North Area (NA)	27	35,587
HSE National Corporate	24	35,663
HSE National Shared Service	2	3,856
HSE South- South East	25	63,343
HSE West - Mid West	15	16,930
HSE West - North West	31	38,159
HSE West - Western	28	38,162
€80,001 to €90,000	153	240,584
HSE DML - Midland Area	23	28,104
HSE DML East Coast (EC)	7	8,627
HSE DML South West (SW)	13	17,495
HSE DNE - North East	21	29,764
HSE DNE North Area (NA)	16	20,188
HSE National Corporate	8	12,621
HSE South- South East	32	80,119
HSE West - Mid West	8	12,576
HSE West - North West	9	10,104
HSE West - Western	16	20,984

Salary Range	No. Of Employees	Cost Of Increment for the year 2012 €
€90,001 to €100,000	19	33,056
HSE DML - Midland Area	2	3,139
HSE DML East Coast (EC)	1	2,569
HSE DML South West (SW)	2	2,342
HSE DNE - North East	1	1,987
HSE DNE North Area (NA)	2	1,916
HSE National Corporate	6	12,740
HSE South- South East	1	2,109
HSE West - North West	2	3,841
HSE West - Western	2	2,413
€100,001 and more	221	458,159
HSE DML - Midland Area	51	102,648
HSE DML East Coast (EC)	2	3,024
HSE DML South West (SW)	7	13,657
HSE DNE - North East	12	30,923
HSE DNE North Area (NA)	10	24,693
HSE National Corporate	13	22,500
HSE South- South East	36	81,004
HSE West - Mid West	26	51,281
HSE West - North West	16	37,465
HSE West - Western	48	90,964
Grand Total	21,888	17,216,610

**Note: All areas in DML, DNE and the West are using the PPARs system which facilitates the provision of this data as standard while not available as a standard report it was possible to interrogate the South East system and extract the data. However it was not possible to extract the data for the Southern area.*

4. Confirmation on whether the Health Service Executive was involved in identifying 15 additional primary care sites.

Response:

HSE Estates were involved in identifying the locations suitable for development of Primary Care Centres by means of Public Private Partnership. A prioritised list was prepared by HSE Estates which identified the most suitable method for the development of a Primary Care Centre in each location. This list was the basis on which the locations for inclusion on the list for PPP development were selected.

5. A note on the number of patients who were treated over six months ago and whose maintenance costs are included in the €74 million outstanding to the HSE.

Response:

The approximate aged analysis of the €74m is –

0 – 6 months €56m
7 – 12 months €11m
> 12 months €7m

Delays by consultants completing and signing off on health insurance forms is the main issue affecting the claims collation process in public hospitals. Hospital Managers have been instructed to address this issue as a matter of urgency. A detailed fortnightly review of the quantity and value of claims outstanding by hospital is taking place with Regional Directors of Operations (RDO), Clinical Directors and Hospital Managers engaging to address difficulties that arise in individual hospitals and at individual consultant level.

This issue was also addressed by health service employers and the two consultant representative bodies at the Labour Relations Commission. An important feature of the proposals agreed between the parties was a commitment on the part of all consultants to expeditious processing and signing of claims for submission to private health insurers. Consultants will be required to fully complete and sign private insurance forms within 14 days of receipt of all the relevant documentation and to co-operate with the secondary Consultant scheme whereby a secondary Consultant involved in a case can sign the claim form if the primary consultant has not signed within a reasonable timeframe.

In addition to addressing delays in consultant sign off, the HSE has also awarded a contract for the phased roll-out of an electronic claims management system. This system will address the deficiencies of the current paper based process, will streamline the claims collection process and will also ensure that standardised work practices are implemented across hospitals. The system is currently live in six hospital sites with a further three to come on board by mid-November.

The Department and the three main private health insurers have reached an agreement in principle on an accelerated income collection process which will generate an additional once-off cashflow benefit in 2012

