



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Feidhmeannacht na Seirbhíse Sláinte
Rannán Gnóthaí Parlaiminte
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16th January 2015

Ms. Karen Carton,
Committee Secretariat,
Committee of Public Accounts,
Leinster House,
Dublin 2.

Dear Ms. Carton,

I refer to recent correspondence from the Committee to Mr. Tony O'Brien, Director General in respect of an anonymous communication from HSE Employees regarding the extent to which many staff of the HSE have received upgrades and the request for a note on the matter.

Please find attached for the Committees attention a response from the National Director for Human Resources on the matter as requested.

If any further information is required please do not hesitate to contact me.

Yours sincerely,

Ray Mitchell
Assistant National Director
Parliamentary & Regulatory Affairs Division

Encl.

Brief Note to the Public Accounts Committee:

Re: Staff of the HSE & upgrades

As advised to the Public Accounts Committee in advance of its meeting on 19th June 2014, HSE HR Circular 17/2013, titled *Regularisation of acting posts in conjunction with the introduction of new arrangements for the short term filling of posts and the re-introduction of Senior Staff Nurse positions* was issued on the 15th October 2013. This Circular set out the processes and procedures to be applied in the regularisation of staff comprehended by the provision on regularisation within the health sector provided for in the Haddington Road Agreement.

To date some 2,030 staff have been, or are in the process of regularisation. The table below sets out the latest figures broken down by grade category and former HSE Regional structures.

Former HSE Region	Medical/Dental	Nursing	Health & Social Care Professionals	Management / Admin	General Support Staff	Other Patient & Client Care	Grand Total
South	6	327	67	134	85	25	644
West	8	341	88	319	88	36	880
DML*	10	125	61	59	16	4	275
DNE	3	77	34	72	35	10	231
Grand Total	27	870	250	584	224	75	2,030

*Includes staff in National Corporate Functions

A robust process was put in place to regularise staff in line with the provisions of this HR Circular. In light of the information sited in the anonymous letter sent to the PAC, I have requested that the Internal Audit function of the HSE undertake an audit of regularisations with a particular focus on the operationalisation of the provisions of the HR Circular as a priority and a commitment has been given to complete this audit by the end of March 2015.

I will be happy to make the audit report available to the committee on finalisation of same.

Mr. Ian Tegerdine,
National Director for Human Resources
January 2015