



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Performance Report May 2010

8th July 2010

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Introduction

Data Flow

The May PR includes finance and is the first report with HR data. Activity data will recommence in the June PR.

The Performance Report (PR) provides an overall analysis of key performance data from finance, HR, Acute and Primary & Community Services. The activity data reported are based on the Performance Activity and Key Performance Indicators outlined in the NSP 2010.

The PR is used by the Performance Monitoring & Control committee (PMCC), the CEO and the HSE Board to monitor performance against planned activity, as outlined in the NSP, and to highlight areas for improvement. The PR also provides an update to the DoHC on the delivery of the NSP.

A Supplementary Report is also produced each month which provides more detailed data on the metrics covered in the Performance Report. Biannually (June and Dec PR Reports) a report on progress against the Deliverables outlined in NSP 2010 will also be included.

Areas of special focus included in NSP 2010

- ❑ Urgent Access to Colonoscopies (page 14)
- ❑ Fair Deal (page 9)

Additional Information this month

- ❑ Overall Human Resources by Staff Category
- ❑ Selected Key Staff Groupings (incl. excepted grades)

Balanced Scorecard

ACCESS	Key Performance Measure	2009	Targets		Current View		
		Outturn 2009	Target 2010	Target YTD	Average Perform YTD	Perform this Month	% Var v Target this Mth
	ED: % wait <6 hours from reg to discharge:						
	• All patients (M)		100%				
	• Patients who require admission (M)		100%				
	Public patients as % all elective discharges	75%	80%				
	No. of patients discharged:						
	• Inpatient (M)	595,022	540,993				
	• Day case (M)	675,611	689,310				
	Elective Waiting List - Inpatient						
	• % Adults waiting ≤ 6 months (M)		100%				
	• % Children waiting ≤ 3 months (M)		100%				
	Elective Waiting List – Day Case						
	• % Adults waiting ≤ 6 months (M)		100%				
	• % Children waiting ≤ 3 months (M)		100%				
	CAMH: New cases seen by ≤ 3 months to first appointment (M)	66%	70%				
	PCT's:						
	No. PCT's holding clinical meetings (M)	222	394				
	Medical Cards: % issued within 15 working days of complete application (Q)	New	TBD				
	Fair Deal:						
	% applications processed ≤ 4 weeks (M)	New	TBD				
	Orthodontics: No. patients with completed treatments during reporting period (Q)	New	TBD				
	Disability (U5): No. assessments completed as provided for in the regulations (Q)	497	1,692				

FINANCE	Key Performance Measure	Approved allocation 2010	Actual YTD	Budget YTD	Variance YTD €000	% Var Act v Tar
		Dublin Mid Leinster	2,834,107	1,196,503	1,174,092	22,411
Dublin North East	1,997,054	843,788	808,156	35,632	4.4%	
South	1,972,649	842,658	817,861	24,797	3.0%	
West	2,065,698	899,623	848,811	50,812	6.0%	
Care Group / Other Services	82,842	29,062	36,657	(7,594)	-20.7%	
PCRS	2,784,761	1,110,855	1,127,181	(16,326)	-1.4%	
A Fair Deal 2009/2010	152,002	49,684	49,684	0	0.0%	
NCCP	71,434	12,091	12,618	(527)	-4.2%	
Ambulance	139,844	58,020	57,943	77	0.1%	
State Claims Agency	65,000	18,512	18,798	(286)	-1.5%	
Corporate/ Pension Services	512,523	151,657	159,353	(7,696)	-4.8%	
Health Repayment Scheme	17,000	9,844	9,844	(0)	0.0%	
Held Funds	122,062	0	0	0	0.0%	
Population Health	233,459	79,605	96,768	(17,163)	-17.7%	
Total Health Service	13,050,435	5,301,902	5,217,766	84,137	1.6%	
HSE Income	1,089,204					
Gross Budget/Gross Expenditure	14,139,639	*In relation to the year to date position for the HSE generated appropriations in aid, a draft layout for future reporting will be brought to the Board meeting.				

Balanced Scorecard

QUALITY	Key Performance Measure	2009	Targets		Current View		
		Outturn 2009	Target 2010	Target YTD	Average Perform YTD	Perform this Month	% Var v Target this Mth
	Care Planning: % children in care who currently have a written care plan (Q)	84.7%	100%				
	Social Worker: % children in care who have an allocated social worker (Q)	86%	100%				
	% Childhood Immunisation (24 months) (Q)	88%	95%				
	MRSA: bacteraemia notification rate per 1,000 bed days used (Q)	9%	5% reduction				
	Colonscopy: % patients receiving access for urgent referral within 4 weeks (M)	N/A	100%				
	Breast cancer: % cases compliant with HIQA standard 2 weeks for urgent referrals (M)	90%	95%				
	% hospitals with established service user panels (M)	New	Survey based				
	Ambulance: % emergency calls responded to within 14 minutes (M)	63%	63%				
	Procedure Rates: % elective inpatient procedures conducted on day of adm (M)	New	75%				
	Mental Health: Inpatient readmission rates to acute MH units per 100,000 population (Q)	70.1	66.6				
	Mental Health: No. of readmissions as a % of total admissions	68%	68%				
	Emergency Activity:						
	No. of emergency admissions (M)	366,960	367,000				
	Day Cases: % daycase surgeries as % day case + inpatients (basket procedures) (Q)	55%	75%				
	Medical Assessment Units:						
	No. MAU (or equivalent) in operation (Q)	N/A	34				
	ALOS for all inpatient discharges+deaths (M)	6.2	5.6				
	Absenteeism (M)	5.01%	4%				

HUMAN RESOURCES	Key Performance Measure	WTE Dec 2009	Q1 Ceiling 2010	WTE May 2010	WTE Variance May 2010	% WTE Variance May 2010
		Dublin Mid Leinster	32,149	32,067	32,161	+95
Dublin North East	23,540	23,333	23,388	+55	0.23%	
South	23,819	23,768	23,817	+49	0.21%	
West	25,847	25,906	25,808	-98	-0.38%	
ISD National	198	358	199	-160	-44.55%	
ISD Sub-total	105,552	105,432	105,373	-59	-0.06%	
Portion of ceiling to be allocated	0	315	0	-315		
ISD Total	105,552	105,747	105,373	-374	-0.35%	
Corporate	3,118	3,128	3,083	-45	-1.43%	
Population Health	1,082	1,100	1,099	-1	-0.13%	
Total Health Service	109,753	109,975	109,555	-420	-0.38%	

HSE Overview

Key Performance Messages

The HSE is indicating a 1.6% variation from plan being €84m at the end of May 2010. Key items for noting include;

1. Additional measures are required in the West to address the emerging deficit; ISD has put a plan in place to address this. The requirement in the other three areas is about a strong focus on current plans.
2. The four regions collectively are €133m over budget, this is being offset by surpluses in other cost headings to bring the net figure to €84m, hospitals continue to have significant variances which must be managed;
3. This is the first visibility of headcount in 2010. It is now 420 below Q1 ceiling and 40 below Q2 ceiling at 31st May. A full analysis of this is underway to better understand current trends in staff turnover.
4. There are emerging problems relating to income and pay. Income is 10% behind target. The HSE has recommenced the process of accelerating income collection following the termination of the industrial action. Underlying trends in income charging are being reviewed to assess the reasons for variation from target. It should be noted that the increased income collection target of €75m is contributing €24m to the deficit at the end of May of €84m. If the regions achieve the increased collection targets before year end this adjustment is giving rise to an overstatement of the position year to date.
5. There is evidence that the pay bill has not reduced by the amount deducted from the HSE as a result of the public sector pay rate changes. The original costings completed by HSE indicated a potential shortfall of up to €50m. The areas are seeking to manage this within their overall cost reduction programme.
6. Reductions of €60m are still to be put in place in community schemes. Schemes are in surplus at the 31st May, this is being achieved by transfer of budget from other services.

ISD Overview

- Hospitals continue to be the biggest contributor to the year-to date overrun.
- Comprehensive Break-Even Plans for each region were instituted at the start of this year and are beginning to demonstrate that traction is being made. During June these plans were the subject of significant review and progress monitoring by the National Director with the four RDOs and between the RDOs and their local managers. They are currently being augmented on the basis of the May financial data. All local managers are working on the implementation of these plans. The scale of the challenge is significant in all regions with DNE and the West reporting the biggest year-to-date variance.
- Concerted focus is being placed on the West to deal with the financial challenges there. The financial review of six identified sites has been concluded and a package of savings amounting to €88m has been identified and these cost saving measures are already being implemented. These will be accelerated in the third quarter. A Clinical Director has been appointed to the Galway group of hospitals.
- There are a number of other issues impacting the bottom line position in each region including income as referenced above which has the effect of understating progress on cost containment progress. In addition €150m was top sliced at the beginning of the year to cover the anticipated pension costs of HSE staff retiring during the year. Data suggests that the number of staff retiring is lower than anticipated which means that areas are not able to achieve the required pay savings and reduce costs. The vote allocation was reduced in anticipation of this and is in addition to the pay issue referenced above.
- ED admission waits are showing significant positive reductions during May in Naas, Limerick Regional, Tallaght (24+ hour) and Beaumont (12-24 hrs). There has been significant deteriorations in the performance level in Galway (12-24 hour) and Beaumont's 24+ hour breaches. There has been an intensification of the management monitoring in Galway and Beaumont with site visit appraisals of current patterns.
- Each region has worked with the National Childcare Office to progress implementation of the Children and Families Taskforce, National Foster Care Audit Report, Ryan Commission and other associated Reports. The recruitment of social workers continues in each region.
- Primary Care Team development continues across all regions. A small number of local PCT targets were not met in quarter 2 but these are currently being address through accelerated measures.
- There are significant numbers of nursing home beds being vacated as clients move to nursing homes in the private sector with the commencement of Fair Deal. The budgetary effect of this situation is that budgets may be reduced in Local Health Offices as funding moves to Fair Deal.

Acute Hospital Services by Region	Human Resources			Budget		
	Ceiling Current Month	WTE Current Month	% Var	Actual €000	Budget €000	% Var
DML	16,425	16,592	1.02%	601,225	582,537	3.2%
DNE	11,898	11,946	0.40%	390,023	364,527	7.0%
South	11,074	11,172	0.88%	348,319	324,234	7.4%
West	11,024	11,285	2.37%	386,466	342,621	12.8%
National	26	0				
Total	50,447	50,995	1.09%	1,726,063	1,613,920	6.9%

Acute Services Year to date expenditure in Hospitals was €1.7 billion compared with a budget of €1.6 billion – leading to an adverse variance of € 112million. The table illustrates the position to the end of May 2010.

Primary & Community Services by Region	Human Resources			Budget		
	Ceiling Current Month	WTE Current Month	% Var	Actual €000	Budget €000	% Var
DML	15,203	15,120	-0.55%	513,156	506,190	1.4%
DNE	11,298	11,276	-0.20%	453,765	443,629	2.3%
South	12,344	12,244	-0.81%	494,339	493,627	0.1%
West	14,489	14,077	-2.85%	595,248	591,554	0.6%
National	333	199	-40.30%			
Total	53,666	52,915	-1.40%	2,056,508	2,035,000	1.1%
Portion of Ceiling to be allocated	315	0	0			
ISD Total	105,747	105,373	-0.35%			

Primary and Community Services Community Services within Regions have year to date expenditure of €2.05billion compared with a budget of €2.03 billion – leading to a variance of €21m.

Ambulance Services by Region	Human Resources			Budget		
	Ceiling Current Month	WTE Current Month	% Var	Actual €000	Budget €000	% Var
DML	439	449	2.29%	16,726	15,685	2.8%
DNE	137	166	21.10%	6,078	4,742	11.8%
South	349	401	14.84%	15,259	13,383	5.8%
West	393	446	13.59%	17,218	15,025	6.0%
Ambulance College and Office of the National Director				2,740	9,108	-29.1%
Total	1,318	1,463	10.94%	58,020	57,943	0.1%

Ambulance The Ambulance Service has a year to date expenditure of €58.020m - leading to an adverse variance of €77,000.

Finance

Finance

Key Performance Messages

The overall budget is 13,050m. The financial results for May show total expenditure of €5.3 billion against a year to date budget of €5.2 billion – a deficit of €84.1 million.

The most significant messages in the May results are:-

- Overall deficit of €84.1m
- €112.1m deficit in hospitals – with significant under-achievement of income
- Extent to which income billing is in decline compared with the same period last year
- Pensions are running within budget
- Medical cards and community schemes running at a surplus.

The table shows the total budget variance in the regions for the end of May – where the highest percentage variance is income.

Pay is 1.9% over budget, nonpay is 2.6% over budget, however income is €45m or 10% behind budget. The reasons for this are:-

1. €50m increased target in the statutory system for 2010 which is not being achieved
2. Shift of patients to private nursing homes through the Fair Deal and the consequent loss of their income
3. Significant reductions in 'other income' which are being investigated.

The breakdown of the YTD variance between statutory and voluntary is as follows:

*Statutory	100.5
**Voluntary	33.2
Total	133.7

*Statutory Services (1.5% variance from allocated budget)

** Voluntary Services (1.5% variance from allocated budget)

	5 months to May 2010			
	Actual	Budget	Variance	%
	€000s	€000s	€m	
Pay	2,586.3	2,538.3	48.0	1.9%
Nonpay	1,596.2	1,555.3	40.9	2.6%
Income	399.9	444.7	44.8	10.1%
Regions total	4,582.4	4,538.3	133.7	2.9%

Schemes	The position for the Primary Care Reimbursement Service including Primary Care Schemes is set out here.
Capital	<p>The cumulative capital cash profile for the period January to May 2010 is €175.795 million. The capital cash draw down for the corresponding period was €128.324 million. The capital draw down was therefore under profile for the period by €47.471 million.</p> <p>Construction (C1/C2)</p> <p>Expenditure under this subhead is running below profile by €22.911m for the period Jan-April. The adverse weather conditions in January and February have impacted on construction progress. In addition a level of caution is being exercised in terms of incurring expenditure due to the fact that A in As are behind profile.</p> <p>ICT (C3)</p> <p>Expenditure under this subhead is running below profile by €4.221m for the period Jan-April.</p> <p>Mental Health (C4)</p> <p>Expenditure under this subhead is running below profile by €3.395m for the period Jan-April. The adverse weather conditions in January and February have impacted on construction progress. In addition a level of caution is being exercised in terms of incurring expenditure due to the fact that A in As are behind profile.</p> <p>Dormant Accounts (B13)</p> <p>On target.</p> <p>Appropriations in Aid</p> <p>There were no sale proceeds in the period Jan-April. The profile in regard to sale of surplus assets was €6.500m.</p>

Schemes	Approved Allocation €000	YTD		Variance €000	%
		Actual €000	Budget €000		
Total	2,784,761	1,110,854	1,127,181	(16,328)	1.4%

2010 Capital Vote Subhead					
	2010 Approved Allocation	YTD Actual	YTD Allocation	YTD Variance	
C1/C2 Building Equipping and Furnishing of Health Facilities	346,792	119,290	154,712	35,422	
C3 Information Systems and Related Services for Health Agencies	40,000	583	6,306	5,723	
C4 Mental Health and other Health Facilities Funded from the Sale of Surplus Assets	50,000	8,074	13,000	4,926	
B13 Dormant Accounts	7,000	377	1,777	1,400	
Total	443,789	128,324	175,795	47,471	
A in A Dormant Accounts	-7,000	-377	-1,777	-1,400	
A in A Sale of Surplus Assets	-58,800	0	-8,100	-8,100	
Total A in A	-65,800	0	-9,877	-9,500	
Net	377,992	127,947	165,918	7,971	

LHOs with most significant Favourable Financial Variances					
LHO	Allocation €000	Actual YTD €000	Budget YTD €000	Variance €000	% Var
South Tipperary	105,145	41,172	43,650	-2,478	-5.7%
Kildare / West Wicklow	190,612	74,352	78,866	-4,514	-5.7%
Dublin North	203,751	84,152	84,627	-475	-0.6%
Sligo / Leitrim	159,640	65,514	66,192	-678	-1.0%
Kerry	128,845	52,236	53,321	-1,086	-2.0%
LHOs with most significant Adverse Financial Variances					
LHO	Allocation €000	Actual YTD €000	Budget YTD €000	Variance €000	% Var
Galway	246,292	105,544	99,598	5,946	6.0%
Dublin North West	168,241	74,140	69,796	4,345	6.2%
Donegal	165,691	71,683	67,723	3,960	5.8%
Dublin West	96,705	42,628	40,014	2,614	6.5%
Eastern Regional Services	73,634	26,605	24,320	2,285	9.4%

Hospitals with most significant Favourable Financial Variances					
Hospital	Allocation €000	Actual YTD €000	Budget YTD €000	Variance €000	% Var
St Luke's Hospital	34,086	14,091	14,153	-62	-0.4%
Bantry General Hospital	17,834	7,468	7,363	105	1.4%
St John's Hospital	19,150	8,364	8,265	99	1.2%
Ennis General Hospital	20,165	8,462	8,369	93	1.1%
Cappagh National Orthopaedic Hospital	26,247	11,188	11,109	79	0.7%
Hospitals with most significant Adverse Financial Variances					
Hospital	Allocation €000	Actual YTD €000	Budget YTD €000	Variance €000	% Var
Galway University Hospital	250,001	117,507	103,472	14,035	13.6%
Regional Hospital Dooradoyle	138,807	68,302	57,190	11,112	19.4%
Cork University Hospital	262,278	115,515	108,251	7,263	6.7%
Beaumont Hospital	243,597	105,976	99,579	6,397	6.4%
Our Lady of Lourdes Hospital	95,369	45,402	39,500	5,902	14.9%

<p>A Fair Deal 2010</p>	<p>There is an emerging trend in May 2010 of a significant increase in payments to private nursing homes, which if continued, could result in expenditure which is higher than originally projected. The application process for Fair Deal is being closely monitored to determine the possible trend for the remainder of 2010. We will advise the Board should the limit of funding for the scheme be reached.</p> <p>There are significant numbers of nursing home beds being vacated as clients move to nursing homes in the private sector with the commencement of Fair Deal. The budgetary effect of this situation is that budgets may be reduced in Local Health Offices as funding moves to Fair Deal.</p>
<p>Superannuation Benefits 2010 Payment Report May (Retirement)</p>	<p>Lump sums recorded in 2010 to the end of May were €36m for the HSE statutory system. This is against a full year budget of €120m (provided by top-slicing services). We can not predict how lump sums will arise between now and the year end, however if they continued at the current levels there would be a saving against this budget.</p> <p>The total cost of pensioners to the end of May was €163.6m which is within provision. We do know that a significant number of staff who availed of the Incentivised Early Retirement Scheme have yet to be processed on pension, so the cost of pensions will need to be carefully monitored.</p> <p>Income from pension deductions is running ahead of budget because staff have not left at the levels anticipated.</p> <p>It is important to link a number of issues:-</p> <ul style="list-style-type: none"> • The dependencies between retirements and achievement of moratorium savings • Contingency funding of €150m which was taken from services to make up the 2010 pensions budget, on the assumption that the pay base of services would be reducing <p>Any surplus on lump sums or pensions due to lower than anticipated retirements will imply under achievement of moratorium cuts already applied to the HSE. The consequence of this outcome is that the HSE maintains a higher than planned pay base. If this is the position later in the year the contingency funding taken from services to provide for pensions would then need to be returned to services where budgets have been cut, but staff are not leaving.</p>

A Fair Deal	No. applicants this month	No. applicants YTD	Total No. of Applicants since Oct 09	Applicants		
				% processed within 4 weeks	Actual €m this month	Actual €m YTD
Dublin / Mid Leinster	100	3,100	1,900			
Dublin / North East	100	1,700	600			
South	100	3,100	1,700			
West	100	3,100	1,600			
Total	*400	11,000	5,800		16.6	49.6

* Estimated figure due to Industrial Dispute

Superannuation Benefits 2010 Payment Report (Retirement)				
	2010 Headcount Retirees Paid		Payments (e.g. Lump Sums & Death Gratuities)	
	Month	YTD	€000 Month	€000 YTD
Dublin Mid Leinster	34	85	1,568	7,368
Dublin North East	26	90	1,258	8,104
South	59	208	2,612	11,289
West	57	132	1,903	7,957
Corporate	10	39	286	1,330
Total	186	554	7,627	36,046

Value for Money (VFM) Jan – May 2010

Key Messages

- The required Year to Date (YTD) total adjustment has been delivered.
- There is sufficient over delivery in headings such as Energy Management & Costs, Travel & Subsistence etc. to compensate for under or non delivery in areas such as Medical & Surgical, Maintenance etc.
- In addition to continued under or non performance since last month in categories such as Maintenance, Legal, Patient Transport etc., the changes from last month that will also need attention relate to dis-improvements in YTD performance in headings such as Medical & Surgical and Laboratory and these will be examined further at regional level.

Item	Adjustment Total	Adjustment YTD	Reduction YTD	Variance
	€m	€m	€m	%
Medical & Surgical Supplies	10.3	4.30	0.00	100%
Payments to Voluntary Providers	10.0	4.17	7.75	-86%
Insurance	10.0	4.17	4.17	0%
Drug Cost Management	9.3	3.88	5.76	-48%
Energy Management and Costs	9.7	4.04	5.07	-25%
Office Expenses and Administrative Overheads	7.8	3.25	1.00	69%
Maintenance	6.5	2.69	0.00	100%
Legal	5.0	2.08	0.00	100%
Patient transport	4.3	1.79	0.79	56%
Catering	4.2	1.73	3.19	-84%
Laboratory	4.0	1.68	0.00	100%
Travel and Subsistence	3.5	1.46	6.99	-379%
Professional Services - reduced rates and usage	2.4	1.01	1.01	0%
Child Care Placements	3.1	1.28	1.28	0%
Agency Fees and Costs	1.4	0.58	0.58	0%
Computer costs	2.6	1.08	0.02	98%
Cleaning / washing	2.5	1.05	0.34	68%
Blood / Blood Products	2.3	0.96	1.83	-91%
Improved management of Security costs	1.5	0.63	0.63	-1%
X-Ray/Imaging	0.8	0.33	1.09	-227%
Medical Gases	0.8	0.33	0.13	60%
Banking Costs	0.6	0.23	0.28	-20%
Improved income collection in Non Acute facilities	0.5	0.21	0.21	-1%
Education and Training	0.3	0.13	0.13	-4%
Furniture, Crockery	0.2	0.08	0.07	17%
Bedding and clothing	0.1	0.05	0.87	-1501%
Other miscellaneous non-pay reductions	2.3	0.96	0.96	0%
TOTAL	106.0	44.15	44.15	0%

Human Resources

HR

Key Performance Messages

- The May data is the first complete data for 2010.
- The opening ceiling for 2010 notified to the HSE is 110,620 (incl. Ryan report posts of 265 and outstanding 2008/2009 development posts).
 - The HSE must in 2010 reduce headcount by 1520 wte (or 380 per quarter).
 - The HSE must also further reduce headcount beyond that so that 2010 development and demographic posts can be filled as well as the outstanding posts from 2008/2009 (145)
 - Based on an annual target of 1520 the HSE's first quarter ceiling is 109,975 and second quarter is 109,595.
 - In May the HSE is 420 WTE under Q1 ceiling as shown in the table.
 - This 420, when offset against the Q2 required reduction of 380, leaves a surplus of 40 WTEs. This provides options in relation to the choice available to recruit priority new posts, recruit to moratorium exempt positions or contribute to the further WTE reductions required to meet end of year targets.
 - An analysis of numbers leaving the organisation is being finalised in order to assist in better understanding the turnover of staff in 2010.

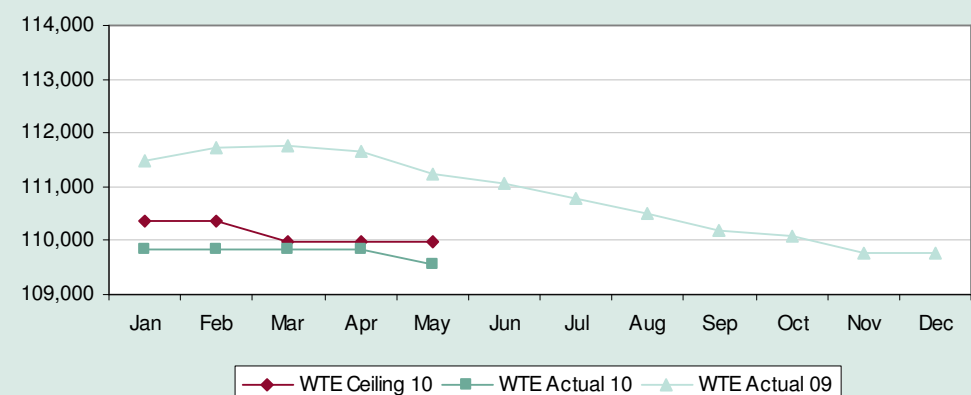
Integrated Services Directorate (ISD)

Acute Services & Primary and Community Services

The ISD's employment ceiling stands at 105,747 WTEs and it is now 374 WTEs (0.35%) below their approved Q1 ceiling.

A further 28 2008/2009 posts were filled in May. This leaves a further 145 of these posts still to be filled for which headcount is protected.

HR Ceiling 2010 v Actual 2010 and 2009



ISD by Service, Corporate & Population Health Functions

Service Function	2010 Current View				
	2009	Q1 Ceiling 2010	WTE May 2010	WTE Variance May 2010	& WTE Variance May 2010
Acute Hospital Services	51,019	50,447	50,995	+548	1.09%
Primary & Community Services	53,068	53,666	52,915	-751	-1.40%
Ambulance Services	1,465	1,318	1,463	+144	10.94%
Portion of Ceiling to be allocated		315	0	-315	
ISD Total	105,552	105,747	105,373	-374	-0.35%
Corporate	3,118	3,128	3,083	-45	-1.43%
Population Health	1,082	1,100	1,099	-1	-0.13%
Total Health Service	109,753	109,975	109,555	-420	-0.38%

Employment Control Framework	Compliance with approved employment ceiling
	The May report reflects the 2010 notified employment ceiling and the required quarterly reduction of the overall full-year 1,520 reduction.
	This figure of 109,975 includes adjustments for 2008 developments in process.
	It should be noted that there are other posts in the recruitment process in grades with delegated sanction from the general moratorium on recruitment.
	The Acute Hospitals/ Community Services Agencies/LHOs with the largest percentage variance with their approved employment ceiling at the end of May are outlined on the table below.

Agency/Hospital/Function	Ceiling May	Actual May	Growth in 2010	WTE Ceiling Variance	% Variance
Brothers of Charity Clare	164	177	-3	12	7.49%
Daughters of Charity Limerick	502	535	19	33	6.59%
Galway University Hospital	3,024	3,186	-37	162	5.36%
Louth County Hospital	368	383	-8	15	3.99%
South Infirmary Victoria University Hospital	753	773	13	20	2.63%

Hospitals with Most significant Adverse HR Variances	WTE Dec 09	Ceiling May 2010	WTE May 2010	WTE Variance May 2010	% WTE Variance May 2010
Galway University Hospital	3,223	3,024	3,186	+162	5.36%
Our Lady's Hospital, (Crumlin)	1,630	1,569	1,647	+78	4.98%
Portiuncula Hospital, Ballinasloe	677	648	677	+29	4.54%
Louth County Hospital, Dundalk	391	368	383	+15	3.99%
Mayo General Hospital, Castlebar	1,003	984	1,022	+38	3.87%
Hospitals with Most significant Favourable HR Variances	WTE Dec 09	Ceiling May 2010	WTE May 2010	WTE Variance May 2010	% WTE Variance May 2010
St. Columcille's Hospital	497	496	489	-7	-1.47%
Roscommon General Hospital	324	321	316	-5	-1.50%
St. John's Hospital, Limerick	314	315	307	-8	-2.41%
Ennis General Hospital	272	274	257	-16	-5.98%
Nenagh General Hospital	256	268	247	-20	-7.63%

LHO's with Most significant Adverse HR Variances	WTE Dec 09	Ceiling May 2010	WTE May 2010	WTE Variance May 2010	% WTE Variance May 2010
Dublin South-West	1,273	1,255	1,296	+41	3.28%
Meath	962	961	987	+26	2.74%
Dublin West	2,093	2,088	2,131	+43	2.06%
Tipperary, North/ Limerick, East	1,504	1,504	1,529	+24	1.62%
Dun Laoghaire	857	858	868	+9	1.09%
LHO's with Most significant Favourable HR Variances	WTE Dec 09	Ceiling Current Month	WTE Current Month	Variance WTE vs Ceiling	% Variance WTE vs Ceiling
Clare	1,184	1,226	1,179	-46	-3.77%
Mayo	1,494	1,542	1,480	-62	-3.99%
Sligo/ Leitrim	2,051	2,128	2,026	-102	-4.81%
Louth	1,726	1,723	1,633	-90	-5.22%
Limerick	1,900	1,998	1,883	-114	-5.73%

Human Resources by Staff Category

The first table in this section shows a view of overall human resources by staff category.

Nursing
Nursing posts are 153 above the December 2009 outturn which appears to reflect difficulties in displacing staff nurses with the intake of student nurse placements.

Management/admin
At the end of May, this staff category is 181 WTE's below the 2009 end- of-year position.

The second table shows the total change in 2010 by Region on a number of key staff groupings including moratorium exempted grades.

Overall Human Resources by Staff Category	WTE Change 2010	DML	DNE	South	West	National	Total Change 2010	WTE May 2010
	Medical/ Dental	+15.5	-4.6	-8.8	+5.0	+2.8	+9.9	8,093
	Nursing	+56.9	+4.9	+46.5	+45.7	-1.3	+152.7	37,619
	Health & Social Care Professionals	+56.0	+75.9	+31.7	+59.0	+5.2	+227.8	16,201
	Management/ Admin	-55.2	-48.1	-14.8	-59.4	-3.3	-180.9	17,430
	General Support Staff	+9.8	-38.9	-101.9	-34.3	-2.5	-167.8	11,739
	Other Patient & Client Care	-85.3	-129.6	+36.1	-65.9	+5.0	-239.7	18,474
	Total	-2.4	-140.4	-11.2	-50.0	+5.9	-198.0	109,555

Selected Key Staff Groupings (including exempted grades)	WTE Change 2010	DML	DNE	South	West	National*	Total Change 2010	WTE May 2010
	Consultants	+10.0	+1.9	-0.6	+20.3	+3.0	+34.5	2,351
	NCHDs	-26.3	-22.9	-1.1	-12.4	+0.0	-62.7	4,740
	Clinical Engineering	-0.6	-2.6	+2.1	-1.4	+0.0	-2.5	404
	Counsellors	-1.9	-1.0	+2.0	+2.3		+1.4	204
	Dieticians	+6.9	-3.7	+1.4	-0.4		+4.3	411
	Dosimetrists	+0.0		+0.0	+0.0		+0.0	12
	Emergency Medical Technicians	+1.5	-3.3	+4.2	-2.8		-0.4	1,246
	Occupational Therapists	+4.0	+19.5	+24.3	+24.2		+72.0	1,175
	Physiotherapists	+18.8	+31.2	+10.7	+19.5		+80.2	1,549
	Psychologists	+0.4	-2.1	+0.6	+3.7	+0.0	+2.7	754
	Public Health Nursing	-15.4	-10.9	-0.1	-8.1		-34.6	1,524
	Social Workers	+8.4	+14.7	+3.7	-0.1		+26.7	2,166
	Speech and Language Therapists	+11.0	+17.5	+5.4	+11.4		+45.3	822
	Staff Nurses/ Midwives	-96.0	-113.4	-59.8	-109.5	+0.0	-378.7	26,632
	Pre-registration Nurse Students	+187.6	+132.2	+139.4	+191.1		+650.3	727

Source: Health Service Personnel Census excluding Home Helps
*NPRO (National Plan Radiation Oncology)

Colonoscopy

URGENT COLONOSCOPY MONTHLY OVERVIEW

7% of those on referral for urgent Colonoscopy (44 people) are waiting more than 28 days for an urgent Colonoscopy procedure in the week ending 27th June 2010

Of the 35 hospitals who reported on their Colonoscopy service, 4 Hospitals currently have people waiting more than the 28 day target.

Hospitals	Figures waiting over 28 days week ending
Connolly	22
MRH, Portlaoise	9
South Infirmary – Victoria Hospital, Cork	7
MWRH, Dooradoyle, Limerick	6

- Connolly Hospital has confirmed that 15 of the urgent waiters will have their procedure by the week ending July 2nd and the remaining 7 by the 6th July.
- In Portlaoise, 3 patients have confirmed dates for the procedure for 7th July and a further 4 will be completed by the 14th July. Portlaoise are in discussions with another hospital to facilitate earlier appointments for these urgent patients.
- Limerick Regional are currently scheduling urgent patient appointments for any > 28 day waiters.
- In the South Infirmary, 6 urgent patients will have completed procedures by the week ending July 2nd and the remaining patient by 12th July.

The Mercy University Hospital have not reported on 28/06/10 audit. The Regional Office have confirmed with the hospital that all urgent patients are currently being provided appointments within the target times.

The HSE is currently reviewing the capacity and utilisation profile of colonoscopy services across all hospitals with a view to targeting capacity changes to accommodate demand levels.

Appendix 1: Vote Data

Vote 40 - HSE – Vote Expenditure Return at 31st May 2010
(As at 8th June 2010)

1. Vote Position at 31st May 2010

	Rev 2010 Estimate	Monthly Profile €'000	Actual Outturn €'000	Over (Under) €'000	YTD Profile €'000	YTD Actual €'000	Over (Under) €'000
Gross Current	14,139,639	1,131,844	1,136,745	4,901	6,031,627	6,016,657	(14,970)
Gross Capital	443,792	36,513	19,569	(16,944)	175,795	128,324	(47,471)
Total Gross Vote	14,583,431	1,168,357	1,156,314	(12,043)	6,207,422	6,144,981	(62,441)
Appropriations-in-Aid							
- Other Receipts	2,899,844	209,788	145,100	(64,688)	931,122	756,571	(174,551)
- Receipts collected by HSE	1,089,206	85,794	85,794	0	444,259	444,259	0
- Capital Receipts	65,800	3,000	377	(2,623)	9,877	377	(9,500)
- Total	4,054,850	298,582	231,271	(67,311)	1,385,258	1,201,207	(184,051)
Net Expenditure	10,528,581	869,775	925,043	55,268	4,822,164	4,943,774	121,610

2. Comparison to Issues Return

The May issues return submitted on 25th May 2010 declared a gross revenue under spend of €15m, a gross capital under spend of €53m and a shortfall in appropriations-in-aid receipts of €186m. Capital payments in the last week in May 2010 were higher than estimated for the issues return.

3. General Commentary

Gross current vote expenditure is €15m under profile (€20m under profile in April); appropriations-in-aid are €184m under profile (€117m under profile in April). Gross Capital vote expenditure is €47m under profile (€31m under profile in April).

As a result of the lifting of the industrial action ban on submission of financial information, HSE areas have submitted their cumulative financial files to 30th April 2010 for consolidation. Work is on-going in validating and reconciling accruals based expenditure at 30th April 2010 to vote expenditure at 30th April 2010. As this exercise has not been completed the May vote expenditure return is prepared on the basis of cash issued to HSE areas and includes estimates of appropriations-in-aid collected directly by the HSE. Estimates for the movement in bank and suspense account balances are also included. Other receipts are actual receipts from the Social Insurance Fund, the Revenue Commissioners and the UK Department of Health. While the figures in this report are correct, their interpretation is problematic given the lack of other underlying financial data at this time.

4. Capital Position at 31st May 2010

Subhead	YTD Profile €'000	YTD Actual €'000	Over / (Under) €'000
B.9- Dormant Accounts	1,777	377	1,400
C.1 - Capital	154,712	119,290	35,422
C.3 - Info Systems for Health Agencies	6,306	583	5,723
C.4 - Building & Equipping of Mental Health & Other Health Facilities	13,000	8,074	4,926
Gross Capital Expenditure	175,795	128,324	47,471
D.7 – Dormant Account	377	377	0
D.10 – Disposal of Mental Health Facilities	9,500	0	(9,500)
Net Capital Expenditure	165,918	127,947	37,971

Construction (C1/C2)

Expenditure under this subhead is running below profile by €35.422m for the period Jan-May. The adverse weather conditions in January and February have impacted on construction progress. New construction work has been slow to commence following appointment of contractor. Equipping of new facilities has progressed slower than anticipated. In addition, a level of caution is being exercised in terms of incurring expenditure due to the fact that appropriations in aid are behind profile. It is anticipated that the allocation under subheads C1 and C2 will be fully expended and on profile by year end.

ICT (C3)

Expenditure under this subhead is running below profile by €5.723m for the period Jan-May.

Mental Health (C4)

Expenditure under this subhead is running below profile by €4.926m for the period Jan-May. The adverse weather conditions in January and February have impacted on construction progress. New construction work has been slow to commence following appointment of contractor. Equipping of new facilities has progressed slower than anticipated. In addition, a level of caution is being exercised in terms of incurring expenditure due to the fact that appropriations in aid are behind profile. Expenditure under subhead C4 will be managed in the context of our capacity to raise the required funding from the sale of surplus assets.

Dormant Accounts (B13)

Dormant Accounts expenditure is behind profile for the period Jan-May but will be on profile by year end.

Appropriations in Aid

The profile in regard to sale of surplus assets was €8.100m. There were no sale proceeds in the period Jan-May. Approx €10m of sales of land have been concluded to date and the first proceeds should begin to be realised in June.

5. Emerging Issues by Vote Subhead based on REV Allocation

- The statutory sector including the medical card services scheme is €2m over profile and the voluntary sector is €11m under profile.
- Receipts from the Social Insurance Fund at 31st May 2010 amounted to €633m as against the profile of €807m resulting in a shortfall of €175m. The receipts take into account the adjustment of €77m for the purported overpayment to the HSE in 2009. Discussions are on-going between the Department of Finance and the SIF in relation to the 2010 estimate provision.

- Payments to the Long Stay Repayments Scheme are on profile.
- Payments to State Claims Agency are €6m under profile.
- Expenditure on the Flu Pandemic amounted to €32m to 31st May 2010.

The HSE faces a major financial challenge in 2010 having removed €409m from service budgets reflecting moratorium savings of €103m, a value for money target of €106m and €200m for the purposes of providing for growth in pension costs due to the unusually high patterns of retirements. The underlying spend rate in the HSE needs to be reduced to reflect these budget reductions. Delivery of a balanced vote is contingent upon action to reduce expenditure levels for the remainder of the year.

There are two primary reasons for the apparent difference in the financial position between the Vote Expenditure Return at 31st May 2010 and the projected year-end position.

- The REV profile is prepared on the basis that the profile for January and February is actual expenditure for these two months. The REV profile is therefore effectively a 10 month profile of the total allocation less actual expenditure in January and February. The actual cash drawdown in January and February 2010 (excluding the clearance of voluntary hospital overdrafts of €116m) amounted to €2.251bn which is 17.25% of the net 2010 allocation of €13.050bn. If the profile for January and February was prepared on the basis of expected expenditure as opposed to actual expenditure, it is estimated that the profile for January and February would be €100m less than the published profile. This position will unwind over the remainder of the year.
- The REV profile was prepared on the basis that expenditure on service developments in the 2nd half of 2010 would be significantly higher than the first six months. In the absence of the performance report, this cannot be determined.

Vote 40 - HSE – Vote Expenditure Return at 30th June 2010
(As at 7th July 2010)

1. Vote Position at 30th June 2010

	Rev 2010 Estimate	Monthly Profile €'000	Actual Outturn €'000	Over (Under) €'000		YTD Profile €'000	YTD Actual €'000	Over (Under) €'000
Gross Current	14,139,639	1,147,682	1,108,501	(39,181)		7,179,309	7,125,158	(54,151)
Gross Capital	443,792	32,356	20,824	(11,532)		208,151	149,148	(59,003)
Total Gross Vote	14,583,431	1,180,038	1,129,325	(50,713)		7,387,460	7,274,306	(113,154)
Appropriations-in-Aid								
- Other Receipts	2,899,844	210,088	154,000	(56,088)		1,141,210	910,571	(230,639)
- Receipts collected by HSE	1,089,206	86,461	45,449	(41,012)		530,720	489,708	(41,012)
- Capital Receipts	65,800	4,400	174	(4,226)		14,277	551	(13,726)
- Total	4,054,850	300,949	199,623	(101,326)		1,686,207	1,400,830	(285,377)
Net Expenditure	10,528,581	879,089	929,702	50,613		5,701,253	5,873,476	172,223

2. June 2010 Vote Outturn

The June 2010 outturn incorporates the year to date reclassification of gross current revenue and receipts directly collected by the HSE arising from the reconciliation of Vote expenditure to I&E expenditure to the 31st May 2010 following the lifting of industrial action on the provision of financial information. As stated in previous Vote Reports, receipts directly collected by the HSE were estimated prior to this.

3. Comparison to Issues Return

The June issues return submitted on 24th June 2010 declared a gross revenue under spend of €13m. The June Vote Report is consistent with the Issues Return as follows:-

Issues/Vote June 2010 Overspend/(Under spend)	June Issues Return at the 24 th June 2010 €m	Vote Return at the 7 th July 2010 incorporating year to date adjustments €m	Variance €m
Gross Revenue	(13,355)	(54,151)	40,796
Appropriations in Aid collected by the HSE	(0)	(41,012)	41,012
Net Expenditure	(13,355)	(13,139)	216

Gross capital issues declared an under spend of €60m and a shortfall in appropriations-in-aid receipts of €175m (Social Insurance Fund Receipts). SIF receipts were estimated in the issues return and the vote return reflects actual receipts. Capital payments in the last week of June 2010 were €1.5m higher than estimated for the issues return.

4. General Commentary

Gross current vote expenditure is €54m under profile (€15m under profile in May); appropriations-in-aid are €285m under profile (€184m under profile in May). Gross Capital vote expenditure is €59m under profile (€47m under profile in May).

5. Capital Position at 30th June 2010

Subhead	YTD Profile €'000	YTD Actual €'000	Over / (Under) €'000
B.9- Dormant Accounts	1,777	972	(805)
C.1 - Capital	180,712	138,224	(42,488)
C.3 - Info Systems for Health Agencies	8,662	959	(7,703)
C.4 - Building & Equipping of Mental Health & Other Health Facilities	17,000	8,993	(8,007)
Gross Capital Expenditure	208,151	149,148	(59,003)
D.7 – Dormant Account	1,777	377	(1,400)
D.10 – Disposal of Mental Health Facilities	12,500	174	(12,326)
Net Capital Expenditure	193,874	148,597	(45,277)

C1/C4 Construction

The under spend on construction projects in the first 6 months of this year is influenced by the following:-

- Progress on most construction projects has been sluggish with progress behind original cash flow projections on nearly all projects.
- New construction has been slow to commence once the contractor has been appointed (possibly due to delays in main contractors negotiations with sub-contractors prior to appointment).
- Exercise of caution in entering into new contractual commitments.
- Delays in equipping completed facilities.
- 40% of the Minor capital allocation has not been allocated to-date.

Sub heads C1 and C4 are behind profile. However a full review of the cash flow projections on all projects has been completed and it is projected that sub head C1 can be fully drawn down by year end.

It is anticipated that sub head C4 will be €20m under profile at year end. Sub head C4 is funded from AinA income generated from the sale of surplus assets which is currently behind profile. Approx €10m of sales of land have been agreed to date and the first proceeds should begin to be realised in July. It is anticipated that the final value of the proceeds of the sale of surplus assets will match expenditure in sub head C4.

C3 ICT

Capital expenditure to date is running behind profile. This is due to the fact that key project deliverables have not yet been reached.

6. Emerging Issues by Vote Subhead based on REV Allocation

- The gross statutory sector including the medical card services scheme is €32m under profile and the voluntary sector is €28m under profile.
- Gross receipts from the Social Insurance Fund at 30th June 2010 amounted to €773m as against the profile of €1,003bn resulting in a shortfall of €230m. The receipts take into account the adjustment of €77m for the purported overpayment to the HSE in 2009. It is expected that a revised provision less than the REV 2010 will be provided shortly.
- Payments to the Long Stay Repayments Scheme are €1m under profile.
- Payments to State Claims Agency are €7m over profile.
- Expenditure on the Flu Pandemic amounted to €33m to 30th June 2010.
- Maintenance charges are €32m under profile.

The HSE faces a major financial challenge in 2010 having removed €409m from service budgets reflecting moratorium savings of €103m, a value for money target of €106m and €200m for the purposes of providing for growth in pension costs due to the unusually high patterns of retirements. The underlying spend rate in the HSE needs to be reduced to reflect these budget reductions. Delivery of a balanced vote is contingent upon action to reduce expenditure levels for the remainder of the year. The revenue Vote shows a positive balance at the end of June 2010. However, the ability to maintain this position depends on the HSE having flexibility to use emerging savings on pensions and demand led schemes to support services.