



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

8<sup>th</sup> July 2019

Deputy Jan O'Sullivan, TD  
Dáil Éireann  
Leinster House  
Dublin 2

Rannan na nOspideil Ghearmhíochaine  
Aonad 4A – Áras Dargan  
An Ceantar Theas  
An Bothar Mileata  
Cill Mhaighneann  
BÁC 8

Acute Operations  
Health Service Executive  
Unit 4A - The Dargan Building  
Heuston South Quarter  
Military Road  
Kilmainham  
Dublin 8.

**PQ 27311/19** “To ask the Minister for Health if he will carry out an audit of the allocation of resources including medical, nursing and other staff to the various hospital groups nationally to ensure that there is equity on a national basis in accordance with the population and other demands on these hospital groups; and if he will make a statement on the matter.

Dear Deputy O'Sullivan,

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.

As you are aware, the HSE is working to implement the Slaintecare policy which provides for the delivery of a health and social care service that meets the needs of our population and attracts and retains the very best healthcare professionals, managers and staff.

As outlined in the Slaintecare Action Plan, a population health planning approach is essential in order to understand and plan for the health and social care needs of the population based on demographic and geographic considerations. In line with the Slaintecare Action Plan, 2019 will see the beginning of a programme of population health planning to inform the development of a methodology for regional budget allocation which can distribute resources on an equitable basis.

A key support to this exercise is Workforce Planning which is a key priority for the Irish Health Services. The HSE's People Strategy (2015-2018) aims to “Engage, develop and value our workforce to deliver the best possible care and services to the people who depend on them”. As outlined in the NSP 2019, building on progress to date and following a robust review process, the revised People Strategy 2019-2024 will guide all organisational people services in 2019 with an emphasis on encouraging leadership, talent and capability. The People Strategy is positioned to build a resilient workforce that is supported and enabled to deliver the Slaintecare vision. This will include a dedicated focus on workforce planning, enhancing

leadership and accountability, and building organisational capacity. Supporting the delivery system and working with key strategic partners will be prioritised to ensure relevance and connectivity to meeting people's needs and local service requirements. This will be enabled by on-going attention to progressing national frameworks and standards that can add value, and support the delivery system.

I trust this is of assistance.

Yours sincerely,



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**Carol Ivory**  
**General Manager, Acute Operations**