



**Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna**

Feidhmeannacht na Seirbhísí Sláinte

Ospidéal Dr. Steevens'

Baile Átha Cliath 8

**Office of the National Director of Human Resources**

Health Service Executive

Dr. Steevens' Hospital

Dublin 8

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3<sup>rd</sup> December 2019

Éamon Ó Cuív, T.D.  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

PQ 47508/19

**To ask the Minister for Health if his attention has been drawn to the fact that the central personnel section of the HSE is not approving appointments across the health system to fill vacancies; the steps he has taken to ensure that the HSE adopts a policy to fill all vacancies in the health service in cases in which this has been recommended by the relevant section of the HSE to provide necessary services; and if he will make a statement on the matter.**

Dear Deputy

I refer to your recent parliamentary questions above which was sent to the HSE for reply.

The staffing environment of the HSE, and organisations funded by it are subject to the requirement to operate within the funding envelope provided in line with government policy. The Department of Health has engaged intensively with the Health Service Executive to reach an agreement on a pay and numbers strategy for 2019. The HSE expects to grow its workforce, however this must be done in such a way that is both planned and affordable and each service must manage its services within its available funding allocation. There is a priority requirement for all services to maintain, or get to, an affordable staffing level that is sustainable in 2019 and 2020, while also prioritising the delivery of safe services.

The vacating of a position does not in itself create a vacancy as the work of the position may be covered through redeployment, restructuring or reallocation. In addition, where a post has been approved for filling the duties may be covered by agency or overtime in the meantime. It is not possible, therefore, to give a definitive figure for vacancies.

I trust this clarifies matters and if you have any further query please do not hesitate to contact me.

Yours sincerely

**Marie O'Sullivan**