



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
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Office of the National Director of Human Resources

Health Service Executive
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Fergus O'Dowd, T.D.

3rd March, 2021

PQ8176/21 To ask the Minister for Health the details of the health budget provision for 2021 to employ 16,000 additional healthcare staff; the details of the positions to be filled and the proposed recruitment process; and if he will make a statement on the matter - Fergus O'Dowd

Dear Deputy,

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

The HSE has embarked on a very ambitious recruitment strategy to appoint an additional 16000 into the health services to meet the needs of both the Winter Plan and the National Service Plan. This includes broad reaching national and international projects processed through internal enhanced avenues together with the development of additional recruitment capacity working in collaboration with third party providers.

A recruitment challenge of this scale requires a multi strand approach and leveraging capacity both internally and externally to the HSE.

Examples of this are:

- The appointment of all nursing graduates from Irish Colleges into permanent positions in the HSE
- Working with our recruitment colleagues in the Civil Service through the PAS to recruit over 1000 Clerical Officers from external pools
- Ambitious programmes to capture graduates from both 2020 and 2021 across a number of disciplines. Of these over 1000 have been successful at interview
- The development of ambitious national programmes using new grades of staff to deliver health services and to avoid depleting existing clinical grades. Examples of which are Contact Tracers and Community Swabbers from which over 1300 staff have been recruited. A similar innovative programme has been launched for the role of vaccinator launched on 18th February which has already received over 800 applications
- Accepting that some pools are already depleted such as nursing, the HSE has implemented a robust and far reaching international search for Staff Nurses from the global market
- The HSE has also developed a Procurement framework to allow for hard to fill grades to be readily sourced from the international market.

Yours sincerely,

A handwritten signature in black ink that reads "Marie O'Sullivan".

Marie O'Sullivan
National HR