



**Stiúrtóra Náisiúnta
Acmhainní Daonna**
Feidhmeannacht na Seirbhísí,
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8.

**National Director
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Niamh Smyth T.D.

22nd December, 2022

PQ 61268/22 To ask the Minister for Health the way that he intends to speed up the recruitment process of qualified personnel within health organisations (details supplied). -Niamh Smyth

Details supplied: Presently, the offer of appointment to actual commencement of work is far too long especially with waiting list at enormous levels.

Dear Deputy,

I refer to your recent Parliamentary Question which was sent to the HSE for response.

The HSE are implementing a Recruitment Operating Model (ROM) to modernise how recruitment is delivered within the Organisation. The ROM aims to deliver a fit for purpose Recruitment System in line with Sláintecare that will be agile and ensure adequate recruitment capacity and capability to deliver the required resources, recruiting the right people across the whole health service year on year.

This will be achieved by optimising the use of Technology and Digital Recruitment Solutions across the Organisation, resulting in improved times to hire and improved candidate and service manager experience. Furthermore optimising the use of technology and improving our processes will shorten the time required to recruit healthcare staff and this will have a positive impact on patient and client care.

I trust this clarifies and is of some assistance.

Yours sincerely,

**Marie O'Sullivan
National HR**