



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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Deputy Duncan Smith.
Dail Eireann,
Dublin 2.

21st March 2022

PQ Number: 8199/22

**PQ Question: To ask the Minister for Health if he will report on the work his Department is undertaking on ensuring a diverse workforce in mental health services; and if he will make a statement on the matter -
Duncan Smith**

Dear Deputy Smith,

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. I have examined the matter and the following outlines the current position.

The HSE aim to develop its workforce so that it reflects the diversity of HSE service users, and to strengthen it through accommodating and valuing different perspectives, ultimately resulting in improved service-user experience. Recruitment and selection to the HSE is regulated by the Commission for Public Service Appointments. This principle-based approach is intended to maintain and further enhance consistency, fairness, transparency, accountability and diversity in recruitment practices.

The HSE is currently reviewing plans and policies relating to Diversity, Equality and Inclusion in the workplace. A new Framework for Diversity, Equality and Inclusion and new Diversity objectives will be available in the near future.

I trust this information is of assistance to you. Please do not hesitate to contact me if you have any further queries.

Yours sincerely,

Jim Ryan
Assistant National Director - Head of Operations
National Mental Health Services