



**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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Bernard Durkan T.D.

14<sup>th</sup> April, 2022

**PQ 17275/22 To ask the Minister for Health the efforts being made to ensure the retention of nursing staff in all areas throughout the country; and if he will make a statement on the matter. -Bernard J. Durkan**

Dear Deputy,

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

Supporting and retaining our experienced, dedicated nursing staff is essential to the effective running of our services. In line with this a number of actions have been taken in the areas of both recruitment and retention. Recruitment initiatives include large scale national campaigns for specific occupations and international recruitment campaigns to attract employees from overseas and encourage Irish healthcare workers living abroad to return and work with the HSE.

The retention of all graduate nurses and midwives (2022 graduates) across our services is a key action as part of our approach to optimise our resourcing needs and in an effort to meet the significant workforce expansion. Therefore the HSE is offering each of the graduate nurses and midwives in 2022, a permanent contract. This includes graduates in general, mental health, intellectual disability, midwifery and children's.

Other retention measures in operation include provision of training and development opportunities, family friendly initiatives including the flexible working scheme and shorter working year scheme, conducting of exit interviews and ongoing development of well-being initiatives.

Yours sincerely,

A handwritten signature in cursive script that reads "Marie O'Sullivan".

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**Marie O'Sullivan**  
**National HR**