



Oifig an Stiúrthóra Náisiúnta
Géaroibríochtaí

Aonad 4A, Áras Dargan, An Ceantar Theas,
An Bóthar Míleata, Cill Mhaighneann, Baile
Átha Cliath 8, D08 NN9V

Office of the National Director
Acute Operations

Unit 4a, the Dargan Building, Heuston
South Quarter, Military Road,
Kilmainham, Dublin 8, D08 NN9V

www.hse.ie
[@hselive](https://twitter.com/hselive)

t 01 795 9971
e acute.operations@hse.ie

7th April, 2022

Bernard J. Durkan
Dáil Éireann
Leinster House Dublin
2.

PQ 17276/22 To ask the Minister for Health the efforts being made to ensure the retention of hospital staff in all areas throughout the country; and if he will make a statement on the matter. -Bernard J. Durkan

Dear Deputy Durkan,

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.

Supporting and retaining our experienced, dedicated 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 wellbeing initiatives.

I trust this is of assistance.

Yours sincerely,

John
Smith,
Assistant National Director, Acute
Operations