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Acmhainní Daonna**
Feidhmeannacht na Seirbhísí,
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Richard Bruton T.D.

3rd November, 2022

PQ 51945/22 To ask the Minister for Health if the manpower planning exercise for Ireland's health service needs has identified the most immediate gaps to be filled and the longer-term needs; and if he will make a statement on the matter. -Richard Bruton

Dear Deputy,

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

The “*National Strategic Framework for Health and Social Care Workforce Planning*” (DoH 2017) gives effect to a national approach to Strategic Workforce Planning within the Irish health service. On foot of this key strategic policy, the HSE established a Cross Divisional Workforce Planning Steering group chaired by the National Director of HR to support the delivery of the workforce planning priorities identified in the National Service Plan and Sláintecare Implementation Plan.

In order to build a sustainable workforce to meet the planned and future needs of HSE provided and funded services strategic workforce planning occurs in a number of ways.

1. In the shorter term workforce planning has been closely aligned to the annual service planning process (Pay and Numbers Strategy). The Strategic Workforce Planning & Intelligence Unit (SWPI) within the national HR division in the HSE plays a key role working with service and planning teams in analysing workforce data which informs the annual planning process. Trend analysis of the workforce over the previous 5 years from census and turnover data is examined to inform our workforce needs for the upcoming year. The unit also informs and supports workforce planning activities across the HSE by analysing and combining census data, turnover data, age, gender and working patterns of the workforce.
2. For longer term workforce planning the HSE, Department of Health and Economic and Social Research Institute (ESRI) have commenced a phased programme of research to project workforce requirements up to 2035. Phase 1 of this work which had as its focus to project the workforce requirements for a number of professions in the public health sector acute hospital system was successfully completed and published in July of this year. Phase 2 which will examine the same professions in the community and with preparatory work underway, is due to commence in Q1 2023. Additionally, work is being progressed in partnership with the National Women and Infants Health Programme Office to develop a workforce plan for a number of professions in maternity services.
 - a. The importance of the above work is to inform medium to longer term strategic projections, and identification of the required workforce based on projections of healthcare demand. This data is currently being used to inform the work of the recently established HSE Recruitment Reform and Resourcing programme that will set out the suite of actions required to ensure both short, medium and longer-term resourcing needs.



3. On an on-going basis a range of uni-professional workforce planning activities are undertaken across the HSE at a variety of levels; by individual services; clinical care programmes and national professional offices such as the office of the Nursing and Midwifery Services Director (ONMSD), National Doctors in Training & Planning Office (NDTP) and the Office of the Health and Social Care Professions (HSCP). The SWPI team also support a range of national services e.g. some screening services, trauma, with workforce planning activities.

It may further interest the Deputy, that the Department is currently leading out on a new Health and Social Care Workforce Planning Strategy and model for projections across the entire health economy, for which the HSE Strategic Workforce Planning and Intelligence Unit is supporting.

I trust that this information is sufficient to meet the Deputy's needs.

Yours sincerely,

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

Marie O'Sullivan
National HR