



**Stiúrtóra Náisiúnta
Acmhainní Daonna**
Feidhmeannacht na Seirbhísí,
Sláinte Ospidéal Dr. Steevens',
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**National Director
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Colm Burke T.D.

11th October, 2022

PQ 47582/22 To ask the Minister for Health if he will request all HSE hospital and organisations to conduct exit interviews for staff members who have submitted notice of their intention to leave the service to assist in determining the best way to retain staff; and if he will make a statement on the matter. -Colm Burke

Dear Deputy,

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

Currently the Staff Leaving Form asks staff to identify their reasons for leaving. The top reasons for leaving identified include work related stress, dissatisfaction with my job, personal reasons, leaving to take up a Promotion.

The HSE National HR department have established a 'Recruitment Reform and Resourcing programme'. This is a strategic National Programme and retention is one of the 5 pillars on which the programme is being built. This will include gathering of comprehensive information and data from employees exiting the HSE as to their reasons for leaving. This will greatly support the HSE in developing retention strategies across all professions and geography. A pilot is underway in Mayo University Hospital - pilot site in Saolta University Health Care Group.

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

Yours sincerely,

Marie O'Sullivan
National HR