



**Stiúirthóra Náisiúnta
Acmhainní Daonna**
Feidhmeannacht na Seirbhísí,
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Duncan Smith T.D.

3rd May, 2023

PQ 16101/23 To ask the Minister for Health if the HSE conducts exit interviews for staff that are leaving the service; and if he will make a statement on the matter. -Duncan Smith

Dear Deputy,

I refer to your recent Parliamentary Question which was sent to the HSE for response.

Currently some parts of the HSE conduct exit interviews at a local level and this information is used by managers to influence their own retention initiatives. However, at the largest employer in the State, the HSE conducts a National Staff Survey every 2 years (which will launch in May) and this gives an in-depth view of staff sentiment. This rich data facilitates initiatives at both a local and national level to support retention initiatives and allow for local interventions where necessary.

The HSE recognises the need to expand its workforce in a highly competitive global market. In recognition of this, the HSE has established The Recruitment Reform and Resourcing Programme (RRR) in order to adopt a strategic, health service response to address the challenges of staff retention and attraction.

This Programme in partnership with the services are developing sustainable resourcing strategies for the short, medium and long term, per profession and is underpinned by five strategic resourcing pillars as follows:

1. Engage and Retain our Workforce
2. Attract a High Performing and Diverse Workforce
3. Build Healthcare Talent of the Future
4. Support the Health of our Workforce and
5. Build a positive and inclusive workplace culture

This Programme is developing a comprehensive Action Plan to ensure that there is sufficient workforce both now and into the future. One of the actions to be developed is the 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 workforce planning and retention strategies across all professions and geography.

I trust this clarifies and is of some assistance.

Yours sincerely,

Marie O'Sullivan
National HR