



Stiúrthóir Náisiúnta Cúnta um Athchóiriú
Earcaíochta agus Acmhainní

Stiúrthóir Náisiúnta Cúnta AD - Athchóiriú
Earcaíochta agus Acmhainní

Assistant National Director of HR
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RE: PQ 7974/23 To ask the Minister for Health the extent to which he can take steps to counter the difficulties of obtaining and retaining professional staff throughout the health services; and if he will make a statement on the matter. -Bernard J. Durkan

Dear Deputy Durkan,

I refer to your recent parliamentary question, which has been sent to the HSE for response.

The HSE is operating in a fiercely competitive global race for talent across all professions in which the mobility of healthcare workers across the globe has become an ever increasing challenge. Resourcing our health services is further compounded by existing deficits across some professions and specialties exiting training and global workforce shortages in health care. This is against a backdrop where there are changing workforce expectations, which requires greater flexibility, agility and creativity.

The HSE is looking toward opportunities to not only attract and recruit talent, but to develop, engage and retain the workforce that will deliver our service's needs, now and into the future.

To this end, the HSE has established the Recruitment Reform & Resourcing Programme to lead out on the development of a Resourcing Strategy to meet the current and future needs of the Organisation. A core element of this work will involve enhancing the Organisation's capacity to attract, develop, retain and engage the workforce that will ensure a sufficient domestic supply of health care staff, maximising self-sufficiency within the Irish state for the resourcing and delivery of publically funded health services for the future.

Although this Programme is still in its infancy, work and engagements are progressing at pace to identify key areas to be addressed to improve attraction and retention within the HSE.

If you require any further information, please do not hesitate to contact me.

Yours sincerely

Eithne Fox
Assistant National Director of HR, Recruitment Reform and Resourcing