



Stiúrthóir Náisiúnta Cúnta um Athchóiriú
Earcaíochta agus Acmhainní

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RE: PQ 2923/23 To ask the Minister for Health if the HSE carry out exit interviews for staff leaving its employment; if the HSE will consider investing in exit interviews as a way of identifying recruitment and retention issues; and if he will make a statement on the matter. - Denis Naughten

Dear Deputy Naughten,

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

Currently some parts of the HSE conduct exit interviews and as the largest employer in the State; the HSE recognises the challenges it faces in relation to retention of staff.

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 will develop 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.

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