



Stiúrthóir Náisiúnta Cúnta um Athchóiriú
Earcaíochta agus Acmhainní

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RE To ask the Minister for Health if he will consider sponsoring medical, nursing and paramedical students on condition of providing two years contracted employment with the public health service post qualification as a mechanism to meet workforce shortages; 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.

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. The HSE fully understands the requirements to build our workforce over the next number of years to meet the increasing needs of an aging and growing population.

To this end, the HSE has established a national programme to develop resourcing strategy for the HSE short, medium and long term. This strategy is anchored in five pillars:

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

The primary pillar is built around retention. That includes both retention of our existing staff but also maximising the health and social care graduates from Irish colleges. To this end, the HSE is directly targeting all health and social care graduates across all Irish colleges with the offer of permanent positions in the HSE, together with competitive relocation packages to entice our graduates from previous years home.

In the current fiercely competitive global market for healthcare workers, the HSE does not believe that compelling graduates to stay for a number of years is conducive to developing a workplace and environment that attracts and retains in the long-term the best employees for the health service.

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