



Stiúrthóir Náisiúnta Cúnta um Athchóiriú  
Earcaíochta agus Acmhainní

Stiúrthóir Náisiúnta Cúnta AD - Athchóiriú  
Earcaíochta agus Acmhainní

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**Re: PQ 36485/23: To ask the Minister for Health to provide an update on the implementation of each of the 18 common actions and 13 high-service impact actions identified by the Service and Profession-Led Expert Implementation Groups as part of the HSE Resourcing Strategy, in tabular form; and if he will make a statement on the matter -Róisín Shortall**

Dear Deputy Shortall,

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

The HSE Resourcing Strategy was launched in June this year. It is an action orientated plan that has been driven by five Expert Implementation Groups and this plan has now entered into implementation phase.

As requested, please find below table providing an update on the Actions prioritised for implementation in Wave 1, consisting of 14 Common Actions and 13 High Service Impact Actions.

 <b>Health Service Executive - RRR Programme</b>				
Action Type	Strategic Pillar	Action	Status	Progress
Common Action	Engage	Develop future workforce projections for each staff category (in collaboration with the Dept of Health)	<i>Commenced</i>	<i>On Track</i>
Common Action	Attract	Develop consistent data and intelligence in relation to those who leave, move around the system	<i>Commenced</i>	<i>On Track</i>
Common Action	Include	Enhance data collection on the progression of all staff, including international staff, through the system	<i>To commence</i>	<i>Not Started</i>
Common Action	Engage	Develop resourcing strategies to address the gap between supply and demand	<i>Commenced</i>	<i>On Track</i>
Common Action	Engage	Develop a mechanism to maintain a relationship with applicants / potential applicants, informing them of career opportunities and providing candidate supports as they engage in the recruitment process	<i>Commenced</i>	<i>On Track</i>
Common Action	Include	Create specific diversity, equality and inclusion (DEI) attraction and Recruitment Programmes to increase talent pools and diversity within staff categories	<i>To commence</i>	<i>Not Started</i>



Common Action	Attract	Develop a Talent Attraction & Engagement capability with an attraction strategy specific to each grade category	<i>To commence</i>	<b>Not Started</b>
Common Action	Attract	Develop a HSE Career Hub to provide information on career pathways and career development supports within the health service	<i>Commenced</i>	<b>On Track</b>
Common Action	Engage	Establish a working group to explore the possible remedies to address issues faced by healthcare workers in securing accommodation	<i>Commenced</i>	<b>On Track</b>
Common Action	Support	Develop the supports for international staff who join our services	<i>Commenced</i>	<b>On Track</b>
Common Action	Attract	Review and modernise the current recruitment and selection process to enhance the candidate experience and expedite the recruitment process	<i>Commenced</i>	<b>On Track</b>
Common Action	Build	Understand and quantify the attrition of students from relevant third level courses/qualifications	<i>To commence</i>	<b>Not Started</b>
Common Action	Include	Introduce a leadership development framework and relevant supports that provides managers with tools to manage effectively, promote a positive workplace culture and engage their team	<i>Commenced</i>	<b>On Track</b>
Common Action	Include	Regularly harness staff ideas for innovation, improved care and enhanced employee experience (Think Tanks, Focus Groups, Surveys)	<i>Commenced</i>	<b>On Track</b>
High Service Impact	Build	Introduce multi-agency training run at local levels to source and train, for example, HCSA and HCAs to HSE requirements	<i>Commenced</i>	<b>On Track</b>
High Service Impact	Build	Establish a focused workstream for each division of the NMBI register – commencing with Midwifery and Mental Health	<i>To commence</i>	<b>Not Started</b>
High Service Impact	Build	Increase the number of Public Health Nurse graduates to meet the gap between demand and supply	<i>Commenced</i>	<b>On Track</b>
High Service Impact	Engage	Explore the introduction of the Physician Associate grade to build additional capacity within the health service with all relevant stakeholders	<i>Commenced</i>	<b>On Track</b>
High Service Impact	Attract	Develop targeted attraction strategies for Medical Consultants in difficult-to-fill geographies and posts	<i>Commenced</i>	<b>On Track</b>
High Service Impact	Attract	Liaise with the IMC to explore how registration processes may be expedited and to enhance supports available to internationally qualified doctors in navigating IMC registration – including processes, required training and documentation	<i>Commenced</i>	<b>On Track</b>
High Service Impact	Engage	Reduce the number of non-training NCHD posts	<i>To commence</i>	<b>Not Started</b>
High Service Impact	Attract	Significantly increase the volume of entry to practice training places to ensure we can meet service demands into the future	<i>Commenced</i>	<b>On Track</b>



High Service Impact	Build	Development of additional clinical infrastructure to support practice/clinical placements and periods of adaptation	<i>Commenced</i>	<i>On Track</i>
High Service Impact	Support	Adopt early recruitment of HSCP 2023 graduates – providing employment as HSCP Assistants / Pre Reg, until they secure registration	<i>Commenced</i>	<i>On Track</i>
High Service Impact	Build	Increase the number of Trainee Psychologists across the system	<i>Commenced</i>	<i>On Track</i>
High Service Impact	Attract	Address challenges arising with professional registration processes	<i>Commenced</i>	<i>On Track</i>
High Service Impact	Attract	Introduce incremental credit to recognise prior education and private sector experience for difficult to fill posts	<i>To commence</i>	<i>Not Started</i>

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

Yours sincerely

Eithne Fox  
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