



**Stiúrtóra Náisiúnta
Acmhainní Daonna**
Feidhmeannacht na Seirbhísí,
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8.

**National Director
Human Resources**
Health Service Executive,
Dr Steevens' Hospital,
Dublin 8, 08 W2A8

**www.hse.ie
@hselive**
t 01 6352319
e nationalhr@hse.ie

Seán Canney T.D.

27th June, 2023

PQ 27691/23 To ask the Minister for Health if he will provide details of the 600 job vacancies currently within the HSE, by county, in tabular form; and if he will make a statement on the matter. -Seán Canney

Dear Deputy,

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

I contacted your office by email and by phone to seek further clarification on your request as I was not able to reconcile the Deputy's identification of the number of vacancies - but have not heard back from you.

For the Deputy's information I am including details below re the HSE Resourcing Strategy (2023) which should be of interest to the Deputy.

The HSE has set a minimum net additional staff target of 6,010 WTE for 2023. Work continues on profiling the 6,010 WTE HSE net WTE growth target set under the 2023 Pay and Numbers Strategy. The 2023 Pay & Numbers Strategy (PNS) is being progressed in parallel to the 2023 HSE National Service Plan

<https://www.hse.ie/eng/services/publications/serviceplans/national-service-plan-2023.pdf> (in-line with the National Financial Framework)

The HSE Resourcing Strategy (2023) <https://www.hse.ie/eng/staff/resources/hrstrategiesreports/hse-resourcing-strategy-april-23.pdf> sets out the pathway to develop and grow health service recruitment capabilities and is the first HSE wide recruitment strategy developed. Since September 2022, the HSE has been working to identify resourcing challenges within the health service workforce grade categories and professions and to recommend resourcing actions that should be taken to address them through the HSE Resourcing, Recruitment and Retention strategy (RRR). At all stages in this process, actions were examined through the lens of an integrated care model and considered in the context of the future structure of the Regional Health Authorities (RHA's.) Robust governance for the Programme has been established, which is powered by five Service and Profession Led Expert Implementation Groups (EIGs). They are as follows:

- o Medical & Dental
- o Nursing & Midwifery
- o Health & Social Care Professions
- o Patient, Client Care & General Support
- o Management, Administration & Technical

The Resourcing Programme is envisaged as a multi-year, strategic programme. As a result it must continually evolve to meet the needs of the services, patients and service users as the RHA model is implemented.

This includes advancing the Safe Staffing Framework and encouraging and enabling staff to work at the top of their licence. The ultimate aim is to become an 'employer of choice' by providing a rewarding and fulfilling workplace for our most valuable asset – our people

I trust this clarifies and is of some assistance.

Yours sincerely,

Marie O'Sullivan
National HR