



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

**National Director
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Matt Shanahan, T.D.

9th February 2024

PQ 46687/23 To ask the Minister for Health the mechanisms that are in place to administer conflicts of interest for hospital group CEOs; and if he will make a statement on the matter. - Matt Shanahan

PQ 47838/23 To ask the Minister for Health what mechanisms are in place to administer conflicts of interest for all hospital group CEOs; and if he will make a statement on the matter. -Matt Shanahan

Dear Deputy,

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

All employees of the HSE are subject to the Department of Health's Code of Conduct for Health and Social Service Providers which provides that:

- Employees must avoid conflicts of interest and ensure that the resources available to them are used effectively in accordance with the mandate given to our organisation, reporting any concerns that they have of this nature.
- Employees must avoid conflicts of interest, seeking the guidance of their human resources department should they require any clarification on issues of this nature and ensure that decisions are made through established procedures without improper influence.

The full Code of Conduct is available at [dept-of-health-a-code-of-conduct-for-health-and-social-service-providers.pdf \(hse.ie\)](https://www.hse.ie/eng/about/who/ethics/depot-of-health-a-code-of-conduct-for-health-and-social-service-providers.pdf).

In addition, the Ethics in Public Office Act 1995 and Standards in Public Office Act 2001 requires designated HSE employees to furnish an Annual Statement of Interest, in writing, of:

- (i) the interests of the person, and
- (ii) the interests, of which the person has actual knowledge, of his or her spouse or civil partner or a child of the person or of his or her spouse

which could materially influence the employee in the performance of their official duties.'

Any employee in any grade where the minimum point of the salary scale applicable to that grade is equal to or greater than the first point of the Grade VIII salary scale occupies a 'Designated Position of Employment' under the Ethics Acts.

Designated employees are required to review all registrable interests held by them, their spouse, civil partner, child or child of a spouse to determine if they could, at any stage now or in the future, materially influence him/her in the performance of their duties in their current position in the HSE. If they do hold such an interest, they are required to declare it on their Annual Statement of Interests.

The obligations under the Ethics legislation are outlined in the contracts of employment of designated employees and in the HSE's Staff Handbook.

In respect of the Annual Statement process, given the size and complexity of the HSE, a review process for the organisation was agreed with the Standards in Public Office (SIPO) Commission. This process enables the HSE to manage the Statements of Interests submitted and ensure that any conflicts of interest/potential conflicts of interest can be identified and addressed. The SIPO Commission agreed that the HSE's process met the requirements of the legislation.

I trust this clarifies and is of some assistance.

Yours sincerely,

**Marie O'Sullivan
National HR**