

CC/VAW/MC

Email: pgmidwestacute@hse.ie

22nd September 2023

Mr Violet-Anne Wynne TD,
Dàil Eireann,
Leinster House,
Kildare Street,
Dublin 2

PQ 39358/23

To ask the Minister for Health if he will comment on the significant level of vacancies within the UL Hospitals Group; what aggressive recruitment measures are taking place; and if he will make a statement on the matter. -Violet-Anne Wynne

Dear Deputy Wynne,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question which you submitted to the Minister for Health for response.

UL Hospitals Group recognises the importance of recruiting and retaining suitably qualified staff.

Similar to any organisation, a significant part of vacancies arise due to shorter term leave types such as sick leave, maternity leave etc. and also in the form of natural attrition such as resignation and retirement. In addition, it should be noted that as travel opportunities have opened up post-pandemic, some staff have chosen to avail of same. Workforce resilience associated with the COVID-19 pandemic is also a challenge.

Presently, the labour market is very competitive, particularly in the area of skilled medical personnel. This challenge is not unique to the HSE but rather is being felt on an international scale. Nonetheless, ULHG is constantly recruiting for new development posts and filling any deficits which may have arisen. We are pioneering several initiatives to attract and retain staff and we are committed to having a well-resourced workforce to support the patient needs of the Mid-West. These initiatives include:

- Enhanced ULHG Careers Page which can be accessed at the following link: <https://healthservice.hse.ie/healthcare-delivery/ul-hospitals-group/careers-in-ul-hospitals-group/careers-in-ul-hospitals-group.html>
- Careers Fair Strategy research conducted by our Recruitment Department
- A number of advertising campaigns following research conducted at college/university open days. These include:

- Advertising on the GMIT website for Allied Health, OSD and medical graduates.
- Advertising on the UL website for Engineering, Nursing & Allied Health graduates.
- Advertising on the MTU website for Medical Scientists & Engineering graduates.
- Attending International Recruitment Fairs
- Offering all UL nursing graduates a job at UL Hospitals as they qualify from the University of Limerick.

I trust this clarifies the position, please contact me if you have any further queries.

Yours sincerely,



Prof Colette Cowan
Chief Executive Officer
UL Hospitals Group