



Oifig an Cheannaire Oibríochtaí,
Na Seirbhísí Míchumais/An Rannán Cúram Sóisialta,
31-33 Sráid Chaitríona, Luimneach.

Office of the Head of Operations,
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2nd October 2023

Deputy Violet Anne Wynne,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.
E-mail: violet-anne.wynne@oireachtas.ie

Dear Deputy Wynne,

The Health Service Executive has been requested to reply directly to you in the context of the following parliamentary question, which was submitted to this department for response.

PQ: 39744/23

To ask the Minister for Children; Equality; Disability; Integration and Youth his views on what aggressive recruitment strategies he will employ with respect to personal assistance supports; and if he will make a statement on the matter

HSE Response

The HSE provides a range of assisted living services including Personal Assistant and Home Support Services to support individuals to maximise their capacity to live full and independent lives.

PA and Home Support Services are provided either directly by the HSE or indirectly through a range of voluntary and private service providers. The majority of specialised disability provision (80%) is delivered through non-statutory sector service providers.

With regard to the provision of PA and Home Support services, the local HSE CHO areas are aware of the needs in their respective areas and work with the local Service Providers to respond within the resources available.

Recruitment

A Personal Assistant (PA) is employed by the person with a disability to enable them to live an independent life. The PA provides one to one assistance with a range of daily activities, both inside and outside the home, at the discretion and direction of the person with the disability, thus promoting choice and control for the person with the disability to live independently.

The person who avails of the PA's services is often referred to as the Leader

With regard to employment, the service user has full control over the day to day direction of their PA.



As mentioned above, PA Services are provided either directly by the HSE or through a range of voluntary and commercial service providers.

With regard to recruitment, the service user may devolve responsibility for employment administrative arrangements e.g. recruitment, Garda vetting, references, insurance, tax returns and salary payment, to a service provider for example, the Centres for Independent Living or The Irish Wheelchair Association, which is the case in the vast majority of circumstances.

Service Providers of PA and Home Support services are responsible for their own recruitment and retention of personnel to provide the required services.

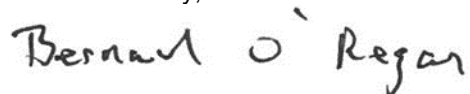
Recruitment in the HSE is conducted both nationally (through HR National Recruitment Service) and at CHO level by local recruitment teams.

All recruitment undertaken, focuses on campaigns to attract qualified and eligible candidates in an effort to increase the potential candidate pool. The HSE and Service Providers continue to explore a wide range of options and initiatives to enhance the retention and recruitment of essential staff across all aspects of the health services.

The HSE Careers Hub allows potential candidates to register their interest in specific areas and in turn, these individuals will be notified of all recruitment in those areas in which they have expressed their interest.

The HSE is operating in a very competitive global market for healthcare talent as there are significant shortages of qualified healthcare professionals across the globe.

Yours Sincerely,



**Bernard O'Regan,
Head of Operations - Disability Services,
Community Operations**

