



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

**National Director
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Denis Naughten, T.D.

24th June 2024

PQ 25690/24: To ask the Minister for Health if his Department and each body and agency under the remit of his Department has achieved the Government-mandated public sector remote working target of 20%; when this was achieved in each instance; the current percentage of staff working remotely; and if he will make a statement on the matter. -Denis Naughten

Dear Deputy,

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

The HSE has introduced a Blended Working Policy to facilitate blended working arrangements. This term refers to a combination of working both from the employees work premises and working remotely. The policy can be accessed at <https://assets.hse.ie/media/documents/ncr/hse-blended-working-policy-for-the-public-health-service.pdf>

The policy states blended working arrangements must align with “business/service needs and support the delivery of efficient, high-quality health and social services”. Furthermore, it must be established that employees are in a position to carry out all the responsibilities of their role while working remotely under a blended working arrangement.

The policy allows that senior management encourage and facilitate blended working where practical based on a role identification exercise and determination of eligibility criteria to be undertaken within each organisation/division/unit and employees will have a legal right to request remote working from their employer. An employee may submit a blended working application for consideration no more than once every 12 months unless their role and/or unit changes or there have been significant changes to their proposed home workstation.

Each employee applies to local management and the details are retained locally. There is no national register of the total number of employees who work from remotely as part of their working week

I trust this is of some assistance.

Yours sincerely,

**Marie O'Sullivan
National HR**