



**Stiúthóra Náisiúnta
Acmhainní Daonna**

Feidhmeannacht na Seirbhísí,
Sláinte Ospidéal Dr. Steevens',
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Bernard Durkan, TD

Wednesday, October 2, 2024

PQ 39613/24 - To ask the Minister for Health the steps he has taken within the past twelve months to counter the difficulties of obtaining and retaining professional staff throughout the health services; and if he will make a statement on the matter - Bernard J. Durkan

Dear Deputy,

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

The HSE has grown its workforce by over 8,200 since January 1st, 2023, and this is across all staff categories, professions and services. As the HSE operates in a very competitive global healthcare market, there is an international scarcity across all professions. The HSE developed and launched an action orientated Resourcing Strategy in June of last year.

[hse-resourcing-strategy.pdf](#) . This has been developed and is being delivered by and with the services.

This strategy is anchored on 5 strategic pillars

1. Engage and Retain Our Workforce
2. Attract a High Performing and Diverse Workforce
3. Build the Healthcare Talent of the Future
4. Support the Health & Wellbeing of our Workforce
5. Build a Positive and Inclusive Workplace Culture

This strategy has resulted in a suite of initiatives to both attract and retain Health care staff. Examples of which include

- Offering HSCP and Nursing and Midwifery graduates permanent offers of employment
- The development of highly targeted engagement platform for current and future candidates [careerhub.hse.ie](#) Which currently has 34,000 members.
- Profiling and targeting through social media of individual services and professions, example: [careerhub.hse.ie/camhs](#)
- International webinars to attract overseas candidates.
- Targeted engagements with students in Irish colleges to support them in the recruitment process in the HSE.
- Profiling of career and education opportunities across career fairs and public events e.g. National Ploughing championships, higher options and school summits.
- Targeting Irish trained Healthcare staff who travelled abroad to new opportunities back in Ireland.
- The launch of a very competitive relocation package.
- Suite of supports to help new staff to settle into their new life in Ireland.

It is encouraging that our staff turnover figures have reduced from 10.2% in 2022 to 8.9% in 2023 and the trajectory for 2024 continues downwards.

I trust this is of some assistance.

Yours sincerely,

Mairéad Ryan
National HR