



Oifig an Stiúrthóra Réigiúnda Daoine
FSS an Iardheiscirt

Páirc Gnu Model
Bóthar na Modh Feirme
Corcaigh T12 HT02

Office of the Regional Director of People
HSE South West

Model Business Park
Model Farm Road
Cork T12 HT02

southwest.hse.ie
E: people.sw@hse.ie

28th May 2025

Deputy Michael Cahill, TD,
Dáil Éireann,
Dublin 2.

PQ ref 19593/25

“To ask the Minister for Health her plans to fill posts that have been advertised right across County Kerry (details supplied); and if she will make a statement on the matter.”

Details supplied: will the Minister accept that it is becoming increasingly difficult to attract Healthcare staff to County Kerry, especially to our peninsulas

Dear Deputy Cahill,

HSE South West 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.

By way of information, recruitment campaigns managed within the HSE are informed by the Codes of Practice, as established by the Public Service Appointments Commission and are informed by clear principles to include probity, transparency, fairness, merit, inclusivity, and best practice.

HSE South West received a detailed direction in relation to Pay and Numbers Strategy and Spend Limits which relates to HSE, Section 38 health services excluding those involved in the provision of disability services. By way of information, the core features of this are:-

- Specified number of WTEs and related total pay spend limit with the authority to replace, recruit and prioritise within these.
- The WTE allocation is accompanied by a spend limit on agency and overtime. This is challenging but allows us to be responsive within the overall funding and WTE allocation available.
- Within national policy and priorities, our Region is empowered to consider and prioritise the use or reallocation of a post when it becomes vacant, within the approved WTE limit.

The HSE is committed to ensuring the timely and effective filling of all approved posts across County Kerry, in line with national workforce planning and local service needs.

The HSE continues to work actively to expedite the recruitment process, reduce timelines, and ensure that successful candidates are appointed without undue delay. In cases where recruitment proves challenging due to national or regional workforce shortages, the HSE is exploring alternative measures such as targeted recruitment campaigns, engagement with third-level institutions, and international recruitment where appropriate.



The HSE remains focused on building and sustaining a skilled workforce in County Kerry to meet the needs of the local population and will continue to monitor progress closely to ensure that staffing levels support safe, high-quality care across all services.

Yours sincerely,

Deborah Harrington

Regional Director of People

HSE South West