

**Príomhoifigeach Daoine**

Feidhmeannacht na Seirbhísí
Sláinte Ospidéal Dr. Steevens',
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Chief People Officer

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Mr. Michael Cahill, TD

07 May 2025

PQ 19966/25 (Health) – To ask the Minister for Health if a full remuneration review can be undertaken to ensure all frontline staff in the health service are being paid sufficiently, in order that it is not an obstacle to recruitment, which appears to be the case at present; and if she will make a statement on the matter. -Michael Cahill

Dear Deputy,

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

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1 March 2025), as sanctioned by the Minister for Health and approved by the Minister for Public Expenditure and Reform, set out current salaries for public health service staff. Public Health Service Employers must adhere to these approved salary scales and employees cannot receive remuneration in the nature of pay and allowances of an amount greater than the amount prescribed for the relevant grade.

The HSE is operating in a fiercely competitive global race for talent across all professions. As part of our recruitment and retention strategy, we are always seeking to secure high quality candidates to the service and to engage them at a career level. The HSE have developed attraction strategies over the last number of years, and which has seen the workforce grow by a net of more than 23,000 since 2019. Also, the HSE have developed a registration platform where all potential applicants can register on the HSE career hub nursing applicants. This will provide all potential applicants with weekly alerts and links to vacancies in their field of interest. Link: <https://careerhub.hse.ie/>

HSE CareerHub also provide information around

- Why join the HSE
- Staff Benefits
- Valuing our staff
- Professional growth
- Employee experience

I trust this is of some assistance.

Yours sincerely,

Mairéad Ryan
National HR