



Príomhoifigeach Daoine

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Mr. Pádraig Rice, TD

31 March 2025

PQ 11500/25 (Health): To ask the Minister for Health if she will commit to offering permanent contracts to all graduate psychiatric nurses in 2025; and if she will make a statement on the matter -Pádraig Rice

Dear Deputy,

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

As you are aware the HSE continues to operate in a highly competitive global employment market, and especially in the case of the recruitment of nurses and midwives, to this end it is essential that we retain our nursing and midwifery graduates from Irish colleges in 2025.

On the 26th of March a memo was issued from National HR to the services to support the offering of permanent contracts of employment to all Nursing and midwifery graduates, following a selection and the normal pre-employment check process.

Acknowledging the current employment framework underpinned by WTE Limits and the requirement to operate within same, there nonetheless continues to be a significant requirement for staff Nurses and Midwives in order to maintain existing levels of service, respond to staff turnover alongside the filling of new service developments as provided for in the National Service Plan both in 2024 and forthcoming for 2025.

The retention of all 2025 Nurses and Midwifery Graduates across our services is a key action as part of our approach to optimise our resourcing needs.

The HSE is offering each of the graduate nurses and midwives in 2025, a permanent contract. This includes graduates in General, Mental Health, Intellectual Disability, Midwifery and our Integrated Children's and General nursing graduates, due to graduate by January 2026. The early communication of this approach to all graduating nurses and midwives is vital to ensure maximum uptake of permanent contract offers, and to give assurance in an effort to retain these graduates, of careers in the public health services, which includes not only the HSE but also Section 38 and Section 39 organisations.

The intention of the memo is to facilitate as far as reasonably practicable the employment preferences of the graduate, however, it should be fully understood that this does not necessarily offer graduates permanent opportunities in their **first choice of location or care setting**.

I trust this is of some assistance.

Yours sincerely,

Mairéad Ryan
National HR