



Príomhoifigeach Daoine

Feidhmeannacht na Seirbhísí
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Ms. Grace Boland, TD

20 May 2025

PQ 24078/25 (Health) – To ask the Minister for Health the work her department has undertaken to advertise outside of Ireland for healthcare professionals and healthcare workers; and if she will make a statement on the matter - Grace Boland

Dear Deputy,

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

The HSE is operating in a fiercely competitive global race for talent, where the international demand outstrips supply. To this end, the HSE is taking a comprehensive approach to resourcing our workforce, where exploring and expanding international reach is key. Examples of marketing international initiatives are as follows:

- The HSE has developed a comprehensive engagement platform for candidates which now hosts 46k members <https://careerhub.hse.ie/>. This platform engages with members both nationally and internationally on a weekly basis, regarding live opportunities, new service developments etc. The further advancement of this platform provides candidate supports, which guides and supports candidates right from the point of, Why Ireland? through to on boarding and beyond. This includes enhancements of the international relocation package and supports. https://careerhub.hse.ie/int_recruitment_support/
- A targeted marketing approach has been designed for the recruitment of consultants, with a particular focus on the international market, this has included webinars for overseas candidates, which has included the regulators, the recruiters and specialists on visas.
- Specific targeted marketing strategies has been designed to harness the international market for particularly difficult to fill consultant positions, this has been a collaborative approach between clinicians, HR and other stakeholders and is yielding results.
- The HSE has launched its first ever virtual recruitment fair on the 15th of May. This online event offers global reach 24/7. It supported the Disability services, including our voluntary providers, to showcase the opportunities, the organisation, their values, together with direct access to the professions, the regulators and support services. To date, over 2,300 people have registered for the event and the registration numbers continue to climb. This is available online for the next 30 days and continues to be marketed aggressively internationally. In the first 36 hours 802 people visited the event. Of the registrants, 27% were from overseas and 30% of those of who attended to date. This event was promoted internationally both through the HSE and the regulators. <https://hsedisabilityservice.vfairs.com/>
- The HSE is directly targeting Irish trained graduates who are working abroad to attract them back to the opportunities in Ireland.
- Making it easy for international healthcare professionals to come and work in Ireland has been a particular collaborative focus of the HSE and the regulators. This has involved joint webinars for prospective candidates and streamlining the processes which has reduced the registration times for HSCPs from 103-62 days <https://www.youtube.com/watch?v=5NqicQrflI8>
- The HSE continues to work with recruitment agencies to support the sourcing of candidates from overseas to supplement our workforce.

I trust this is of some assistance.

Yours sincerely,

Mairéad Ryan
National HR