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Deputy Clarke,
Dail Eireann,
Dublin 2.

Date: 29/10/2025

PQ Number: 56265/25

PQ Question: To ask the Minister for Health the specific measures being implemented to retain staff in mental health services under Budget 2026, including financial incentives, flexible working arrangements, or wellbeing supports; and if her Department has a target for reducing turnover in 2026. -Sorca Clarke

Dear Deputy Clarke,

The Health Service Executive 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. I have examined the matter and the following outlines the position.

In relation to Budget 2026 the Letter of Determination is awaited, this will outline initiatives for Mental Health, with associated WTE and funding for same.

The HSE published the '*People Strategy 2025-2027 Enabling Our People to Deliver*' in July 2025 https://about.hse.ie/api/v2/downloadfile/file_based_publications/HSE_People_Strategy_2025_to_2027.pdf. Strategic workforce planning and resourcing is one of five key themes, this includes a focus on workforce planning, recruitment and retention.

The HSE staff Health and Wellbeing programme aims to enhance the health and overall wellbeing by supporting staff to improve their personal health and wellbeing in addition to creating a healthy workplace. Supports available include the Employee Assistance Programme and Occupational Health. <https://www.hse.ie/eng/about/who/healthwellbeing/healthy-ireland/staff-health-and-wellbeing/>

The HSE also supports a number of schemes of flexible working which allows employees to work less than whole time hours, this includes Blended Working arrangements.

The 2024 Workforce Turnover Report shows a reduction in staff turnover since a post-pandemic high of 2022: The 2024 Annual Turnover Rate is reported at 7.4%. When compared to previous year, the 2024 annual rate is reporting a significant decrease of -1.5% compared to 2023 (8.9%), -2.8% compared to 2022 (10.2%). There will be a continued focus on staff retention in 2026 with a view to achieving further reductions in turnover. <https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/2024-workforce-report-turnover.pdf>.



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I trust this information is of assistance to you. Please do not hesitate to contact me if you have any further queries.

Yours sincerely,

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