



Príomhoifigeach Daoine

Feidhmeannacht na Seirbhísí
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8

Chief People Officer

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Ken O'Flynn, TD

15 September 2025

PQ 45617/25 (Health) – To ask the Minister for Health whether HSE staff are mandated to display pronoun badges, Alter their email signatures, or otherwise publicise their pronouns; and if she will clarify whether participation in Pronoun disclosure practices is voluntary or compulsory for HSE employees. - Ken O'Flynn

Dear Deputy,

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

As a public sector organisation, the HSE has a range of legal duties relating to Diversity, Equality and Inclusion (DEI). All public sector bodies have a legal obligation to prevent discrimination, promote equality, and protect human rights.

The HSE is committed to providing a safe and healthy environment for its employees. This includes providing a positive, respectful and psychologically safe work culture. To support HSE staff in their work role they are provided with the following

Guideline on Inclusive Communications in the Workplace: Gender and Sexual Orientation

https://healthservice.hse.ie/documents/3784/20241127_Inclusive_Communications_Gender_Sexual_Orientation_Guideline_final_a_XGzbCmj.docx

I trust this is of some assistance.

Yours sincerely,

Mairéad Ryan
National HR