



HSE Board Briefing Template

Subject: Recruitment Reform & Resourcing Programme Update
Submitted for meeting on: 16 th December 2022
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Why is this information being brought to the Boards attention? The Recruitment Reform and Resourcing programme is a new programme of work initiated in June 2022 to address the significant resourcing challenges faced by the health services. This is to brief the HSE board on the programme and the early work to date.
Is there an action by the Board required, if so please provide detail? The success of the Recruitment Reform & Resourcing Programme is dependent on support on the prioritised actions across the organisation, HSE funded agencies, Government Departments and other state bodies. The ask of the HSE Board is to: <ul style="list-style-type: none">• Support the delivery of impactful resourcing actions in the short term, while building for the medium and long term;• Support the programme across Government;• Support for a multi-annual programme.
Please indicate which of the Boards objectives this relates to ; <ul style="list-style-type: none">▪ The development and implementing of an effective Corporate Governance Framework, incorporating clinical governance and a performance management and accountability system; <input type="checkbox"/>▪ Developing a plan for building public trust and confidence in the HSE and the wider health service; <input type="checkbox"/>▪ Ensuring the HSE's full support for and implementation of the Government's programme of health reform as set out in the Sláintecare Implementation Strategy; <input checked="" type="checkbox"/>▪ Exercising effective budgetary management, including improving the value achieved with existing resources and securing target saving, with the objective of delivering the National Service Plan within Budget. <input type="checkbox"/>
Brief summary of link to Board objectives. This National HR programme working with multiple stakeholders will be key in the delivery of the commitments outlined in the NSP 2023, together with ensuring that the organisation can meet the recruitment and resourcing requirements for the implementation of Sláintecare.
Background - provide context in order to ensure that the Board fully understand the issue. Slaintecare identified the need for change to the delivery of care in Ireland, moving from a hospital centric delivery of care model, to a more community based model of care. In support of this plan the HSE developed the People Strategy 2019 – 2024, outlining the Organisation's commitment to increase its capacity, <i>delivering a health and social care service that meets the needs of the population and attracts and retains the very best staff.</i> In addition, the HSE Corporate Plan 2021 – 2024 outlines the Organisations priorities <i>to improve the health service and the health and well-being of people living in Ireland</i> and it identifies Supporting our People as one of the

key enablers. The HSE has outlined its commitment to the delivery of Sláintecare, including the recruitment and retention of staff to deliver this ambitious plan.

However, the Health Service is facing sustained and significant demand for qualified health and social care professionals. This demand is projected to significantly increase in the coming years due to social and environmental factors such as an ageing population and healthcare workforce, health service developments that require more healthcare workers, and local and global talent shortages that impact on talent supply.

As the Organisation exits COVID, existing challenges to recruitment and retention of a skilled healthcare workforce are compounded by substantially increased investment in healthcare to deliver Sláintecare, and the requirement to increase the number of qualified health care professionals. This is against a backdrop where there are changing workforce expectations which requires greater flexibility, agility and creativity. Furthermore, unprecedented global shortages in qualified health care professionals are impacting our ability to staff our services, as we must compete internationally for talent, while stemming the flow of domestically qualified professionals to other geographies and industry.

Highlight any implications that the Board should be made aware of in its consideration such as;

This strategic programme is critical to the delivery of a sustainable workforce that meets the needs of Sláintecare.

The programme as it develops will have implications and require sponsorship across the organisation at the most senior level.

Conclusion

The Recruitment Reform & Resourcing Programme will be fundamental to the delivery of an evolving workforce as appropriate to the delivery of Sláintecare and will require the support of the HSE Board.

Recommendation

The support of the HSE board is sought for the development and implementation of this programme as it develops.