



Deputy Erin McGreehan
Dáil Éireann
Leinster House
Dublin 2

18th December 2025

PQ 69419/25 - To ask the Minister for Health the hospitals where fewer than 25%, 50% and 75% of staff have completed the DSGBV and intercultural modules; and the interventions which are being implemented to raise training uptake.

Dear Deputy McGreehan,

The Health Service Executive has been requested to reply to you in the context of the above Parliamentary Question, which you submitted to the Minister for Health for response.

The HSE has a National Intercultural Awareness ELearning Training Programme. This training is available to all HSE staff and staff from funded services on HSELand, the HSE e-learning platform.

The Intercultural Awareness Training Programme features four non-mandatory modules and includes the following:

- Inclusive practices and intercultural awareness (30 minutes). How to be respectful of the ethnic, cultural and religious diversity of service users and provide an effective, high quality responsive service.
- Working with others (30 minutes). How to provide culturally sensitive services by using techniques shown to lessen the potential harm caused by unconscious bias to our service users
- Refugees, protection applicants and trauma (45 minutes). How to help refugees and protection applicants improve their health outcomes. It will also help you recognise trauma reactions and take precautions to avoid triggering and retraumatising service users.
- Understanding migrant mental health (30 minutes). Gain a better understanding of the factors that influence mental health and wellbeing, as well as the unique challenges that people from migrant communities experience.

The Domestic, Sexual and Gender Based Violence (DSGBV) Training is available to all HSE staff and staff from funded services on HSELand, the HSE e-learning platform.

The programme has four modules, as follows:

Module 1 – Awareness

- Improve awareness of DSGBV in all its forms, prevalence and impacts on specific communities. Information about the national policy context and relevant legislation.

Module 2 - Recognise



- Recognise the signs of all types of DSGBV. Understand the impact of DSGBV on victims, their children, and communities. Examine the barriers that victims may face when seeking support.

Module 3 - Respond

Understand the importance of asking about DSGBV. Learn when to ask questions and how to respond effectively. Learn how to support a victim during and after a disclosure, including risk assessment and safety planning. Understand the barriers victims may face to disclose abuse.

Module 4 - Refer

Review learnings from previous modules. Build awareness about referral pathways for victims and survivors of DSGBV. Learn how to support victims to access appropriate services.

These training modules are also non-mandatory in nature.

The training programmes are widely promoted to staff including staff in hospital groups. Information about both training programmes is hosted on the [HSE Staff Training and Development website](#).

Continuing Professional Development (CPD) points have been allocated to the HSE National DSGBV Training Programme and the HSE Intercultural Awareness eLearning Programme. The Health and Social Care Council define CPD as 'the means by which health and social care professionals maintain and improve their knowledge, skills and competence, and develop professional qualities required throughout their professional life' (CORU, 2013).

Please see the included Excel file detailing numbers of staff who registered as being located in acute hospitals who have completed this programme over the last three years. The data is not available as a percentage of the total staff at each acute site.

I trust this information is of assistance to you, but should you have any further queries, please contact me.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Joseph Doyle', with a long horizontal line extending to the left.

Joseph Doyle
National Lead Social Inclusion,
Access and Integration