



19<sup>th</sup> December 2023

Deputy Pauline Tully T.D.  
Dáil Eireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

**PQ 53753/23 To ask the Minister for Health the actions he has taken, or if he has plans to incentivise working within the public health sector to ensure that fewer professionals leave Ireland and that staff do not feel compelled to supplement their income by working in the private sector; and the estimated cost of undertaking this measure. - Pauline Tully**

**PQ 53752/23 To ask the Minister for Health the actions he has taken, or if he has plans to ensure that public sector health workers are satisfied to work exclusively within the public health sector; and the estimated cost of undertaking this measure. - Pauline Tully**

**PQ 53751/23 To ask the Minister for Health the actions he has taken, or if he has plans to incentivise working within the public health sector to ensure that fewer professionals leave Ireland and that staff do not feel compelled to supplement their income by working in the private sector; and the estimated cost of undertaking this measure. - Pauline Tully**

**PQ 53754/23 To ask the Minister for Health the actions he has taken, or if he has plans to ensure that public sector health workers are satisfied to work exclusively within the public health sector; and the estimated cost of undertaking this measure. - Pauline Tully**

Dear Deputy Tully,

I refer to your recent parliamentary question, which has been sent to the HSE for response.

The HSE is operating in a fiercely competitive global race for talent across all professions in which the mobility of healthcare workers across the globe has become an ever-increasing challenge. Resourcing our health services is compounded by existing national deficits across some professions and a global healthcare workforce shortage. This is against a backdrop where there are ever changing employee workforce expectations, requiring employers to exhibit greater flexibility, agility and creativity in attracting and retaining talent.

The HSE has successfully grown its workforce by a net of more than 23,000 since 2019. The HSE is now looking towards opportunities to not only attract and recruit talent, but to develop, engage and retain the workforce that will deliver our service's needs, now and into the future.

The HSE Resourcing Strategy – Resourcing Our Future was launched in June 2023 and sets out a comprehensive list of actions which aim to address the current and future workforce needs of the organisation. A core element of the HSE Resourcing Strategy involves enhancing the HSE's capacity to attract, recruit, develop, retain and engage the workforce that will work towards building a sufficient domestic supply of health care staff, maximizing self-sufficiency within the Irish state for the resourcing and delivery of publically funded health services for the future.



This is an action orientated Programme of work which has been developed and is being implemented by and with the services. It commenced implementation in June.

The HSE is seeing an improved turnover rate in 2023, in comparison to 2022 rates, down from a YTD rate of 8.0% (2022 Q1-Q3) to 6.6% (2023 Q1-Q3).

A key action of the HSE Resourcing Strategy is to promote the HSE as an employer of choice, enhancing our communication of the benefits and supports available to staff working in the HSE. Continuing to improve staff engagement and organisational culture are key priorities set out in our People Strategy.

This year we had the highest response rate ever to the HSE Staff Survey 'Your Opinion Counts' since its initiation in 2014. The incremental improvements seen in the survey findings across a range of results this year, in comparison to when it was last run in 2021, evidences a positive and proactive approach to staff engagement with staff reporting, for example, that they feel trusted to do their job (91%) and that their role made a difference to patients/service users (91%). Of course, our 2023 survey results also provide us with further opportunities to listen and learn from staff feedback and to plan targeted actions to continue to foster a positive employee experience throughout the HSE.

If you require any further information, please do not hesitate to contact me.

Yours sincerely

A handwritten signature in black ink that reads 'Eithne Fox'.

Eithne Fox  
Assistant National Director of HR, Recruitment Reform and Resourcing