



**Stiúrtóra Náisiúnta
Acmhainní Daonna**
Feidhmeannacht na Seirbhísí,
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8.

**National Director
Human Resources**
Health Service Executive,
Dr Steevens' Hospital,
Dublin 8, 08 W2A8

**www.hse.ie
@hselive**
t 01 6352319
e nationalhr@hse.ie

Marian Harkin, T.D.

13th May 2024

PQ 20375/24: To ask the Minister for Health the reason the employment embargo is impacting on cover for maternity leave; his plans to address this matter which is impacting services across the HSE; and if he will make a statement on the matter. -Marian Harkin

Dear Deputy.

The HSE has been through a period of significant workforce growth since end 2019. Successful recruitment campaigns in a number of disciplines have also meant that in many cases funded 2023 targets were reached and indeed exceeded ahead of year end.

The unprecedented levels of additional Government investment in our health services in recent years that has enabled significant expansion in our workforce by +26172 equating to a 22% increase overall since December 2019, with a 8239 net increase in 2023 against a funded target of 6,100 net increase.

Exceeding the funded level of new recruitment ahead of year end 2023 necessitated putting in place the recruitment measures with arrangements in place for

- (1) derogation of specific grades and
- (2) a process whereby services can seek derogation for posts, each of which is assessed by the relevant EMT member and where deemed appropriate submitted to the CEO for decision.

The HSE needs to ensure it has an increasingly adequate control of its funding level as received from Government.

The HSE is currently finalising the 2024 Pay and Numbers Strategy with the Department of Health. Once finalised and advised to services, will underpin the clear requirement to have a robust approach to managing our pay and numbers along with autonomy for Regions and National Services to operate within same

I trust this clarifies and is of some assistance.

Yours sincerely

**Marie O'Sullivan
National HR**