

**Príomhoifigeach Daoine**

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

Chief People Officer

Health Service Executive,
Dr Steevens' Hospital,
Dublin 8, D08 W2A8

www.hse.ie
[@hselive](https://twitter.com/hselive)

t 01 635 2319
e nationalhr@hse.ie

To:

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- Each Regional Executive Officer**
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- Each Assistant National Director HR**
- Each Assistant Chief Finance Officer**
- Each Regional Director of People**
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- Each Group Director of Nursing & Midwifery**
- Each Group Director of Midwifery**
- Each Clinical Director**
- Head of HR, PCRS**
- Director National Ambulance Service**

From: Anne Marie Hoey, Chief People Officer

Date: 09th December 2024

Subject: HR Circular 027/2024 - International / Returning Emigrants
Recruitment Relocation Package

Dear Colleagues

As advised in Circular 001/2023, a review of this document has been completed with Circular 027/2024 superseding any previous circulars regarding International Recruitment – Relocation Packages.

While there has been significant investment in improving capacity and the infrastructure supporting recruitment in the HSE (Health Service Executive), the national talent pool is limited and although every effort is being made to maximise this pool through links with colleges and universities, there remains a significant deficit nationally in the availability of clinical professionals.

In the medium to longer term, to supplement the national pool, the HSE will need to attract and source candidates from the international market including Irish Citizens who travelled abroad and wish to return home. The HSE recognises that an enhanced relocation offer across all disciplines may help position the HSE as an attractive employer across international candidate pools in a globally competitive

market. The allowances payable under the International / Returning Emigrant Recruitment Relocation Package are detailed below:

Revised accommodation and flight thresholds	Candidate relocating from EU/UK Payable up to	Candidate relocating from outside EU Payable up to
Max accommodation allowance payable - for the first 3 months only (91 days)	€3,910	€3,910
Max flight allowance payable	€250.00	€800.00
Total allowance payable to candidates re accommodation and flights	€ 4,160	€4,710

Note:

- Candidates relocating to take up either a permanent or temporary post for a minimum 2 years can avail of the International Recruitment Relocation Package.
- Return flights up to the value of €250/€800 is payable to candidates who were recruited on a Specified Purpose Contract of 2-year duration and are returning to their country of origin having completed but not extending their contract.
- All flight and accommodation expenses must be matched with receipts in line with Revenue guidelines.
- No receipts for deposits placed for accommodation can be re-couped.

See the FAQs attached for more information / details in relation to the package.

In addition to the International/ Returning Emigrant Relocation Package, the following initial costs are payable on behalf of the candidate. The exact cost is dependent on where the candidate is relocating from, the discipline, specialty of the post and any relevant Recruitment Framework¹ conditions applicable:

- Initial registration fees to Regulatory Bodies
- Visa Fees
- Aptitude Test Fees
- Philippine Overseas Employment Administration (POEA)
- Language Testing & Examination
- Recognition Fee
- Atypical Working Scheme Visa Fee (AWTS Fee)

¹ The HSE is supported by a number of international recruitment partners who engage and recruit with interested applicants on behalf of the service and to HSE standards.

Where an international candidate or returning emigrant is recruited via a local recruitment office outside the national panel contracts, the payment of the Relocation Package and / or the additional initial costs above is at the discretion of the hiring service.

All these costs (whether via agency framework or local recruitment) will be borne by the hiring service and should therefore be included in the local estimates processes.

Queries

Please review the FAQs attached. Should you have further enquiries, these can be emailed to resourcingandreform@hse.ie

Yours sincerely



Anne Marie Hoey
Chief People Officer