

*Affordable high-quality long-term care:  
catalysing dialogue and action under  
the European Care Strategy*

*Brussels, 12 November 2024*

Ireland: A reflection on the recommendations to address recruitment and retention issues in the care sector

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# The Process

- *Challenge – Critical shortage of care workers in Ireland coupled with increasing demand for care*
- *Care workers: Front line care workers in the home support and nursing home sectors*
- *Care Landscape: Mix of direct (health service employees) and indirect; for-profit and not-for-profit organisations providing care on behalf of state.*

## *The Process:*

- **March 2022: Establishment of Strategic Workforce Advisory Group**
- **Make up: Led by Department of Health, membership included senior representatives from 7 Government Departments including Justice; Public Expenditure; Social Protection; and the Health Service Executive**
- **Senior Sponsorship**
- **March – July 22: Extensive engagement with 7 key stakeholder groups through submissions, meetings, presentations and workshops to identify workforce challenges;**
- **August 22: Research on initiatives in other countries and the effectiveness of these**
- **October 22: Publication of the Report including 16 recommendations**



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# Progress

- *Key recommendation delivered by implementation group:*
- Living wage at a minimum for all care workers
- Payment of travel time: Home support workers delivering care are entitled to receive payment for their travel time.
- Visas for non-EU/EEA workers: The issuance of 1,500 employment permits for non-EU/EEA homecare workers. 1,115 permits have been availed of to date.
- Evidence
  - 20.4 million hours of home support in 2020 to c. 22.1m in 2023; expected to be circa 24m in 2025
  - Waiting lists 6,600 people in 2022 to circa 5,000 today
- *Medium Term recommendations with significant potential:*
- *Recommendation 7: An appropriate mechanism to reach agreement in the private and voluntary sector in respect of pay and pensions for home-support workers and healthcare assistants shall be investigated and reported on by an Expert Working Group.*



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# Thank you!

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