



National Director, Community Operations
Dr. Steevens Hospital, Dublin 8, DO8 W2A8
Tel: 01 6352596 Email: communityoperations@hse.ie

Stiúrthóir Náisiúnta, Oibríochtaí Pobail
Ospidéal Dr. Steevens' Baile Atha Cliath 8, DO8 W2A8
T 01 6352596 R: communityoperations@hse.ie

12th December 2019

Deputy Danny Healy-Rae,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2.

PQ 49480/19 - To ask the Minister for Health the recruitment process used to advertise for nurses and care staff in community hospitals; and if he will make a statement on the matter.

- Danny Healy-Rae

Dear Deputy Healy-Rae,

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

In Community Service across the 9 Community Health Organisations (CHOs) of the HSE we operate a dual approach to the recruitment of Nurses in Community Hospitals. Firstly, HBS Recruit have a rolling Staff Nurse campaign, and when a critical mass of applicants for a CHO area exists, the local area co-ordinate and conduct interviews. Successful candidates are placed on a panel, and offered posts as vacancies arise.

Recent experience has been that this process alone does not generate sufficient numbers, and so CHO areas advertise individually for Staff Nurses in Community Services on an episodic basis. Applicants are assessed, shortlisted and interviewed, and where successful are placed on a panel from which appointments into approved, vacant posts are made.

Specifically in relation to CHO 4 Cork/Kerry, in the past 18 months 9 adverts have been placed locally in The Kerryman newspaper to recruit staff nurses for Kerry Community Hospitals. In relation to the rural locations for e.g. Kenmare & Dingle, we placed adverts in local publications such as West Kerry Live and Kenmare News. A staff nurse recruitment advert was also placed with Radio Kerry last year which ran for 2 weeks and this advert was also placed on their social media accounts. Whilst in Cork adverts have been placed on the Southern Star, East Cork Journal, Irish Examiner and Jobs.ie.

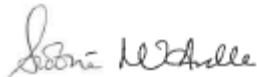
A resultant competition at the end of 2018 provided a substantial panel from which vacancies have been filled to date however this panel is nearing its culmination and a further campaign is being activated. Similarly as experienced within Kerry, the more rural areas of North Cork experience more difficulty in attracting candidates and therefore we have also concentrated in advertising within relevant local publications.

By way of providing further information I wish to advise that during July 2017 a rolling campaign for staff nurses was placed with Jobs.ie (online recruitment website) for one year. It was renewed in 2018 for another year and recently renewed last week. Every effort is being made to reach as many prospective candidates as possible and this advert incorporates all community hospitals across Cork & Kerry. We also intend to run another local recruitment advert before Christmas in the hope of attracting any diaspora that may be home for Christmas.

In addition to the Direct Recruitment options as described above a Framework Agreement is also in place for the recruitment of Overseas Nurses for Community Services.

I trust this information is of assistance to you.

Yours sincerely,



PP

David Walsh,
National Director,
Community Operations