

16th November 2020

Deputy Roisín Shortall
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2

Email: roisin.shortall@oireachtas.ie

Re: 33891/20 To ask the Minister for Health the details of the selection of a company (details supplied) to conduct recruitment for the additional staff for swabbing and contact tracing; the reason for the selection of the company and qualifications sought; the cost of the contract with the company to run the recruitment process for swabbers and contact tracers; and if he will make a statement on the matter

Dear Deputy Shortall,

Many thanks for your representation received in relation to the recruitment of additional staff for swabbing and contact tracing.

From a staffing perspective this included a number of strategies including; exploiting all existing recruitment pools, maximising agency staff, rehiring of recently retired clinicians, increasing hours of part time staff, encouraging staff to return from career breaks and the postponement of annual leave. The vast majority of HSE recruitment is carried out by national and local recruitment, with national recruitment supporting the recruitment of over 6,000 roles during the Covid-19 period.

Due to the immediate nature of the unprecedented emergency, coupled with the additional strain already being felt by the HSE recruitment services, it was necessary to engage outside agencies to assist in this work.

The Cpl engine was developed using existing HSE Procurement Frameworks. As CPL have an existing framework agreement for other recruitment services, and the requirement for this programme was immediate and therefore did not allow for a competitive tender applications process. This temporary contract was entered into in line with Regulation 2014/24/EU Article 32(C).

The CPL group were engaged to manage both the online platform build for this project and manage the subsequent recruitment processes.

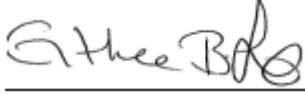
In relation to Swabbers, those with healthcare experience are being called to interview first as they have most relevant experience for this type of front line role which involves direct contact with potentially COVID-19 infected members of public, including vulnerable groups and children.

The leaving certificate or equivalent documentation was sought at application stage so applicants could prove their immediate eligibility for the campaign. Again this was sought at application stage so as to expedite the appointment of these urgent health service roles.

With regards to Contact Tracers. Contract Tracers are currently being recruited as agency employees. CPL recruitment agency advertised this campaign using a focused approach, targeting specific Higher Education Institutes with relevant graduates (such as public health graduates) and other relevant applicant databases. There is no open HSE campaign for this role at present. However, if this is to be advertised openly, it will be advertised on www.hse.ie

Should you require any further information or clarification please do contact us.

Yours sincerely,



Eithne Fox
Assistant National Director HBS HR