



Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhísí Sláinte

Ospidéal Dr. Steevens'

Baile Átha Cliath 8

Office of the National Director of Human Resources

Health Service Executive

Dr. Steevens' Hospital

Dublin 8

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18th September 2020

David Cullinane, T.D.

PQ 21352/20: To ask the Minister for Health the recruitment process for hiring nurses; the average time the process takes to formal appointment stage; and if he will make a statement on the matter. -

Dear Deputy,

I refer to your recent parliamentary question above which was sent to the HSE for reply.

There is no centralised national data available to allow a calculation of the average time as requested and I am advised that the recruitment time for nurses varies across the Groups. , however, in general, the process takes between 5 to 12 weeks from the advertisement to pre clearance stage.

Pre-clearances to appointment timeframe can vary significantly as it is dependent on the candidate returning documentation in a timely manner, the requirement for overseas clearances, visas, stamp 4, return of references from referees and notice period to be worked. Pre-clearances can take a minimum of 2 weeks (if all documentation is submitted as requested), however it can take significantly longer if all of the aforementioned documentation is required.

Some candidates can be available for an immediate start with other candidates having to provide 3 month notice. This can significantly delay the date of commencement.

Yours sincerely

A handwritten signature in cursive script that reads "Marie O'Sullivan".

Marie O Sullivan
National HR