



28th April, 2021

Mr. Matt Carthy T.D.,
Dail Eireann,
Kildare Street,
Dublin 2.

Re: PQ ref 19385/21

“To ask the Minister for Health the primary legislation, statutory instrument or other legal mechanism or requirement underpins the need for those applying to deliver vaccines against Covid-19 requires that leaving certificate results be provided; and if he will make a statement on the matter”.

Dear Deputy,

The Health Service Executive (HSE) has been requested to reply directly to your above Parliamentary Question which you submitted to the Minister for Health for response. I have examined the matter and the following outlines the position.

The primary legislation under which the HSE determines eligibility for roles in the HSE is Section 22 of the Health Act 2004. Under this section, the HSE has responsibility for setting and approving qualifications for appointments to HSE posts.

The Vaccinator role is a new role within the HSE. SI 698 of 2020 and SI 81 of 2021 stipulated 9 different disciplines who could be appointed as Vaccinators (registered with relevant statutory body or eligible to be)

- Doctors
- Nurses/ Midwives
- Physiotherapists
- Pharmacists
- Emergency Medical Technicians
- Paramedics
- Advanced Paramedics
- Dentists
- Optometrists

A recruitment campaign and online application process was designed and delivered within an expedited time frame to support the role out of the COVID-19 Vaccination Programme. This campaign offered significant recruitment challenges- a new role incorporating 9 different disciplines across multiple locations and on line application form to incorporate same. Based on the experiences learned from other COVID-19 related recruitment campaigns, there was a concerted effort to communicate clearly and proactively with potential applicants through the publication of comprehensive campaign FAQs. Applicants were advised to read the FAQs prior to completing the online application form and the FAQs were available online during the application process.

A standardised application form was used as the template for the recruitment of 9 disciplines. With regards to Leaving Certificate, under the Educational Achievement section,



applicants were asked to detail any third level educational awards (if achieved) or secondary level educational awards if no third level qualification obtained. Applicants could briefly detail the overall award achieved and not the subjects. Applicants were not asked to upload any educational qualifications.

The leaving certificate was included as a number of the named disciplines require 2nd level qualifications, the eligibility criteria for their grades is “a high standard of general education” or “minimum of six passes in the Leaving Certificate Examination Ordinary Level or higher including Mathematics and a Science subject (i.e. Physics, Chemistry, Biology, Agriculture Science)”. The application form was originally partially built on the eligibility criteria of the named disciplines. However, during the live campaign, this section was further updated to advise applicants that they only needed to provide very basic information in this section as the key issue was their registration on the relevant statutory register and not the demonstration of eligibility under the unique discipline qualifications. The online application form was modified during the recruitment campaign to become more user friendly and appropriate to each discipline and the guidance around each section was improved. Applicants could skip many parts of the application form they did not believe was relevant to their discipline, the guidance around this was strengthened during the live campaign.

The Vaccinator recruitment campaign is frequently amended in response to updates on the resourcing of the Vaccination Centres and taking into account applicant feedback on the recruitment process, where possible. These updates are highlighted in the FAQs document available on www.hbsrecruitmentservices.ie This is to ensure the information available publically is the most up to date information at that time. Part of these updates include changes and clarifications on the application form itself. On 160321 and 250321 the live application form was updated with additional guidance on what was mandatory and what was not, with the FAQs updated on 290321.

I hope this has provided you with information regarding the inclusion of the leaving certificate in the campaign and the application form updates and improvement that took place during the campaign.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Frances McNamara'.

Frances McNamara
Assistant National Director,
Office of the Chief Operations Officer