

25th March 2021

Deputy Holly Cairns, T.D.,
Dáil Éireann,
Dublin 2

PQ ref 13003/21

“To ask the Minister for Health the details of appointments to HSE adult mental health psychology posts that were not subject to a competition process from January 2014 until December 2020 in CHO4 (details supplied); the reason a competition process involving eligible candidates did not take place in each instance; and if he will make a statement on the matter.”

Details supplied: in particular, the location of the service, the date of appointment and contract type (permanent/fixed term) of the post -(i.e., appointments by transfer, advertising of posts on different terms to the post later accepted, any other appointments to posts not subject to an interview / recruitment panel)

Dear Ms. Cairns,

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

HSE Cork Kerry Community Healthcare has been proactively working to develop the psychology services across Cork Kerry in line with national policy to include Vision for Change (2006) & Sharing the Vision (2020) recommendations. The implementation of such change programmes has included the redeployment of existing staffing resources where possible in the first instance and the holding of national recruitment campaigns to fill any additional posts identified and approved for such initiatives. With specific regard for the grade of professionally trained Psychologists, the recruitment processes to date have identified a particular shortfall in the availability, at a national level, professionally trained Psychologists

Notwithstanding the recruitment challenges faced in sourcing professionally trained Psychologist, I wish to confirm that our recruitment processes are conducted in accordance with the Codes of Practice governing recruitment processes within the Public Sector.

It is important to note that in advance of posts being submitted for recruitment via competition i.e. new or replacement posts, it is common practice for such posts to be advised to existing staff for the purposes of providing internal reassignments on a grade-to-grade basis in the first instance. In addition, the employer also seeks to accommodate redeployment requests from within our services where possible e.g. on medical grounds or in exceptional circumstances. Where redeployments are

required by Service Management, such redeployments are conducted in line with the terms of the national redeployment protocols which are provided for within the Public Service Stability Agreements.

Kind regards,



Mr Kevin Morrison
A/Head of Mental Health Services
Cork Kerry Community Healthcare