



**30<sup>th</sup> March, 2021**

Mr. Neale Richmond T.D.

Dáil Eireann

Kildare Street,

Dublin 2

**Re: PQ ref 16237/21**

PQ ref 16716/21 – “To ask the Minister for Health if he has considered implementing a single recruitment process for healthcare professionals to apply for the role of vaccinator for the roll-out of the Covid-19 vaccine rather than continuing with separate application processes and Garda vetting for each mass vaccination site; 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 Questions which you submitted to the Minister for Health for response. I have examined the matter and the following outlines the position.

A national recruitment campaign for new vaccinators has been in place since February and the response to date has been very good. The aim of the national recruitment campaign is to recruit as many new vaccinators as possible to enable the roll out of the centralised vaccination centres. This campaign is supplemented by local recruitment initiatives as a dual approach was considered to be most beneficial. It is anticipated that the national recruitment campaign will yield additional, new vaccinators to support the vaccination programme roll out and while local recruitment efforts are concentrating on filling the other roles in a vaccination team (ICT, Admin, Pharmacy etc.) they are also recruiting vaccinators locally to ensure we avail of every opportunity to recruit.

The national recruitment process for COVID-19 vaccinators is focused and streamlined as much as possible balanced against the need for anyone working in health to meet statutory and safe practice requirements. As there are so many jobs to fill, the recruitment clearance process (references, professional registration status etc.) is started immediately after a candidate applies. The only way to do this is to ask the applicants to provide this information up front. All of this greatly aids a speedy recruitment time frame and helps the health service. If any applicant cannot source some of the documents at the application stage, they can still apply for the campaign without them. Jobs are filled by candidates who have all their recruitment clearances and documentation in place. It is better for applicants' employment opportunities and for the health services if an applicant can upload as many of the documents we ask for at application stage.

In response to recent feedback received, the recruitment process has been further simplified and clear signposting put in place so that candidates are clear as to what is necessary and what is optional. We have gone through the application with a fine tooth comb and, where possible, have



made it clear where candidates can skip sections, not uploads elements or upload them later in the process.

If you require further information, please contact me or the helpdesk function for technical queries (in the application form) or email [vaccinators@hbsrecruitmentservices.ie](mailto:vaccinators@hbsrecruitmentservices.ie) for general queries.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Frances McNamara', written over a light grey horizontal line.

---

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