



21st June, 2021

Mr Mattie McGrath T.D.
Dáil Eireann
Kildare Street
Dublin 2

Re: PQ 24727/21

PQ 24727/21 – “To ask the Minister for Health the number of persons that have commenced the vaccine recruitment process; the average length of time from completion of the vaccinator recruitment form to allocation to a vaccinator position; the numbers of persons recruited through the recruitment process that have now have their first vaccine; the number of HSE personnel that have been diverted from HSE roles to vaccinator roles; and if he will make a statement on the matter.”

Dear Deputy,

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

A National Recruitment Campaign was launched on Thursday 18th February to source new Vaccinators from outside the health services for the national roll-out of the COVID-19 Vaccination Programme. This national campaign has been well received to-date and primarily focuses on the supply of services to vaccination clinics and is managed by Cpl Healthcare.

The Vaccinator application process was designed with the aim of recruiting quickly by avoiding future delays in the appointments stage of the recruitment process. Fast, safe recruitment supports the health services. It has been the experience of the recruiter that if they have to go back to candidates repeatedly to get the necessary documentation it slows down the entire recruitment process and has a negative impact on health services, as it takes longer to recruit staff into key roles.

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 and upload them later in the process. 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, thereby speeding up the application process. The Frequently Asked Questions document created for this recruitment initiative outlines the rationale for each part of the application process



and is on the website. The campaign is still open and has been extended to additional disciplines and clinical student as approved by additional SIs.

As of 18th June, 3,721 applicants were deemed eligible through the Cpl channel and, of those eligible, approximately 1,076 candidates matched to vaccination clinics. This figure has and will further increase over the next number of weeks as candidates complete their vaccine specific training, obtain recruitment clearances and confirm start dates. Centralised Vaccination Clinics are also being supported through existing vaccination teams or via agencies or local recruitment. Regional leads for vaccination clinics are also engaging with Local Authorities to access staff and other support through state bodies in line with the mandate from the Department of the Taoiseach. Roles include Administration, IT Support and general support.

At present, some 220 staff are currently redeployed as vaccinators, this figure will reduce as new vaccinators continue to come through the recruitment pipeline. However, staff may require to continue to be redeployed in some centres which are proving difficult to fill because of geography or other issues.

All candidates who are employed as Vaccinators are offered the vaccine prior to commencing in the role. As you are aware, however, vaccination cannot be mandated and all of the 38 Centralised Vaccination Clinics have appropriate levels of PPE and infection control procedures in place as a matter of course.

Yours sincerely,

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

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