

22 November 2021

Deputy David Cullinane
Dáil Éireann,
Leinster House,
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HR Shared Services, National HR
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Re: PQ54493/21 - To ask the Minister for Health the length of time of the recruitment clearance and staff orientation processes for international and domestic recruitment campaigns across staff group or grades; and if he will make a statement on the matter

Dear Deputy Cullinane

Thank you for query regarding timelines for clearance and staff orientation for international and domestic recruitment campaigns. The NRS implement the same recruitment clearance and contracting process for both international and domestic appointments. The clearance and contract process are not split and therefore the figures encompass the dates from when the post is accepted to when the contract of employment is issued.

The NRS are reliant on external sources for the completion of Occupational Health and Garda Vetting and on candidates for the submission of data which all impact on timelines, however the average recruitment clearance and contracting process is approximately 10.5 weeks (during 2021). This figure includes delays experienced due to the Cyberattack of approximately 3 to 4 weeks.

The recruitment of Staff Nurses / Staff Midwives who are being on-boarded under the Non - Executive Multiparty Framework Agreement for the International Recruitment of Registered Nurses/Midwives (18 February 2019 to 17 February 2023) is approximately 20 weeks.

As the orientation of new staff is managed directly by each hiring service, it is not possible to provide a definitive or average timeframe for this.

I hope this clarifies the position. If you require any further information please do not hesitate to contact me.

Yours sincerely



Eithne Fox
Assistant National Director of HR, HR Shared Services