



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Rannan na nOspideil Ghearmhíochaine  
Aonad 4A – Áras Dargan  
An Ceantar Theas  
An Bothar Mileata  
Cill Mhaighneann  
BÁC 8

Acute Operations  
Health Service Executive  
Unit 4A - The Dargan Building  
Heuston South Quarter  
Military Road  
Kilmainham  
Dublin 8.

19<sup>th</sup> November 2021

Deputy David Cullinane  
Dáil Éireann  
Leinster House  
Dublin 2.

**PQ55359/21 - To ask the Minister for Health the average length of time it took to recruit and fill a nursing post in hospitals in 2019, 2020 and to date in 2021.**

**PQ54578/21 - To ask the Minister for Health the average length of time it takes to recruit a replacement for a vacancy; the average length of time it takes to recruit into a new post across medical and nursing and midwifery staff grades for each hospital group; and if he will make a statement on the matter.**

Dear Deputy Cullinane,

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

I wish to advise you that there is no centralised national data available to allow a calculation of the average times for recruitment as you requested. However, I understand that, as recruitment is managed locally, the recruitment time varies across the Hospital Groups. I am advised that in general the process can take between 5 to 12 weeks from the advertisement to pre-clearance stage.

Pre-clearances to appointment timeframe can vary significantly as it is dependent on the candidate returning documentation in a timely manner, the requirement for overseas clearances, visas, stamp 4, return of references and notice period to be worked. Pre-clearances can take a minimum of 2 weeks (if all documentation is submitted as requested), however it can take significantly longer if all of the aforementioned documentation is required.

Some candidates can be available for an immediate start with other candidates having to provide 3 month notice. This can significantly delay the date of commencement.

I trust that this is of assistance.

Yours sincerely,

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**Carol Ivory**  
General Manager  
Acute Operations