

16 November 2021

Deputy David Cullinane
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HR Shared Services, National HR
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Re: PQ55360/21 - To ask the Minister for Health the average length of time it took to recruit and fill a consultant post in 2019, 2020 and to date in 2021

Dear Deputy Cullinane

Thank you for query. The average length of time taken in the active recruitment of a Consultant post in the period from 1st January 2019 to date is 513 days. This is based on active recruitment time and does not encompass time in which a post is not active, for example, where a structural, service or budgetary review might require recruitment to be paused or stopped.

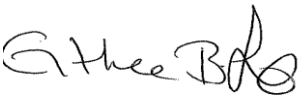
Given the specialised area of Consultant posts and qualifications necessary in order to meet the Eligibility Criteria, there is often a small pool of potential applicants available for a given vacancy. Therefore posts often have to be advertised for a considerable length of time in order to receive applications.

The Interview Board for a Consultant post most often consists of a Hospital Group CEO / CHO Area Chief Officer, Group Clinical Director and Consultants within the specialist area being interviewed for. Given the demanding nature of these roles and the constraints these individuals are on for their time, it can at times prove difficult to confirm an interview date suitable to all parties.

Once the successful candidate has progressed through interview they then commence the clearance process wherein they are required to submit their references, qualifications, medical, Garda Vetting, Overseas Police clearances etc which can take a considerable length of time. This part of the process is highly candidate dependent.

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