



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhísí Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
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David Cullinane T.D.

15th December, 2021

PQ57488/21 To ask the Minister for Health the average length of time it took to recruit and fill a post for each staff group grade group in the HSE in 2019, 2020 and to date in 2021, in tabular form. -David Cullinane

Dear Deputy,

I refer to your recent parliamentary question above which was sent to the HSE for reply.

The HSE has developed a Resourcing Strategy whereby recruitment is managed by the HSE National Recruitment Service (NRS) and certain recruitment activities are devolved to the Hospital Groups and CHO areas. The initiative focuses on expanding local recruitment expertise to run bespoke campaigns based on local intelligence and known success factors and along with external 3rd party providers. This principle focuses on initiatives to deliver an integrated 'whole of service approach', bringing both central and local services together to determine and align capacity and capability.

As this devolution is progressing, new reporting functionality is currently being introduced to provide more accurate data which is unfortunately not available for 2019.

Within the Hospital Groups, as per previous PQ response, it was advised that as recruitment is managed locally by individual hospitals, 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. *The pre-clearance stage can take a number of weeks and this timeline is heavily candidate dependent.

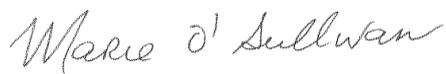
The majority of recruitment for CHO areas during 2019-2021 would have been through HBS NRS as designated recruitment departments are currently establishing in the CHOs.

The table below identifies the average time to hire for recruitment centrally managed through the HSE National Recruitment Service in 2020 and 2021

	Time to hire breakdown – Service / Staff Category- average no of weeks						
	General Support Staff	Health & Social Care Professionals	Management /Admin	Medical / Dental	Nursing	Other patient	
2021	12.06	10.75	10.65	6.71	9.26	12.33	
2020	14.97	10.88	10.08	5.83	12.91	9.73	

*To advise the Deputy that the pre-clearances to appointment timeframe can vary significantly. It is dependent on a number of factors including - 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 provision of the aforementioned documentation is delayed. It should also be noted that a small number of candidates may be available for an immediate start with the majority of other candidates having to provide 1 to 3 month notice. This can significantly impact the time to hire statistics.

Yours sincerely

A handwritten signature in cursive script that reads "Marie O' Sullivan".

Marie O Sullivan
HSE National HR