



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Ceannasaí Náisiúnta Oibríochtaí Meabhairshláinte,  
Ospidéal Naomh Lómáin,  
Baile Phámar, Baile Átha Cliath 20.  
Tel: (01) 6207304 R: [jim.ryan1@hse.ie](mailto:jim.ryan1@hse.ie)

Head of Operations,  
Mental Health Service, St Loman's Hospital,  
Palmerstown, Dublin 20.  
Tel: (01) 6207304 Email: [jim.ryan1@hse.ie](mailto:jim.ryan1@hse.ie)

Deputy Holly Cairns  
Dail Eireann,  
Dublin 2.

1<sup>st</sup> March 2022

**PQ Number: 5175/22**

**PQ Question: To ask the Minister for Health the conditions under which the nationally agreed recruitment panel process for HSE adult mental health psychologists can be bypassed by management for particular appointments either through local interviews or unadvertised appointments by transfer; the human resources policies that may enshrine these exceptions to the recruitment process; and if these exceptions have been agreed to by trade unions. -Holly Cairns**

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Dear Deputy Cairns,

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

In general terms, where a national panel exists for a particular grade, this will be exhausted as a recruitment route before alternative recruitment routes are explored for any role remaining unfilled. Where a role arises with criteria or specialisms required which have not been assessed as part of the selection process producing the national panel, alternative recruitment routes may be pursued. This will be determined by each CHO area on the basis of service need and is in line with the legislation governing recruitment.

I trust this information is of assistance to you. Please do not hesitate to contact me if you have any further queries.

Yours sincerely,

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**Jim Ryan**  
**Assistant National Director - Head of Operations**  
**National Mental Health Services**