

9th March, 2022

Deputy Holly Cairns
Dáil Éireann,
Dublin 2,

PQ 7418/22

“To ask the Minister for Health further to Parliamentary Question No. 1934 of 19 January 2022, the exact CHO4 mental health service locations, that is, the adult mental health team or CAMHS team transferred out of and into in the case of each appointment to a psychology post by an unadvertised transfer since January 2014; the nature of the contract, temporary or permanent, in each instance; the exact dates those appointments by transfer took place; if he will provide the same details for any appointment by local interview since January 2014 in which that post was not first advertised to the national recruitment panel; and the reason for a transfer or local interview being used as a method of recruitment over the national recruitment panel in each instance”.

Dear Deputy Cairns,

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 apologise for the delay in issuing this response to you.

I can confirm that all vacant psychology posts between 2014 and 2021 in Adult Mental Health Services were subject to HBS national recruitment once approved for filling via the Head of Service, Chief Officer and local HR. In instances where posts could not be filled via national panels, such posts would have been filled on a temporary basis through local competition as agreed with senior management and in line with HBS recruitment guidelines. We are not aware of any recruitment to the service that was not subject to a competitive process (i.e. a process whereby a candidate would have been deemed eligible to work within the HSE mental health services at that grade with competence being demonstrated for that care group at interview).

Internal transfers can only happen on a grade to grade basis where staff members have already been appointed to that grade through a national competitive process. Staff typically will be relocated by agreement but in exceptional circumstance can be moved to meet critical service need subject to union consultation. Any backfill of vacant posts will go through the national recruitment process.

I trust that this clarifies the query raised.

Yours sincerely,



Kevin Morrison,
A/Head of Mental Health Services, Cork Kerry Community Healthcare