

22<sup>nd</sup> February, 2022

Deputy Holly Cairns,  
Dáil Éireann,  
Dublin 2,

**PQ ref 7419/22**

**“To ask the Minister for Health the human resources policy that was followed in sanctioning appointments to psychology posts by transfer or local interview that took place in the CHO4 mental health services from January 2014 onwards; the way the policy allows for recruitment by transfer or local interview in circumstances in which the post has not first been advertised to the national recruitment panel candidates for each appointment; and the eligibility criteria for being transferred into a post that has not first been advertised to other candidates.”**

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.

There is no nationally agreed internal transfer policy for clinical grade staff including Health and Social Care professionals. Each line manager in consultation with their relevant Health of Service and Chief Officer will manage the limited resources as effectively and efficiently as is possible. All psychology staff are recruited via the national recruitment service and have demonstrated competency to work in care group posts such a child or adult mental health as demonstrated at interview.

All appointments to the HSE will be initially to specific locations, but managers may be required to review allocation of resource subject to service needs at a point in time and to try to accommodate both statutory leave and changes in people personal circumstances with a view to staff retention.

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. In exceptional circumstances when a post is deemed unable to fill via the national recruitment process, efforts will be made to fill such critical posts on a temporary basis through agency or local competition as required. Any such recruitment process needs to be approved by the Head of Service and Chief Officer.

Yours sincerely,



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