

23<sup>rd</sup> February, 2022

Deputy Holly Cairns,  
Dáil Éireann,  
Dublin 2.

**PQ ref 7420/22**

**“To ask the Minister for Health the way that opportunities to transfer into CHO4 mental health service psychology posts outside of the national recruitment panel process were communicated to staff over the past five years; the way that expressions of interest were recorded; the process by which posts were allocated to candidates; and the managers, in addition to the psychology manager, that approved these appointments by transfer in each instance.”**

Dear Deputy Cairns,

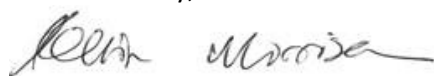
The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Questions, which you submitted to the Minister for Health for response.

We are not aware of any transfers of staff into Cork Kerry Community Healthcare (formerly CHO 4) outside of the national recruitment process in the last five years. All psychology staff have annual review (Personal Development Planning meetings) and in the context of same are facilitated to voice any request for consideration for internal transfer within the service that would be in the context of any changes in their individual circumstances. If staff specify a location then they are asked to formally write via email to psychology manager to note that request. Staff are advised that they can only transfer on a grade for grade basis, and can only be considered subject to availability of a vacancy in a given area. Staff transfer can only be facilitated when (1) It is clear that the staff member has the prerequisite skills set to fulfil the role they wish to move to and are already appointed through national recruitment at that grade (2) a backfill of the post they choose to move from is backfilled through a national recruitment processes.

If there are requests from more than one staff member for transfer internally to a location, then a skills match review process would need to occur to ensure the person most suitable is facilitated to transfer to the position to meet the service need. All posts including transfers and replacements posts are approved by the line manager in consultation with and having approval of the Head of Service and Chief Officer.

I trust this clarifies the query raised.

Yours sincerely,



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