



Ceannasaí Náisiúnta Oibríochtaí Meabhairshláinte
Ospidéal Naomh Lómáin,
Baile Phámar Baile Átha Cliath 20.
R: PQReps.NatMHOPS@hse.ie

Head of Operations, Mental Health Service
St Loman's Hospital,
Palmerstown, Dublin 20.
Email: PQReps.NatMHOPS@hse.ie

Deputy Holly Cairns,
Dail Eireann,
Dublin 2.

26th July 2022

PQ Number: 38121/22

PQ Question: To ask the Minister for Health further to Parliamentary Question Nos. 825 and 826 of 1 February 2022 and 1091 of 22 March and 310 of 18 May 2022, the precise specialisms in adult mental health psychology; the exact criteria referred to in the response which are eligible for a bypassing of the national recruitment panel system; and if he will make a statement on the matter. -Holly Cairns

Previous PQ 25325/22: To ask the Minister for Health further to Parliamentary Question Nos. 825 and 826 of 1 February 2022 and 1091 of 22 March 2022, the precise specialisms in adult mental health psychology and the exact criteria referred to in the response which warrant a bypassing of the national recruitment panel system for HSE psychologists; if these specialisms and criteria have been agreed to by the HSE's national human resources department and trade unions as constituting exceptions to the national recruitment panel system for HSE psychologists; and if so, the location in which these details are recorded and collectively signed-off in policy form. -Holly Cairns

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.

Further to responses issued to you in respect of Parliamentary Question 25325/22 on 26th May 2022, and 15053/22 on 11th April there is no further update. HBS National Recruitment were consulted in preparing this response and the position remains the same.

This reply is in relation to standardised recruitment processes for the appointment of Staff and Senior grade Psychologists in the HSE. Appointments to these grades typically take place on foot of offers to the national panels for staff grade and senior grade. In some circumstances due to the specialist nature of the roles, a bespoke panel may be instigated at local level.

The HSE has standardised recruitment guidance processes for the operation of panels which meet public service legislative needs. In this way HSE HR practices meet legislative obligations under which HSE recruitment processes operate. Legislation does not determine panel management processes but



Ceannasaí Náisiúnta Oibríochtaí Meabhairshláinte
Ospidéal Naomh Lómáin,
Baile Phámar Baile Átha Cliath 20.
R: PQReps.NatMHOPS@hse.ie

Head of Operations, Mental Health Service
St Loman's Hospital,
Palmerstown, Dublin 20.
Email: PQReps.NatMHOPS@hse.ie

determines that recruitment must be fair and based on merit. HSE recruitment practices operate under recruitment guidelines which specify that when filling a post from a panel that the selection process must adequately examine the specialty area in which the post is being filled, if this does not, then a new panel must be created. Recruitment offices in the CHOs operate under this principle. The CHO recruiter follows guidance from the Service Manager in determining if an existing panel can adequately fill a particular post while highlighting the need for fair practice and appointments based on merit. The specific needs and requirements of the post, determines if an existing panel can be used or if a new selection process should be instigated.

The HSE operates under general recruitment principles which staff representatives bodies are aware of. In certain circumstances, the HSE may agree specialist recruitment processes for certain disciplines. In answer to your Parliamentary Question in the case of Psychologists, general recruitment principles apply.

I trust this information is of assistance to you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Tony Mc Cusker', written in a cursive style.

Tony Mc Cusker
General Manager
National Mental Health Services