

30th June 2022

Deputy Holly Cairns
Dáil Éireann
Dublin 2

PQ ref 33189/22

“To ask the Minister for Health further to Parliamentary Question Nos. 666 of 1 March, 840 of 5 April and 308 of 18 May 2022, the way that fairness and transparency could be attributed to a process of expressions of interest in appointments by transfer of mental health psychologists in CHO4 which were not made known to all candidates through annual personal development plan meetings or by any other formal means and where these opportunities were therefore made known and offered to some psychologists but not others who were equally eligible; his views on the fact that these public appointments took place in a manner that was not covered by HR policy and circumvented relevant national recruitment panels and therefore imposed disadvantage on candidates ranked on those recruitment panels who would have expressed an interest in the posts in question.”

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.

All staff members have ongoing access to the psychology manager, principal psychology specialist, or relevant supervisor to discuss requests for internal reassignment on a grade to grade basis, should such reassignment be necessitated. Requests can be highlighted in the context of annual PDP meetings, or in the form of email/written communication at any point throughout the year. Such requests are communicated to the Principal Psychology Manager and all requests received are given due consideration. All staff that have been facilitated with a reassignment of role, have already been appointed to the HSE via national recruitment panels. Any backfill of their substantive posts have also been filled via HBS national panels.

It is at the discretion of management within the HSE to manage the staff resources as effectively as possible, optimising service provision to meet critical need, whilst also being cognisant of our duty of care to staff and ongoing retention within services.

I trust the above clarifies the queries raised.

Kind Regards,



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