



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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Deputy Holly Cairns.
Dail Eireann,
Dublin 2.

Date: 11/04/2022

PQ Number: 15054/22

PQ Question: To ask the Minister for Health the way that service need can legitimately constitute a reason for bypassing the national recruitment panel system for HSE psychologists when that service need can be met through recruitment from the relevant national panel; the CHOs in which service need was advanced as a reason for bypassing the national recruitment panel system for psychologists since January 2017; and if he will make a statement on the matter – 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.

In general terms, where a national panel exists for a particular grade, this will be exhausted as a recruitment route before alternative recruitment routes are explored for any role remaining unfilled. Where a role arises with criteria or specialisms required which have not been assessed as part of the selection process producing the national panel, alternative recruitment routes may be pursued. This will be determined by each CHO area on the basis of service need and is in line with the legislation governing recruitment. National panels are designed in partnership with the profession that is the Principal Psychology Managers with responsibility for the delivery of Psychology Services within the HSE, they ensure that candidates recommended for appointment have the necessary qualification and skill set to work with the specific client groups across Psychology Services within the HSE, including Mental Health Services. The decision to fill a post through an internal expression of interest (transfer) is conducted directly by the Service and therefore is not covered by HR policy.

I trust this information is of assistance to you. Please do not hesitate to contact me if you have any further queries.

Yours sincerely,

Jim Ryan
Assistant National Director - Head of Operations
National Mental Health Services