

25th January 2023

Deputy Holly Cairns
Dáil Éireann
Dublin 2

PQ ref 2300/23

“To ask the Minister for Health if the Commission for Public Service Appointments was informed by the HSE in advance of the recruitment of psychologists to posts within the Cork Adult Mental Health Services and Child and Adolescent Mental Health Services' local interviews and appointments by transfer (details supplied); and if he will make a statement on the matter.

Details supplied: “i.e., recruitment that bypassed the nationally agreed panel system - between the years 2016-2021, and if so, the dates on which the CPSA were contacted.”

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.

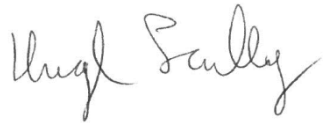
HSE Cork Kerry Community Healthcare operates its recruitment practices in line with the Code of Practice as identified by the Commission for Public Service Appointments. The CPSA code of practice “recognises that recruitment practices need to evolve in response to changing work and social environments and to keep in line with best practice. The Codes therefore reflect the Commission’s current views on the various elements of the appointment process and provide a principle-based approach that acknowledges and encourages the dynamic nature of recruitment systems”. HSE and those involved in national and where necessary local recruitment are guided by the code of practice and ensure standards are in line with CPSA principles.

Accordingly, posts identified and approved for filling will normally be filled from existing panels or will be subject to new recruitment campaigns, however, there is scope for such posts to be filled by existing staff members returning from career break or requesting an increase in weekly working hours or by reassignment having regard for particular circumstances arising e.g. to meet critical service needs, reconfiguration of services, medical reasons etc. The Codes of Practice provide for atypical appointments to public services where exceptional / emergency service imperatives arise. This may result in temporary appointments arising at a local level to ensure such service imperatives are addressed.

Appointments within the Public Sector, to include the HSE, continue to be subject to review / audit by the Commission to ensure that such appointments are in line with the Codes of Practice and CPSA principles.

I trust the above clarified the queries raised.

Kind Regards,

A handwritten signature in black ink that reads "Hugh Scully". The signature is written in a cursive style with a large initial 'H'.

Hugh Scully
A/General Manager
Mental Health Services
Cork Kerry Community Healthcare