



Oifig anStiúrthóir
An tSeirbhís Náisiúnta,

Foirgneamh Aibhneacha, Crosbhóthar
Thamhlachta, Tamhlacht,
Baile Átha Cliath D24 XNP2

Office of the Director
National Ambulance Service

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Ref: RM/PQ22-63261/230201

01 February 2023

Deputy Brid Smith TD
Dáil Éireann
Leinster House
Dublin 2

PQ 63261/22

To ask the Minister for Health if he will provide details in relation to the recruitment drive by the National Ambulance Service for qualified paramedics (details supplied); and if he will make a statement on the matter. - Bríd Smith

Additional Details:

- 1) The numbers of these staff required by the service to reach optimal services levels?**
- 2) The numbers of staff successfully recruited as a result of the campaign?**
- 3) The current shortfall if any in staffing levels?**
- 4) The numbers who failed but applied for positions during the campaign?**
- 5) The number of those failed applicants who were PHECC registered qualified paramedics, or /and registered as advanced paramedics?**
- 6) The rationale for a competency examination at two stages of the recruitment process?**
- 7) Whether the interview and application process breaches any of Commission for Public Service Appointments principles.**
- 8) If it is the norm within the National Ambulance service or the HSE to conduct such competency assessments at the application stage?**
- 9) If the national ambulance service intends to engage or hire “agency” paramedics and if these will be subject to such competency tests?**

Dear Deputy Smith,

The Health Service Executive (HSE) National Ambulance Service (NAS) 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.

In recent years, the HSE's National Recruitment Service has been running a rolling campaign for Qualified Paramedics. The latest campaign is current live at: <https://www.hse.ie/eng/staff/jobs/job-search/patient-and-client-care/nrs02294.html> The HSE's experience of this approach is mixed, however, it is evident that the level of qualified Paramedic availability in Ireland is very low and the capability of applicants from outside of Ireland varies considerably.

In relation to your specific questions, we can advise:





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- 1) Please see attached copy of the NAS Workforce Plan which sets out the details of future workforce requirements.
- 2) Less than 20 PHECC registered Paramedics since 2020
- 3) Please see attached copy of the NAS Workforce Plan which sets out the details of future workforce requirements.
- 4) NAS does not have access to records on candidates who have applied, withdrawn or failed to successfully complete the HSE's recruitment process.
- 5) NAS does not have access to records on candidates who have applied, withdrawn or failed to successfully complete the HSE's recruitment process.
- 6) Each registered paramedic working on behalf of the HSE must be individual privileged by the NAS Clinical Director (a PHECC requirement) to practice and treat patients. Hence, as a responsible authority for patient safety and in response to the publication of the PHECC Training and Education Standards in 2014, the HSE introduced a competency assessment for all applicants for registered Paramedic positions to ensure that any applicant was competent and safe to practice in an unsupervised setting with critically ill or injured patients.
- 7) No, all HSE recruitment must comply with the HSE's Recruitment Licence.
- 8) Yes, where relevant to the post.
- 9) There is currently no agency in Ireland offering registered Paramedics.

I hope this information is helpful to you.

Yours sincerely

Robert Morton
National Director
National Ambulance Service

