



Oifig an Cheannasaí Acmhainní  
Daonna Cúram Sláinte – Chorcaí/Chiarraí

Feidhmeannacht na Seirbhíse Sláinte,  
Páirc Gnó Model Bóthar na Modh Feirme,  
Corcaigh, T12 HT02.

Office of the Head of HR  
Cork Kerry Community Healthcare

Health Service Executive  
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18<sup>th</sup> July 2023

Ms. Holly Cairns, TD,  
Dáil Éireann  
Dublin 2

PQ ref 28592/23

**“To ask the Minister for Health the steps he is taking to deploy all healthcare professionals currently on panels in CHO4 to frontline roles; and if he will make a statement on the matter.”**

Dear Deputy Cairns,

The Health Service Executive 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. I wish to apologise for the delay in issuing this response, which is owing to work demands.

By way of information, the recruitment campaigns managed within the HSE are informed by the Codes of Practice, as established by the Public Service Appointments Commission and are informed by clear principles to include probity, transparency, fairness, merit, inclusivity and best practice.

HSE Cork Kerry Community Healthcare (CKCH) has been and continues to actively recruit to fill new posts as approved in line with government policy and various national service change programmes e.g. Enhanced Community Care, associated with enhancing and developing service delivery within the community setting for our service users. The various and numerous recruitment campaigns held at a local, national and international level have primarily focused on recruiting appropriated qualified, skilled, and competent candidates to fill Health and Social Care professional grades to include Occupational Therapists, Physiotherapists, Speech and Language Therapists, Dieticians, Podiatrists, Psychologists etc. and within direct care delivery posts to include additional Nursing Staff at all grades, Health Care Assistants, Healthcare Support Assistants, Care Assistants ID Services, Social Care Workers and Medical personnel at all grades to include Consultant, NCHD and Medical Officer grades.

Following the introduction of a revised national Recruitment Operational Model within the HSE in August 2022, HSE Cork Kerry Community Healthcare has established and developed a recruitment service locally within HSE CKCH to progress a large number of recruitment campaigns as we continue to fill new positions approved for our service and to fill vacancies within our service as they arise. Since December 2020, a total of 908.87\* WTE posts have been filled by 1,046\* candidates recruited to posts in HSE CKCH Services, of which 341.2 (WTE) posts are within the ECC programme. The recruitment campaigns are focused on attracting candidates from within the national market and through various specific international recruitment campaigns to fill posts which have proved difficult to fill from within the national market e.g. Nursing posts.

HSE CKCH remains committed to working collaboratively with all stakeholders e.g. HSE Service Managers, HR Partners, National HR Shared Services, Agency Recruitment Providers (relevant to HSE Agency Framework), Public Appointments Service etc. to continue to progress recruitment campaigns to fill approved positions within our service.

Yours sincerely,

**Maria Daly**  
Head of Human Resources  
HSE Cork Kerry Community Healthcare

Cc/ Tess O'Donovan, Chief Officer, HSE Cork Kerry Community Healthcare

\*inclusive of all grades