



Oifig an Stiúirthóra Náisiúnta
Géaroibríochtaí

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Deputy Róisín Shortall
Dáil Éireann
Leinster House
Dublin 2

22nd April 2024

PQ 14939/24 To ask the Minister for Health further to Parliamentary Question No. 393 of 7 March 2024, if recruitment of the posts labelled "stopped temporarily" have been paused as a result of the HSE recruitment freeze (details supplied); if not, the reason recruitment has been paused for these posts; if the recruitment freeze has had any impact on posts labelled "campaign underway"; and if he will make a statement on the matter. - Róisín Shortall

Dear Deputy Shortall,

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.

The HSE has been through a period of significant workforce growth since end 2019. Successful recruitment campaigns in a number of disciplines have also meant that in many cases funded 2023 targets were reached and indeed exceeded ahead of year end. The unprecedented levels of additional Government investment in our health services in recent years has enabled the significant expansion in our workforce by +26172, equating to a 22% increase overall since December 2019. There was an 8,239 net increase in 2023 against a funded target of 6,100 net increase. Exceeding the funded level of new recruitment ahead of year end 2023 necessitated putting in place the recruitment measures with arrangements in place for (1) derogation of specific grades and (2) a process whereby services can seek derogation for posts, each of which is assessed by the relevant EMT member and where deemed appropriate submitted to the CEO for decision.

The HSE is currently finalising the 2024 Pay and Numbers Strategy with the Department of Health. Once finalised and advised to services, the Pay and Numbers Strategy will underpin the management of our pay and numbers in line with the autonomy for Regions and National Services to operate within same.

PQ No. 393 of 7 March 2024 (HSE Reference PQ11363/24) provided the details of the recruitment status of the service development posts relating to the provision of Long Covid and Post-Acute Covid clinics in acute hospitals. Reporting on recruitment of new service development posts is through the SharePoint system and there are dropdown categories from which the services must choose to reflect the recruitment status of a particular post. At the time of the introduction of the recruitment measures, services were advised to record a **job status** of 'Stopped Temporarily' to indicate the status of posts impacted by the pause.

As requested, the Table below provides the details of the posts in question and the rationale for the reported job status of "stopped temporarily" and "campaign underway" in each case, as provided to us by the relevant Health Region.

I trust this is of assistance to you.

Yours sincerely,



Catherine Clarke

**Catherine Clarke, Assistant National Director
Acute Operations**



Table 1: Detailed Rationale for reported Recruitment Status “Campaign Underway” and “Stopped Temporarily”

Hospital	Post/Grade	WTE	Recruitment status	Detailed Rationale
MMUH	Physiotherapist, Clinical Specialist	0.5	Campaign underway	Recruitment had been in progress and is now impacted by the recruitment pause.
SJH	Consultant General Adult Psychiatrist	0.5	Campaign underway	There have been no applicants for the post after a number of campaigns. Not impacted by recruitment pause.
GUH	Respiratory Physiologist	1	Stopped Temporarily	This post was submitted for upgrade prior to the recruitment freeze, but has not progressed.
GUH	Staff Nurse	0.8	Stopped Temporarily	Recruitment had been in progress and is now impacted by the recruitment pause.
CUH	Consultant General Adult Psychiatrist	0.5	Campaign underway	Successful candidate to start in July 2024.
UHL	Occupational Therapist, Senior	0.5	Campaign underway	Local staff grade panel in place. Currently affected by the recruitment pause.
UHL	Grade VI	1	Stopped Temporarily	Currently affected by the recruitment pause.
UHL	Cardiac Physiologist	0.5	Campaign underway	Campaign underway to form a panel. Currently affected by the recruitment pause.
UHL	Consultant Physician in ID	1	Campaign underway	Recruitment campaign was unsuccessful. This post is currently being re-advertised. The permanent consultant physician post is currently going through the approval process and will be advertised in the near future.
UHL	Registrar, Specialist	1	Campaign underway	Unable to fill this post through the recruitment process. This post is currently filled with a locum registrar.
LUH	Physiotherapist, Clinical Specialist	0.5	Stopped Temporarily	As this is a consultant led service, recruitment to this post will progress on the filling of the consultant lead respiratory physician vacancy.
LUH	Respiratory Physiologist	1	Stopped Temporarily	As this is a consultant led service, recruitment to this post will progress on the filling of the consultant lead respiratory physician vacancy.
LUH	Grade IV	0.5	Stopped Temporarily	As this is a consultant led service, recruitment to this post will progress on the filling of the consultant lead respiratory physician vacancy.
LUH	Cardiac Physiologist, Senior	1	Stopped Temporarily	As this is a consultant led service, recruitment to this post will progress on the filling of the consultant lead respiratory physician vacancy.
LUH	Registrar, Specialist	1	Post approved	As this is a consultant led service, recruitment to this post will progress on the filling of the consultant lead respiratory physician vacancy.