

27th June, 2024

Ms. Holly Cairns, T.D.,  
Dáil Éireann,  
Dublin 2

**PQ ref 26108/24**

**"To ask the Minister for Health further to Parliamentary Question No. 611 of 21 May 2024, for further details on the use of local interviews as opposed to the national recruitment panel for psychology recruitment to the north Lee, south Lee, west Cork and north Cork primary care child/adolescent psychology services in the years 2020, 2021, 2022 and 2023, in particular, the rationale for local interviews in each instance for those years; and to provide details on how each of those posts were advertised to eligible candidates."**

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.

As there were significant challenges in recruiting staff to Psychology posts (particularly temporary posts) during these years, all options available were explored to enhance staffing. Vacant Posts were progressed to National HBS panels at intervals across the years (2021-2023). Local Interview / Recruitment processes were undertaken to fill critical vacancies further to confirmation that posts were 'unable to fill' via NRS National Panels.

For local recruitment processes posts were advertised through a range of channels to identify eligible candidates, through a defined communication Expression of Interest / Competition Notification. This included EOI from staff within HSE psychology services CKCH; EOI correspondence to graduating cohorts of relevant doctoral programmes UCC/MIC/UL/NUIG; review of CVs received; consideration of HSE/S38/S39 EOI re overtime/SPC existing staff; Agency / LinkedIn profiles; Psychology Graduate Interest Group re Psychology Assistant posts.

In late 2023 and ongoing, as a result of the recruitment embargo, vacancies in new and development posts have not been filled nor has cover been achieved for statutory leave. We are awaiting derogation of posts in both core psychology services and the waitlist initiative.

If I can be of any further assistance please do not hesitate to contact me.

Yours sincerely,



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**Priscilla Lynch**  
Head of Service - Primary Care,  
Cork Kerry Community Healthcare