



Cúntóir Feidhmiúcháin Stiúrthóir Náisiúnta AD  
Seirbhísí Roinnte AD, AD Náisiúnta

FSS, Áras Sláinte Chluainín,  
Cluainín Uí Ruairc, Co. Liatroma, F91 AP57

Assistant National Director of HR  
HR Shared Services, National HR

HSE, Áras Sláinte Chluainín,  
Manorhamilton, Co Leitrim, F91AP57

[www.hse.ie](http://www.hse.ie)  
[@hselive](https://twitter.com/hselive)

t 071-9820558  
e [hrss@hse.ie](mailto:hrss@hse.ie)

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Deputy David Cullinane  
Dáil Éireann  
Leinster House  
Kildare Street  
Dublin 2

Email: [david.cullinane@oireachtas.ie](mailto:david.cullinane@oireachtas.ie)

Dear Deputy Cullinane,

**RE: PQ10900/25 - To ask the Minister for Health the average time from advertisement to job offer for a person to be offered employment in the National Ambulance Service.**

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question, submitted by you to the Minister for Health. This matter has been referred to me for response on behalf of the HSE.

The National Ambulance Service run a number of intake programmes throughout the year for entry level grades to the Service e.g. Student Paramedic. The notification of the availability of posts and the course commencement date are determined by the Service in line with college availability.

The National Recruitment Service run a panel based process for these grades. This ensures that when there is notification of a requirement for candidates for an intake, there is an available panel of candidates to access resulting in a quicker turnaround time.

Therefore, it is not possible to give time to hire based on Advertisement to Job commencement but instead the time to hire is based on Notification of the available posts by the National Ambulance Service to Contract Issue by the National Recruitment Service.

In 2024 the Time to Hire for Student Paramedic was 10.5 weeks. This figure is dependent on a number factors that are outside of the control of the National Recruitment Service. This includes candidate engagement with the process for the submission of documentation as this varies from candidate to candidate, the requirement for Garda Vetting and Occupational Health clearance also impacts the time to hire for the grade. Occupational Health clearance for this grade requires all candidates to be screened by the National Ambulance Service Occupational Health Unit and this can have a significant impact on the overall time to hire due to the level of screening that is required for the grade and the number of candidates that are processed for each intake programme.

If you require any further information, please do not hesitate to contact me.

Yours sincerely

Eileen Winnington  
Assistant National Director of HR