



**Counsellor/Therapist – Employee Assistance Programme (EAP)  
Workplace Health & Wellbeing Unit**

**Grade Code 3028**

In exercise of the powers conferred on me by Section 22 of the Health Act 2004, I hereby approve the qualifications, as set out hereunder, for the appointment and continuing as **Counsellor/Therapist – Employee Assistance Programme (EAP), Workplace Health & Wellbeing Unit** in the Health Service Executive.

**1. Statutory Registration, Professional Qualifications, Experience, etc**

(a) **Candidates must, at the latest date for receipt of completed applications for the post:**

1(a)

(i) possess a qualification at Level 7 or higher on the National Framework of Qualifications (NFQ) maintained by the Quality and Qualifications Ireland (QQI) in a human science discipline (medical, psychological, social, educational) or hold a qualification at Level 7 or higher in a health and social care profession.

**AND**

(ii) possess a qualification in Counselling or Psychotherapy recognised by The Irish Association for Counselling and Psychotherapy, or one of the five sections within a relevant body of the Irish Council for Psychotherapy. <http://www.psychotherapycouncil.ie/members/disciplines>

**AND**

(iii) possess full accredited membership with the Irish Association for Counselling and Psychotherapy or one of the five sections within a relevant body of the Irish Council for Psychotherapy  
<http://www.psychotherapycouncil.ie/members/disciplines>

**AND**

(iv) possess demonstrate 2 years' full-time (or an aggregate of two years' full-time) experience post professional accreditation

**OR**

1(b)

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|------|--|
| (i)  | Possess an equivalent qualification, of which there is sufficient theoretical content, clinical placements, skills training and personal development as part of the qualification, obtained in another jurisdiction and be an accredited counsellor in another jurisdiction. |
|      | <b>AND</b>   |
| (ii) | must demonstrate 2 years' full-time (or an aggregate of two years' full-time) experience post professional accreditation.  |

**OR**

1 (c)

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|-------|--|
| (i)   | Possess a post graduate professional qualification in counselling or clinical psychology recognised by the Psychological Society of Ireland (PSI). |
|       | <b>AND</b>   |
| (ii)  | Hold full membership with the clinical or counselling psychology division of the Psychological Society of Ireland (PSI).                           |
|       | <b>AND</b>   |
| (iii) | must demonstrate 2 years' full-time (or an aggregate of two years' full-time) experience as a professionally qualified Psychologist.               |

**OR**

1 (d)

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|-------|---|
| (i)   | Possess a post graduate professional qualification in counselling or clinical psychology or an equivalent validated by the Department of Health                                 |
|       | <b>AND</b>  |
| (ii)  | Be eligible for Full Membership of the counselling or clinical psychology division of the Psychology Society of Ireland (PSI) and achieve Full Membership prior to appointment. |
|       | <b>AND</b>  |
| (iii) | must demonstrate 2 years' full-time (or an aggregate of two years' full-time) experience as a professionally qualified Psychologist.  |

**AND**

- (b) All candidates must possess the requisite knowledge and ability, including a high standard of suitability and management ability, for the proper discharge of the duties of the office.

**2. Health**

Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

**3. Character**

Candidates for and any person holding the office must be of good character.

**Dated this 28th day of February two thousand and twenty**



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**Anne Marie Hoey**  
**National Director of Human Resources**