



FREQUENTLY ASKED QUESTIONS

Psychologist, entry & Psychologist Senior grades

Q 1 What is Eligibility Criteria?

A 1. Eligibility criteria are the specific threshold requirements for entry into a recruitment competition for employment in the specified profession and grade. Satisfying the eligibility criterion does not give automatic progression to interview stage as shortlisting on role specific requirements may be applicable. The outcome of the competency-based interview and subsequent clearances, including references, are the final stages leading to a decision on suitability and appointment. There is no onus on an interview board to qualify all or any candidate who is called for interview.

Q 2 Why does the criteria effective to 30 September 2024 list three categories of potential applicants?

A 2. The requirement to classify applicants into 3 categories is because of the revisions that have taken place over the years in professional education standards and Care Group designation.

Category A facilitates applications from psychologists employed pre-2002, and currently employed, in the publically funded health service; the HSE and agencies funded under Section 38 and Section 39 of the Health Act 2004, to participate in recruitment campaigns without further proof of qualifications. Such applicants must prove that they have the competence to practice safely in the Care Group for which they apply.

Category B facilitates applications from psychologists who hold a professional qualification in Clinical, Counselling or Educational Psychology and who are currently employed in the designated publically funded psychological services.

Category C. applies to all applicants who do not qualify under Category A or Category B. The requirements in the criteria at Category C 1 (iii) specify the placements or work practice that must be evidenced by Clinical, Counselling or Educational Psychologist to be eligible to apply for post in designated Care Groups. The table below illustrates the Care Groups and associated required qualifications.

Care Group Areas	Professional Psychology Qualifications required
Disability – Child Disability	Clinical, Counselling, Educational
Disability – Adult Disability	Clinical, Counselling
Adult Psychology Services	Clinical, Counselling
Child Psychology Services	Clinical, Counselling, Educational
Lifespan Primary Care	Encompasses Care Groups of Adult Psychology Services and Child Psychology Services

Q 3 What impacts will the criteria effective on or after 1st October 2024 have?

A 3. The criteria entitled A/2024 applies to psychologist who qualified before 1st October 2024 who are not employed as a psychologist in a named publically funded psychological service at the time of application. The criteria facilitate eligibility through a combination of placements and supervised work experience in each of the three care group areas. The National Psychology Placement Office will assist in this pathway.

The criteria entitled B/2024 apply to all who qualify as psychologists after the 1st October 2024. These psychologists will have to have completed the prescribed placements as a combination of placements and supervised work experience will no longer be acceptable

Q 4. What are the criteria for senior Psychology posts?

A 4. These criteria also apply to applicants for senior posts with the inclusion of the established requirement that:

Applicants must have at least five years satisfactory post-graduate experience in the area of professional psychology, no more than three years of which was spent in gaining the post-graduate professional qualification and no less than two years full-time spent in post-qualification experience as a professional psychologist. Years in excess of the permitted three years for completion of the post-graduate training or time not worked will not be taken into consideration when assessing the five years' experience requirement.