



Psychologist, Senior Clinical	Grade Code 367Y
Psychologist, Senior Counselling	Grade Code 3692
Psychologist, Senior Educational	Grade Code 3693

Below are the professional qualifications and experience required for the appointment and continuing as **Psychologist, Senior – Clinical/Counselling/Educational**. The criteria cover the following cohorts of employees and external applicants.

- Category A.** **Employed pre October 2002**
- Category B.** **Employed between October 2002 to 31st January 2021**
- Category C.** **Employed 31st January 2021 to the 30th September 2026.**
- Category A/2026** **Qualified pre 01.10.2026 and employed post 01.10.2026**
- Category B/2026** **Qualified post 01.10.2026**

Criteria effective to 30 September 2026

Psychologist, Senior Clinical	Grade Code 367Y
Psychologist, Senior Counselling	Grade Code 3692
Psychologist, Senior Educational	Grade Code 3693

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 **Psychologist, Senior – Clinical/Counselling/Educational** in the HSE **up to 30th September 2026.**

Category A (Employed pre October 2002)

1. Professional Qualifications, Experience, etc.

Eligible applicants must:

- i. Have been employed before 25th October 2002 and be currently in employment as a psychologist in the public health system; the HSE and agencies funded under Section 38 and Section 39 of the Health Act 2004

And
- ii. Demonstrate competence in the Care Group/s applied for

And
- iii. Possess the requisite knowledge and ability, including a high standard of suitability and ability, for the proper discharge of the office

And
- iv. 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.

Category B (Employed between October 2002 and 31st January 2021)

1. Professional Qualifications, Experience, etc.

Eligible applicants must:

- i. Be currently employed in a named publically funded psychological service, **Note 1**.
And
- ii. Have a university degree or diploma (QQ1 level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject **And**
- iii. Have an Irish post-graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical, Counselling or Educational Psychology
Or
An equivalent qualification from another jurisdiction validated by the Department of Health.
And
- iv. Demonstrate competence in the Care Group/s applied for.
And
- v. 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.
And
- vi. Possess the requisite knowledge and ability, including a high standard of suitability and ability, for the proper discharge of the office

Note 1. Psychological services delivered or funded by the Department of Health, Department of Justice, Department of Education and the Department of Children, Disability, Equality and Integration aimed at improving the mental, physical or social health or wellbeing of the clients they serve.

Category C (Employed 31st January 2021 to the 30th September 2026.)

1. Professional Qualifications, Experience, etc.

Eligible applicants must:

- i. Have a university degree or diploma (QQ1 level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject

And

- ii. Have an Irish post-graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical, Counselling or Educational Psychology **Or**

An equivalent qualification from another jurisdiction validated by the Department of Health.

And

- iii. Demonstrate competence in the Care Group/s applied for.

And

- iv. 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.

And

- v. Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired in appropriate health settings, **for the area / areas for which they wish to apply** - Disability (Child and Adult), Child Psychology, Adult Psychology - either at least 60 days or equivalent supervised clinical placements as part of the professional qualification; or at least 60 days or equivalent post-qualification supervised work experience as a psychologist. **Note 2.**

Or

Applicants with an educational psychology qualification must demonstrate that they have acquired in appropriate health settings **for the area / areas for which they wish to apply** - Child Disability, Child Psychology - either at least 60 days or equivalent supervised clinical placements as part of the professional qualification; or at least 60 days or equivalent post-qualification supervised work experience as a psychologist. **Note 2.**

Note 2:

Combinations of supervised clinical placement experience as part of the qualification and post qualification supervised work experience within a single care group area to give a total of 60 days are not acceptable.

Criteria effective on or after 1st October 2026.

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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 **Psychologist, Senior – Clinical/Counselling/Educational** in the HSE **on or after 1st October 2026.**

These criteria apply without prejudice to applicants employed up to the 30th September 2026 in a post of Psychologist, or above, in an Irish publically funded health service; the HSE and agencies funded under Section 38 and Section 39 of the Health Act 2004.

Category A/2026

Applicants who qualified as psychologist, before 1st October 2026 who are not employed as a psychologist in a named publically funded psychological service, **Note 1.**

1. Professional Qualifications, Experience, etc.*

Eligible applicants will be those who on the closing date for the competition:

- i. Have a recognised university degree or diploma (QQI level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject

And

- ii. Have an Irish post-graduate qualification accredited by the Psychological Society of Ireland in clinical, counselling or educational psychology

Or

An equivalent qualification from another jurisdiction validated by the Department of Health.

And

- iii. 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.

And

- iv. Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired at least 60 days or equivalent supervised clinical placements in appropriate health settings **in each of the three areas**; Disability (Child and Adult), Child Psychology and Adult Psychology, as part of the post-graduate professional qualification, **or equivalent post-qualification supervised work experience as a psychologist.**

Or

Applicants with an educational psychology qualification must demonstrate that they have acquired at least 60 days or equivalent supervised clinical placements in appropriate health settings **in both areas** of Child disability and Child Psychology as part of the post-graduate professional qualification, **or equivalent post-qualification supervised work experience as a psychologist.**

Note 1. Psychological services delivered or funded by the Department of Health, Department of Justice, Department of Education and the Department of Children, Disability, Equality and Integration aimed at improving the mental, physical or social health or wellbeing of the clients they serve.

Category B/2026

Applicants who qualified as psychologist after the 1st October 2026

1. Professional Qualifications, Experience, etc.*

Eligible applicants will be those who on the closing date for the competition:

- i. Have a recognised university degree or diploma (QQI level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject

And

- ii. Have an Irish post-graduate qualification accredited by the Psychological Society of Ireland in clinical, counselling or educational psychology

Or

An equivalent qualification from another jurisdiction validated by the Department of Health.

And

- iii. 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.

- iv. Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired at least 60 days or equivalent supervised clinical placements in appropriate health settings **in each of the three areas**; Disability (Child and Adult), Child Psychology and Adult Psychology, as part of the post-graduate professional qualification.

Or

- v. Applicants with an educational psychology qualification must demonstrate that they have acquired at least 60 days or equivalent supervised clinical placements in appropriate health settings **in both areas** of Child disability and Child Psychology as part of the post-graduate professional qualification.

2. Health

All 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

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

Dated this 21st of March two thousand and twenty four



Anne Marie Hoey
National Director of Human Resources

**Report of the National Psychology Project Team:
Establishment of National Psychology Placement Office and Workforce Planning
can be found here: <https://www.hse.ie/eng/staff/jobs/eligibility-criteria/psychology-report-jan-2021.pdf>**