



Cúntóir Feidhmiúcháin Stiúrthóir Náisiúnta AD
Seirbhísí Roinnte AD, AD Náisiúnta

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15th March 2024

Deputy Paul Murphy
Dáil Éireann
Leinster House
Kildare Street
Dublin 2

Email: paul.murphy@oireachtas.ie

Dear Deputy Murphy

RE: PQ9825/24 To ask the Minister for Health whether the due diligence on therapists offered positions in the HSE is being outsourced to a private company; how long the average wait is from the time of application to completion of due diligence; how much the private company is being paid; whether there was a tender process for this company; and the reason the HSE is not itself verifying the qualifications and experience of applicants. -Paul Murphy

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.

Entry level Health and Social Care Professionals are recruited on behalf of HSE services by the HSEs in house National Recruitment Service (NRS) which is part of HR Shared Services in the National HR division. The NRS manage the end to end recruitment of these grades, including pre employment clearances and the contracting process.

HR Shared Services also Manages a number of Third-Party Agency Contracts whereby the third parties supply staff to HSE Services on an hourly basis to meet short term demand. These third parties are selected on foot of an EU tender and are operated under a strict Service Level Agreement. The agency fee is 9.5% of basic pay. Under the Protection of Employees (Temporary Agency Work) Act 2012, agency workers are entitled to the same pay as direct employees. Therefore, the agency fee of 9.5% is applied to the hourly rate devised from the relevant point of scale from the Department of Health Salary Scales for that profession. Third Party Agencies are periodically audited to ensure that they are meeting HSE standards for the replacement clearances outlined in the Service Level Agreement.

The average time for either the NRS or a supplier to conduct pre-employment clearances including; employment references, professional registration, qualifications, Garda vetting, international security clearances (where relevant) and occupational health clearance ranges from 4 weeks to 12 weeks dependent on a number of factors such as: the profession, whether statutory professional registration is required or not, the countries of residence prior to living and working in Ireland.

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

Yours sincerely



A handwritten signature in black ink, appearing to read 'Eileen Winnington', written in a cursive style.

Eileen Winnington
Assistant National Director of HR