



Ofiig Ceann Acmhainní Daonna, Cúram  
Sláinte Pobail Chorcaí/Chiarraí  
Feidhmeannacht na Seirbhíse Sláinte

Páirc Gnó Model, Bóthar na Modh Feirme,  
Corcaigh, T12 HT02.

Office of the Head of HR  
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Model Farm Road, Cork T12 HT02.

25<sup>th</sup> October 2024

Mr Pádraig O'Sullivan, T.D,  
Dail Eireann  
Dublin 2

PQ Ref 39207/24

**"To ask the Minister for Health the number of unfilled positions for speech and language therapists, occupational therapist and psychologists in CHO4, in tabular form; and if he will make a statement on this matter."**

Dear Deputy O'Sullivan,

The Health Service Executive has been requested to reply directly to you in context of the above Parliamentary Questions, which you submitted to the Minister for Health for response.

By way of information, the recruitment campaigns managed within the HSE are informed by the Recruitment Codes of Practice, as established by the Public Service Appointments Commission and are informed by clear principles to include probity, transparency, and fairness, merit, inclusivity and best practice.

HSE Cork Kerry Community Healthcare has a large number of Health and Social Care Professionals (HSCP) posts in line with Sláintecare. You will be aware that in July 2024 the HSE has received a detailed direction in relation to Pay and Numbers Strategy and Spend Limits (Pay and Non-Pay) for 2024 which relates to HSE and Section 38 Health Services (excluding services involved in the provision of disability services).

HSE South West now has a clear whole time equivalent (WTE) allocation along with a total pay spend limit with the authority to replace, recruit and prioritise within the resources allocated. Within national policy and priorities, our Region is empowered to consider and prioritise the use or reallocation of a post when it becomes vacant, within the approved WTE limit in line with service priorities as identified within our Service Plan.

The Regional Executive Officer, HSE South West has the delegated authority to advance recruitment through each stage of the relevant resource control process i.e. Stage 1 – Authority to Initiate Recruitment; Stage 2 – Authority to Approve Entering into a Contract of Employment and Stage 3 – Authority to Approve Admittance to Payroll.

To adhere to the controls required in relation to the Pay and Numbers Strategy and Spend limits, the HSE South West Region has established a "Workforce Prioritisation Process". This process provides for a senior management forum to consider posts identified by operational service management as priority posts in supporting service delivery for the South West Region.

By way of information, Cork Kerry Community Healthcare are currently progressing the following priority posts, in line with Recruitment Code of Practice;

**HSCP National Service Plan 2024:**

- Speech & Language Therapist, Older Persons Services.
- Psychologist, Senior Clinical, Mental Health Services.
- Psychologist, Senior Clinical, Disability Services.
- Occupational Therapist, Senior (Children Disability Network Team) Disability Services.




- Occupational Therapist, Senior (Children Disability Network Team) Disability Services.
- Speech and Language Therapist, Clinical Specialist (Children Disability Network Team) Disability Services.

**Replacement posts:**

- One unfilled approved OT Senior post for Mental Health Services.
- 32 Unfilled approved psychology posts (Staff Grade, Senior and Principal Posts) in Mental Health Services and Primary Care Services.

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



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Maria Daly,  
Head of Human Resources, CKCH

