

31st January, 2024

Mr. Pa Daly, T.D.,  
Dáil Éireann,  
Dublin 2

**PQ ref 1888/25**

**" To ask the Minister for Health the number of additional psychology staff, per grade, his Department is committing to recruiting to address the crisis in primary care psychology waiting-lists in CHO4; and when he expects this recruitment drive to commence, in tabular form."**

Dear Deputy Daly,

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

Investment in psychology is involving of three elements.

- A) Core staffing: The last uplift by way national funding in core staffing was in late 2017 and comprised of 7 staff grade psychologists and 16 Assistant Psychology posts.
- B) As part of National waitlist initiatives there has been an activity-based model of funding approved since late 2021. The Community Healthcare Organisation (CHO) is reimbursed per child seen and discharged from the cohort of children longest waiting.

The recruitment target at the initiative outset was 2 staff grade psychologists, .8 senior psychologists, 1 clerical officer and 2 assistant psychology posts.

- C) 1 senior and 1 staff grade psychologist were approved from local funding in 2021 to address the changing demand in and increased referrals.

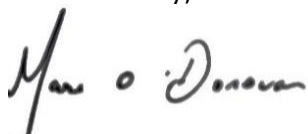
Regrettably the area has had ongoing and significant recruitment challenges whereby vacancy rate has been high 2018 through 2024. During the HSE recruitment embargo vacancies in replacement and new development posts were not filled nor was cover achieved for statutory leave. All documentation has now been submitted by the service manager for approvals within the revised pay and numbers ceiling and recruitment is ongoing to these approved posts. Since October 2024 the following posts have been expressed out by National Recruitment Service (NRS), and a number of posts have been accepted with commencement dates between January – March 2025.

Grade	Recruiter	Location	WTE	Expressed	Status	Start Date
Psychologist, Clinical	NRS	Kerry	1	Expressed NRS 15/10; WRU & 08/11	Unable to Fill	
Psychologist, Senior Clinical	NRS	Kerry	1	NRS Expressed 18/10/2024	Accepted 25/10	13/01/2025 (3 days pw initially)
Psychology Assistant	NRS	Kerry	1	NRS Expressed 15/10/2024	Accepted 25/10	07/01/2025
Psychologist, Clinical	NRS	South Lee	1	Expressed NRS 15/10; WRU & 12/11	Unable to Fill	
Psychologist, Clinical	NRS	South Lee	1	Expressed NRS 15/10; WRU & 12/11	Unable to Fill	
Psychology Assistant	NRS	South Lee	1	NRS Expressed 15/10/2024	Accepted 22/10	25/03/2025
Psychology Assistant	NRS	South Lee	1	NRS Expressed 15/10/2024	Accepted 22/10	05/03/2025
Psychologist, Clinical	NRS	South Lee	1	Expressed NRS 15/10/2024	Accepted 12/11	17/02/2025
Psychologist, Clinical	NRS	South Lee (PDS WLI)	1	NRS Expressed 23/10/2024	Unable to Fill	
Psychologist, Senior Clinical	NRS	South Lee WLI PDS SUIF	1	NRS Expressed 18/10/2024	Accepted 23/10	20/01/2025 (3 days initially)
Psychologist, Clinical	NRS	West Cork	1	Expressed NRS 15/10/2024	Accepted 23/10 but Withdrew 14/11	
Psychologist, Clinical	NRS	West Cork	1	Re-Expressed NRS 19/11/2024	Accepted 25/11	
Psychologist, Clinical	NRS	Bessborough WLI	1	Expressed NRS 15/10; WRU & 12/11	Accepted 19/11 18.5 Hr	20/01/2025
Psychologist, Senior Clinical	NRS	Bessborough WLI	1	Expressed NRS 28/08/2024	Accepted 04/09	13/01/2025 (3 days initially)

Posts approved for filling will be progressed by way of National HSE panels for Senior, Staff Grade and Psychology Assistant grades. If necessary, where posts are not filled from the National Recruitment Service (NRS) local temporary recruitment will take place e.g. local interviews from curriculum vitae received and advertising via universities to graduates of professional psychology programmes.

If I can be of any further assistance, please do not hesitate to contact me.

Yours sincerely,



**Mari O'Donovan**  
Interim Head of Service - Primary Care,  
Cork Kerry Community Healthcare