



**The Psychological Society of Ireland**

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**Re: Psychological Society of Ireland – Statement on Competency-Based Recruitment of Psychologists**

Dear HR Manager,

I am writing to you in relation to several advertisements regarding the recruitment of psychologists which have been brought to my attention. It is noted that the recent advertisements specifically look to recruit psychologists on the basis of named title (e.g. Clinical Psychologist).

The Psychological Society of Ireland (PSI), as the learned body for the profession advises that this form of recruitment is neither appropriate nor justifiable. Recruitment of this nature does not occur within the main Irish health system, the Health Service Executive (HSE), since a ruling from the Commission for Public Service Appointments (CPSA). Currently all appointments are made on merit after candidates are assessed against the specific competencies for the position. Currently psychologists working in the HSE are employed if they have a qualification in Clinical, Counselling or Educational psychology and meet the competency criteria for specific positions.

The PSI will happily work with employers to aid them in appropriate recruitment of psychologists and, if helpful, I can be contacted on [president@psychologicalsociety.ie](mailto:president@psychologicalsociety.ie).

For your additional information, I have attached the PSI statement on competency-based recruitment of psychologists.

Yours sincerely,

Mark Smyth

President

The Psychological Society of Ireland

Directors: Mark Smyth (President), Megan Gaffney (President Elect), Ian O'Grady (Past President),  
Vincent Mc Darby (Honorary Secretary), Michael Stoker (Honorary Treasurer), Dean McDonnell (Membership Secretary)



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## **Psychological Society of Ireland**

### **Statement on Competency-Based Recruitment of Psychologists**

The Psychological Society of Ireland (PSI), the learned Society and professional body for psychology in Ireland, advocates the provision of comprehensive psychological services as an integral part of services to people in health, social, work and educational settings.

The PSI is committed to ensuring the application of psychology in promoting human well-being and advocates the employment of a range of different psychologists in this endeavour. The education and training of all psychologists to provide human care is founded on the integration of science and practice and is conducted through rigorous quality assurance of postgraduate programmes overseen by the profession. In recruiting psychologists to provide this care, it is the PSI's expectation that, at all stages of the selection process, employers will adopt a fair and transparent selection process that embraces genuine equality of access and opportunity.

The PSI Council has endorsed guidelines on the recruitment of psychologists. It is the view of the Society that, when considering psychologists for employment, applications should be invited on the basis of demonstrable competence, proficiency and accredited education and training. The PSI considers that applications should be welcome from all psychologists who have accredited postgraduate qualifications and can demonstrate that they have the necessary competencies, experience and professional postgraduate education and practice.

In such cases, the value of a psychologist's competencies, additional training and experience gained post-qualification must be strongly considered. No candidate should be excluded from applying solely on the basis of their named professional qualification in psychology. Following the application stage, appropriate short-listing criteria should be applied, and a robust competency-based interview process implemented to ensure that only suitable and appropriately trained psychologists are employed.

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