



# PSI HSCP Panel Recruitment Survey

Main Report

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RESEARCH  
& INSIGHT



# Research Objectives/Approach

- The Psychological Society of Ireland (PSI) is the professional members body for psychologists in the Republic of Ireland, representing approximately 3,000 members.
  - Since it was established in 1970 PSI has helped shape and develop psychology as an applied science.
  - PSI is committed to maintaining the high standards of practice in psychology, as well as further advancing the discipline.
- PSI commissioned Behaviour & Attitudes (B&A) to carry out this research among just over 1,250 healthcare professionals, to understand attitudes toward the current panel system of recruitment within the HSE.
- The research was conducted via an online survey, with fieldwork running from the end of August until the beginning of October 2020.

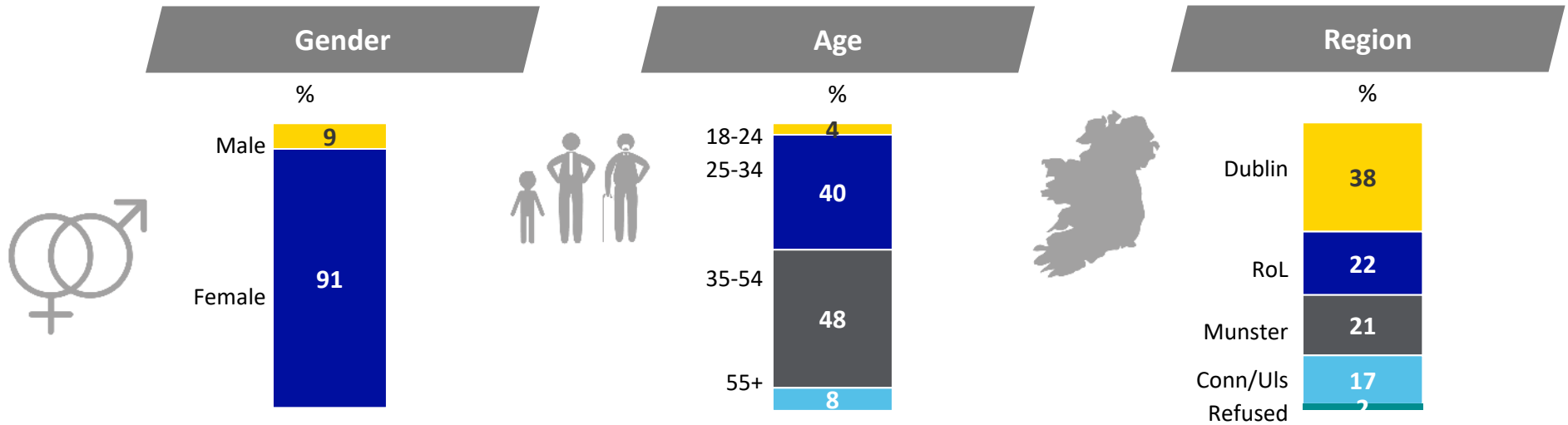




## Sample Profile

# Sample Profile

Base: All HSCPs

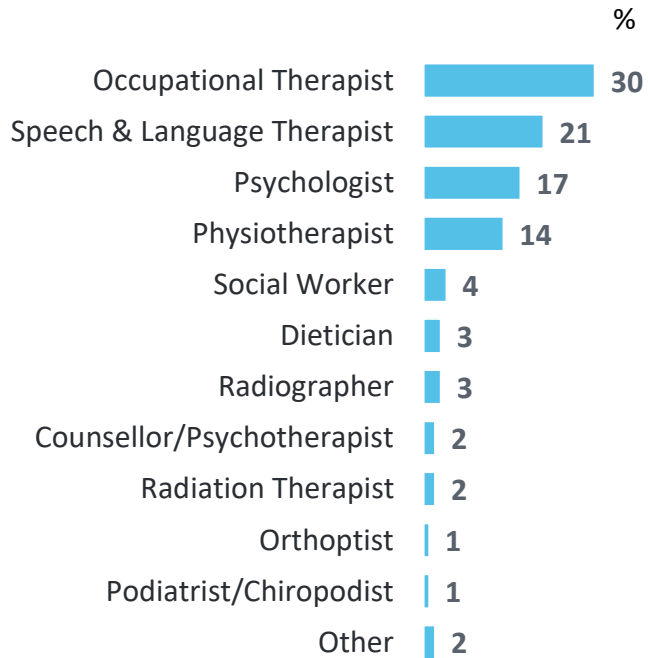


# Sample Profile

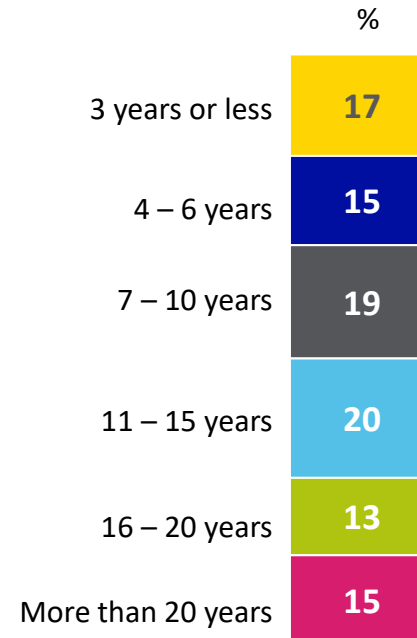
Base: All HSCPs



## Job title



## Years working post-qualification





# Results

# Key Findings



92% of all HSCPs  
(89% of Psychologists) say the  
current HSE National Panel  
System **does not work well**  
as a method of recruitment



86% of all HSCPs  
(85% of Psychologists) say the  
current HSE National Panel  
System is an **unfair** method  
of recruitment



93% of all HSCPs  
(90% of Psychologists) agree  
that the HSE National Panel  
System **should be replaced** with  
an alternative system of  
recruitment



87% of all HSCPs  
(83% of Psychologists) say the  
HSE National Panel System **is  
not an efficient** method of  
recruitment



88% of all HSCPs  
(85% of Psychologists) say the  
HSE National Panel System  
**is not fit for purpose**



78% of all HSCPs  
(79% of Psychologists) say the  
HSE National Panel System  
**is not an equitable**  
method of recruitment

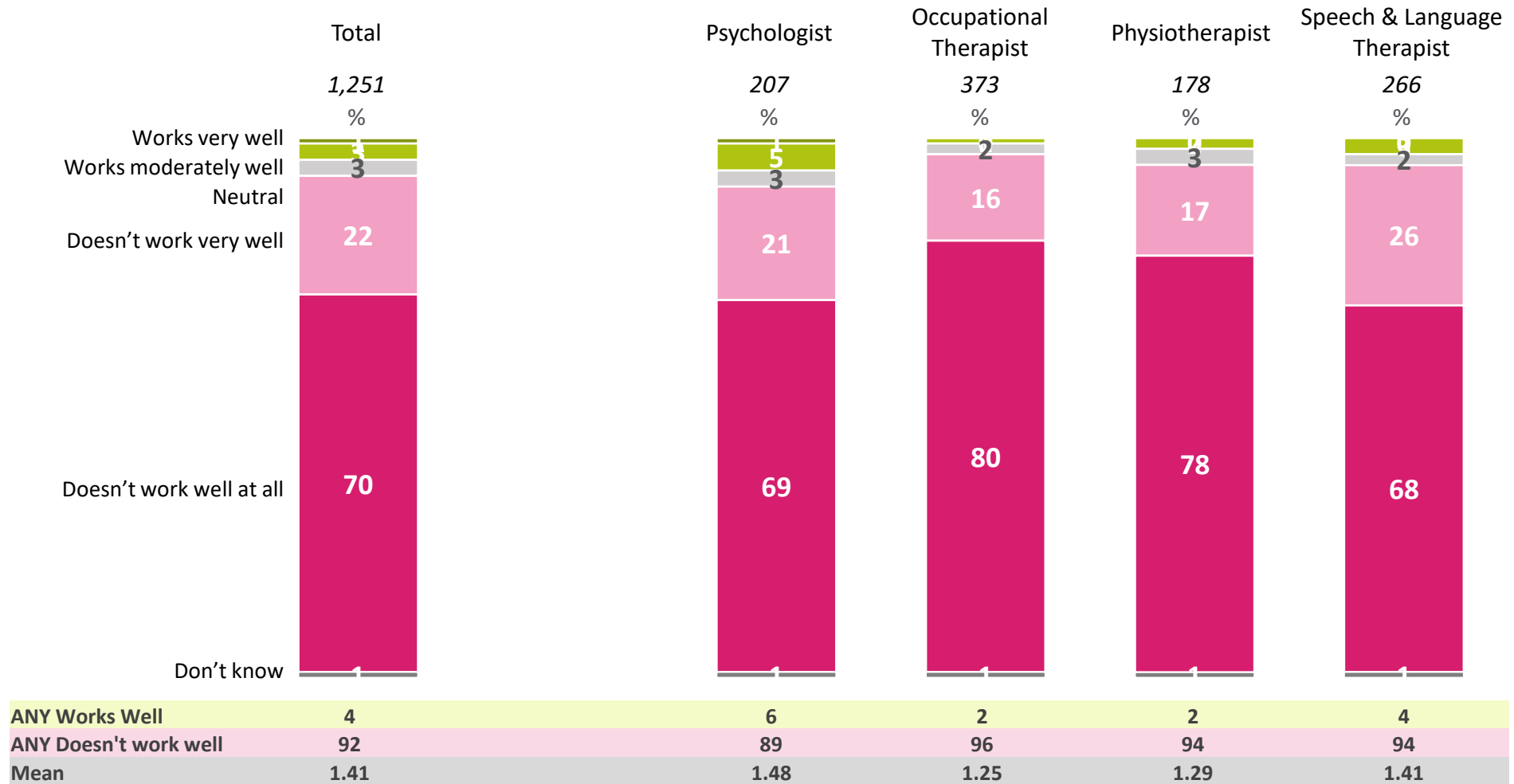


59% of all HSCPs  
(58% of Psychologists) say the  
HSE National Panel System  
**should be replaced with a  
competency-based system**, while  
69% of all HSCPs (69% of  
Psychologists) believe it  
**should be replaced with a  
CHO specific model**

# Efficacy of the HSE National Panel System



Base: All HSCPs



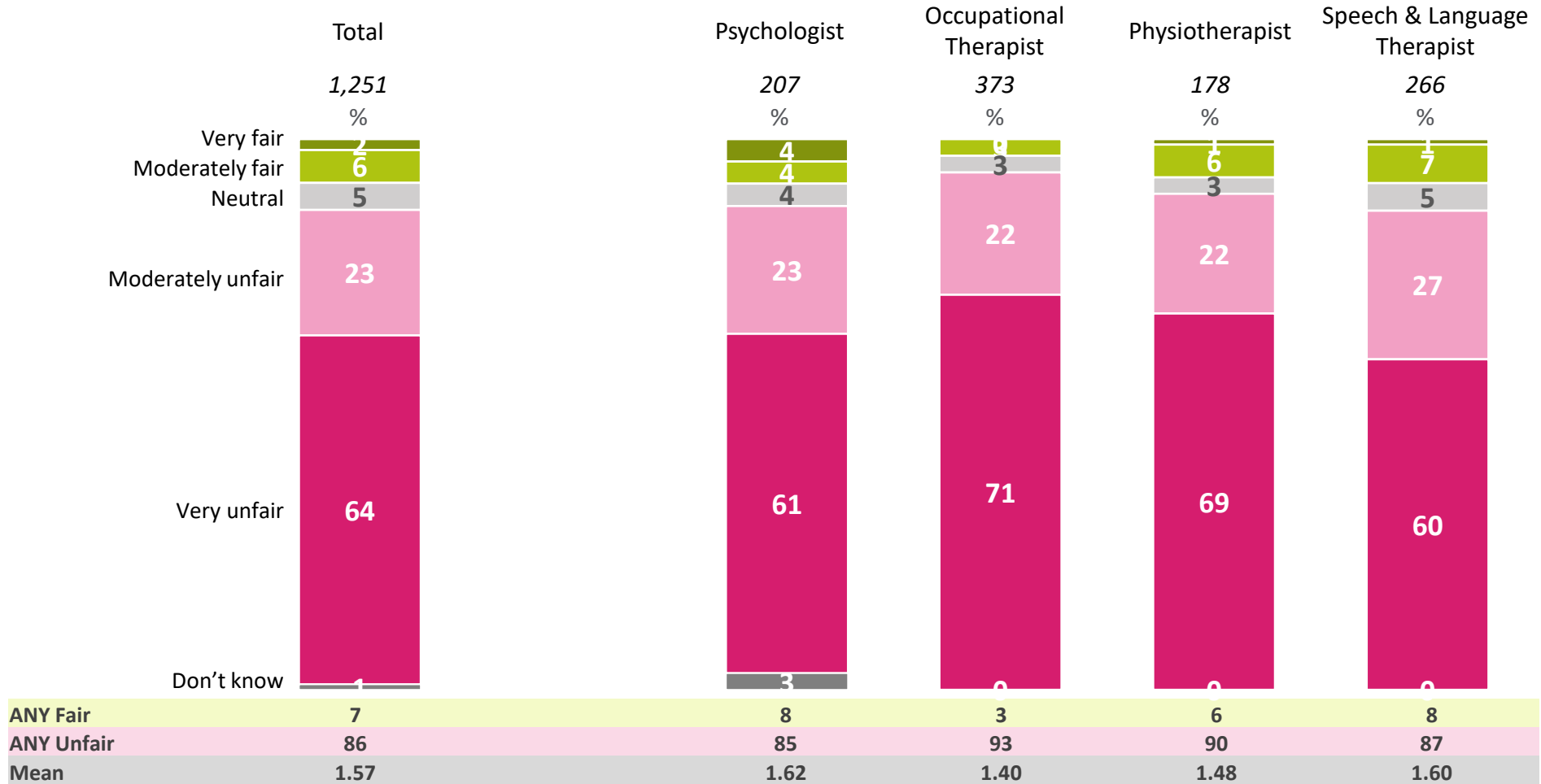
The vast majority (92%) of HSCPs (89% of Psychologists) say that the HSE National Panel System does not work well, with 7 in 10 (70%) HSCPs (69% of Psychologists) saying it does not work well at all.



# Fairness of HSE National Panel System



Base: All HSCPs

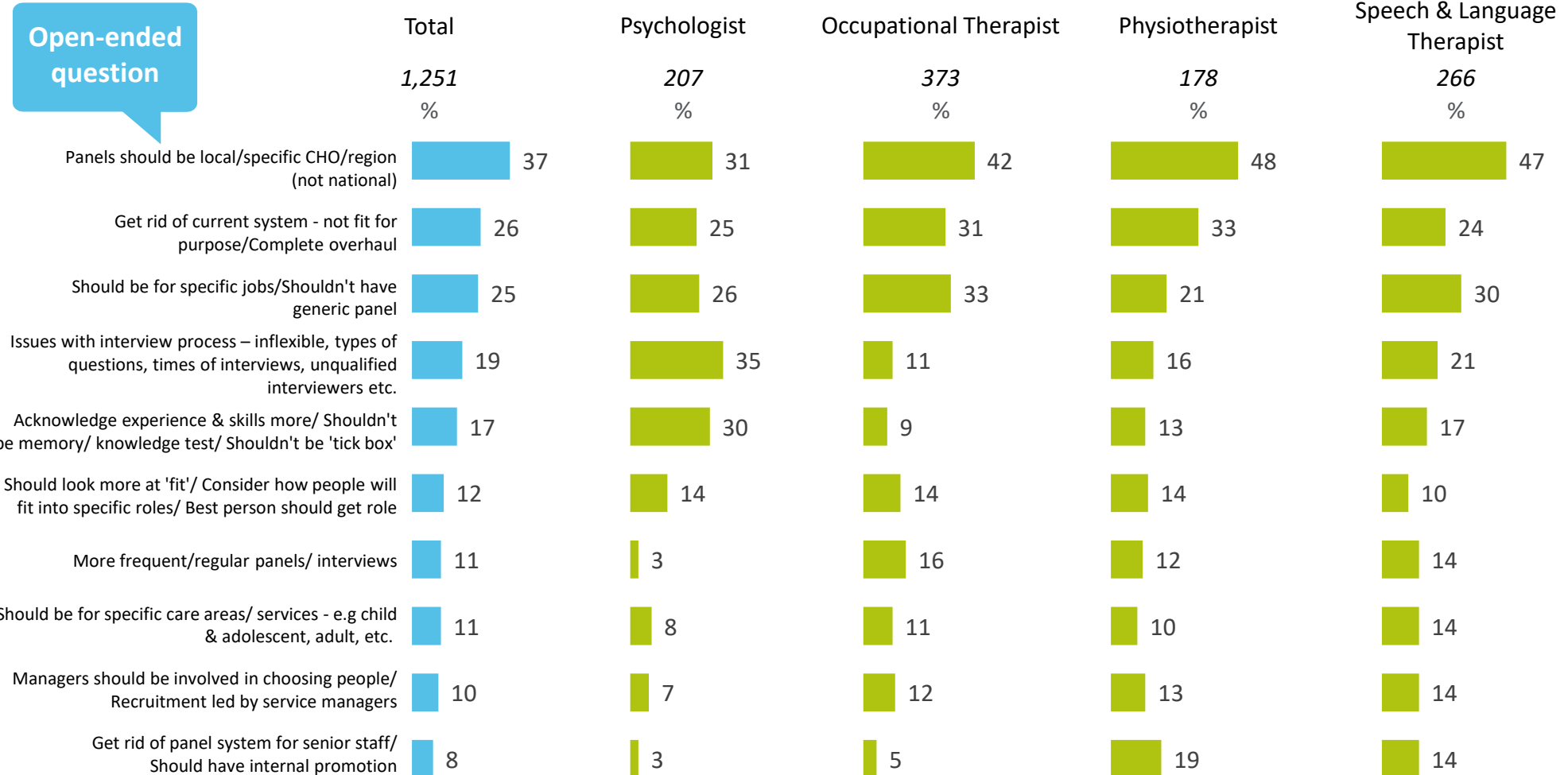


Almost 9 in 10 (86%) of all HSCPs (85% of Psychologists) say the HSE National Panel System is an unfair method of recruitment – with two-thirds (64%) of all HSCPs (61% of Psychologists) saying it is very unfair.

# Improvements to the HSE National Panel System



Base: All HSCPs



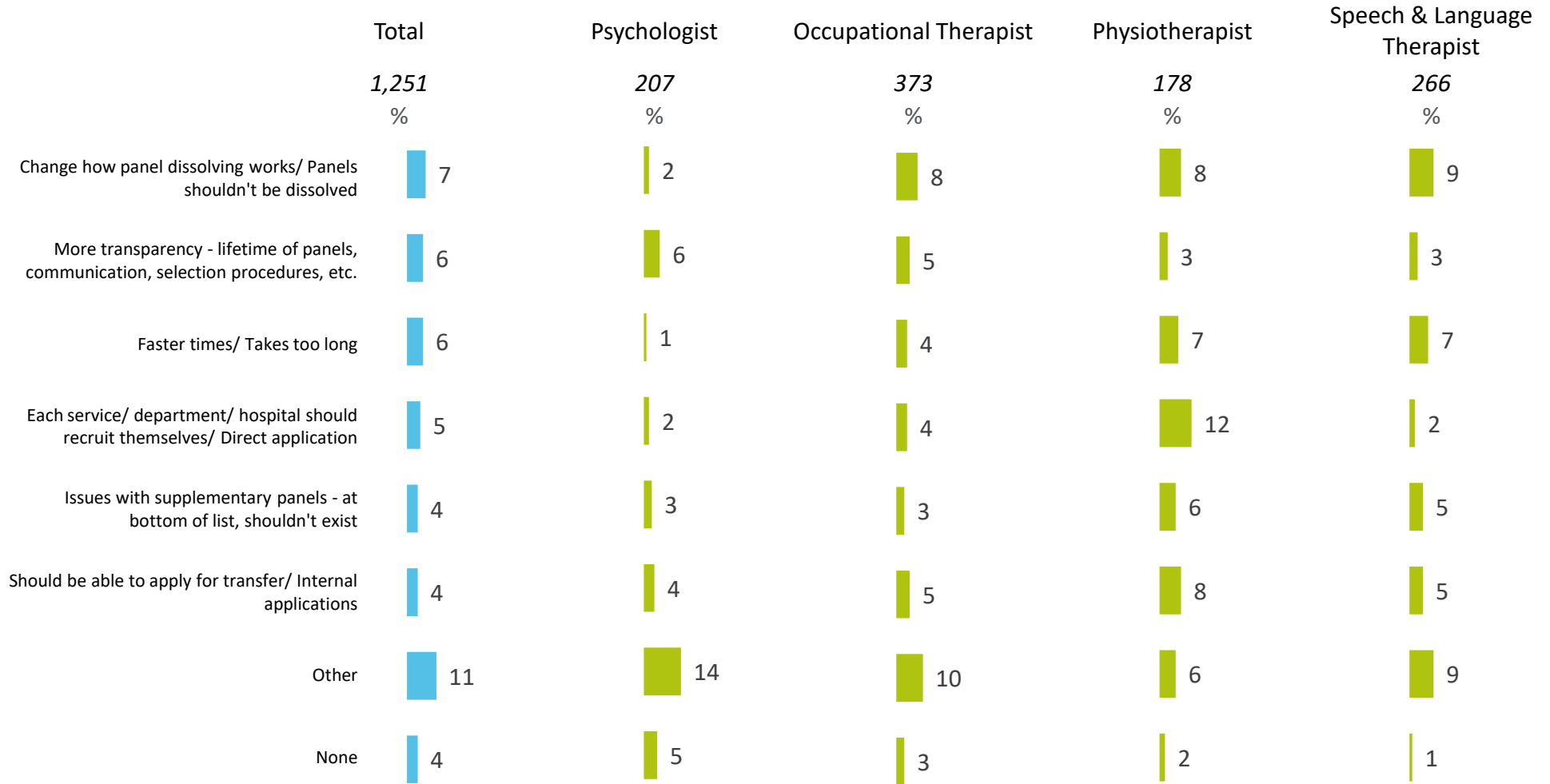
**Almost 2 in 5 (37%) of all HSCPs (31% of Psychologists) believe the HSE recruitment panel should be local/CHO-specific rather than being national. A quarter (26%) of all HSCPs (25% of Psychologists) say the HSE panel system should be replaced entirely.**

# Improvements to the HSE National Panel System (Continued)

Open-ended question



Base: All HSCPs



# Improvements to the HSE National Panel System - Verbatims



Base: All HSCPs



*Let local services do their own recruitment. This would allow local services to hire suitable candidates and also allow posts to be filled in a more timely manner.*

*I believe that clinicians should interview for specific posts for which they are qualified and have a specific interest in, in order to get the best person for the job.*

*I believe that regional recruitment would be a better method of recruitment. It is really frustrating not to interview for posts in my service.*

*I think it should be dismantled and interviews held for each individual job as it comes up so that the managers who are actually looking for a new member of staff and who actually know what attributes are needed for that particular job are involved in the recruitment.*

*Recruitment should be de-centralised and more recognition of the transferable nature of skill set. Vacancies should be advertised at local level and you can just apply for the post you are interested in. This will also allow teams to find person who fits well into existing team which is integral to clinical work.*



# Improvements to the HSE National Panel System - Verbatims



Base: All HSCPs



*I do not believe that the national panels work at all. Local recruitment should be facilitated in order to get the best and most suited person for any vacant position. The current system does not allow this.*

*Managers need to be able to recruit to fill the gaps in expertise in their areas and not just a generic recruitment.*

*More localised panels. More frequently reviewed and renewed immediately when disbanded.*

*It should be abolished. Interviews should be job specific. If a panel system of sorts is to remain in use, more frequent opportunities for interview should be provided.*

*I think a national system is too broad and it should be more localised. They do not run frequently enough and one gets stuck due to lack of opportunities.*

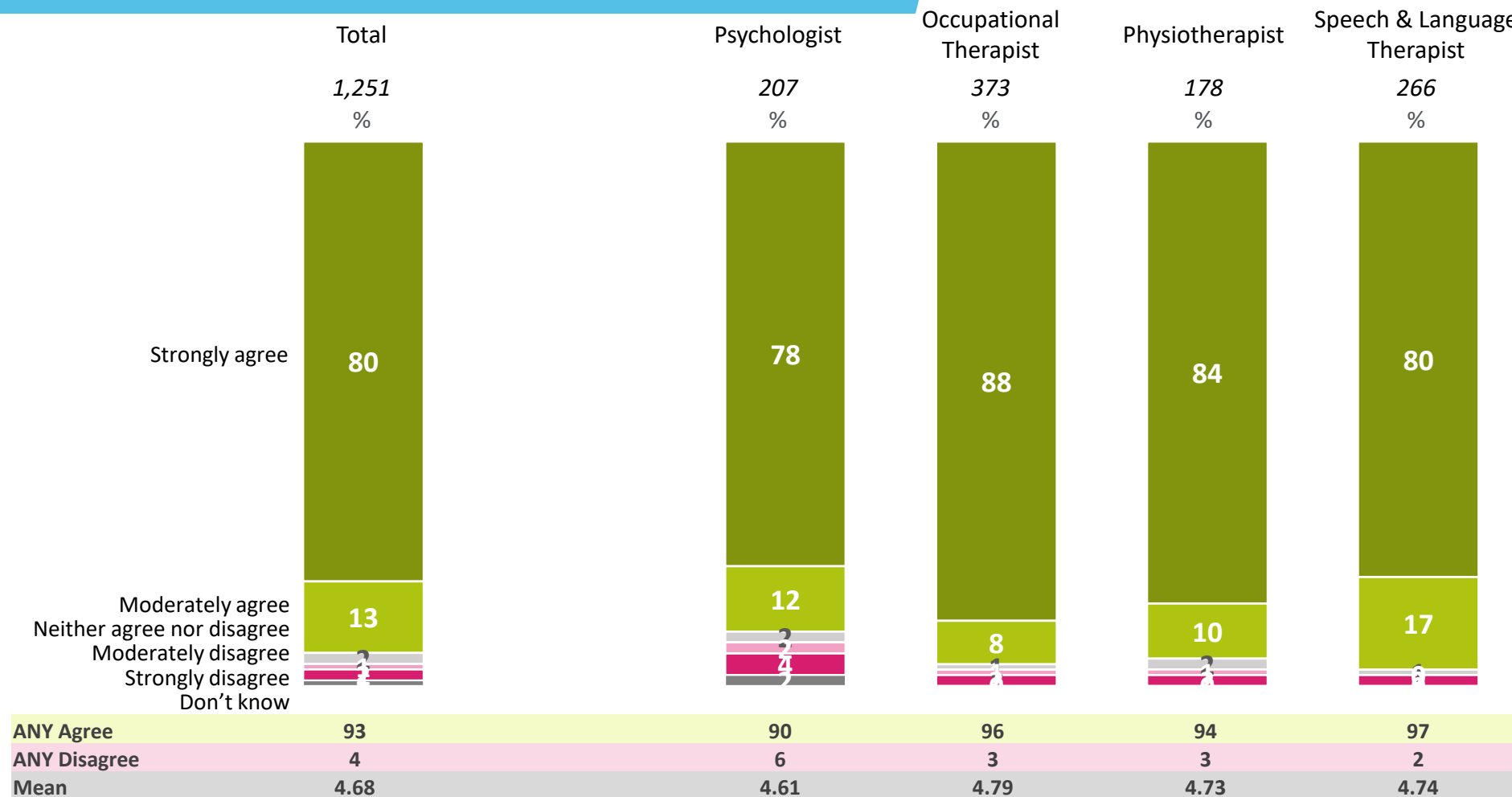


# Replacement of the HSE National Panel



Base: All HSCPs

The HSE National Panel should be replaced with an alternative system of recruitment



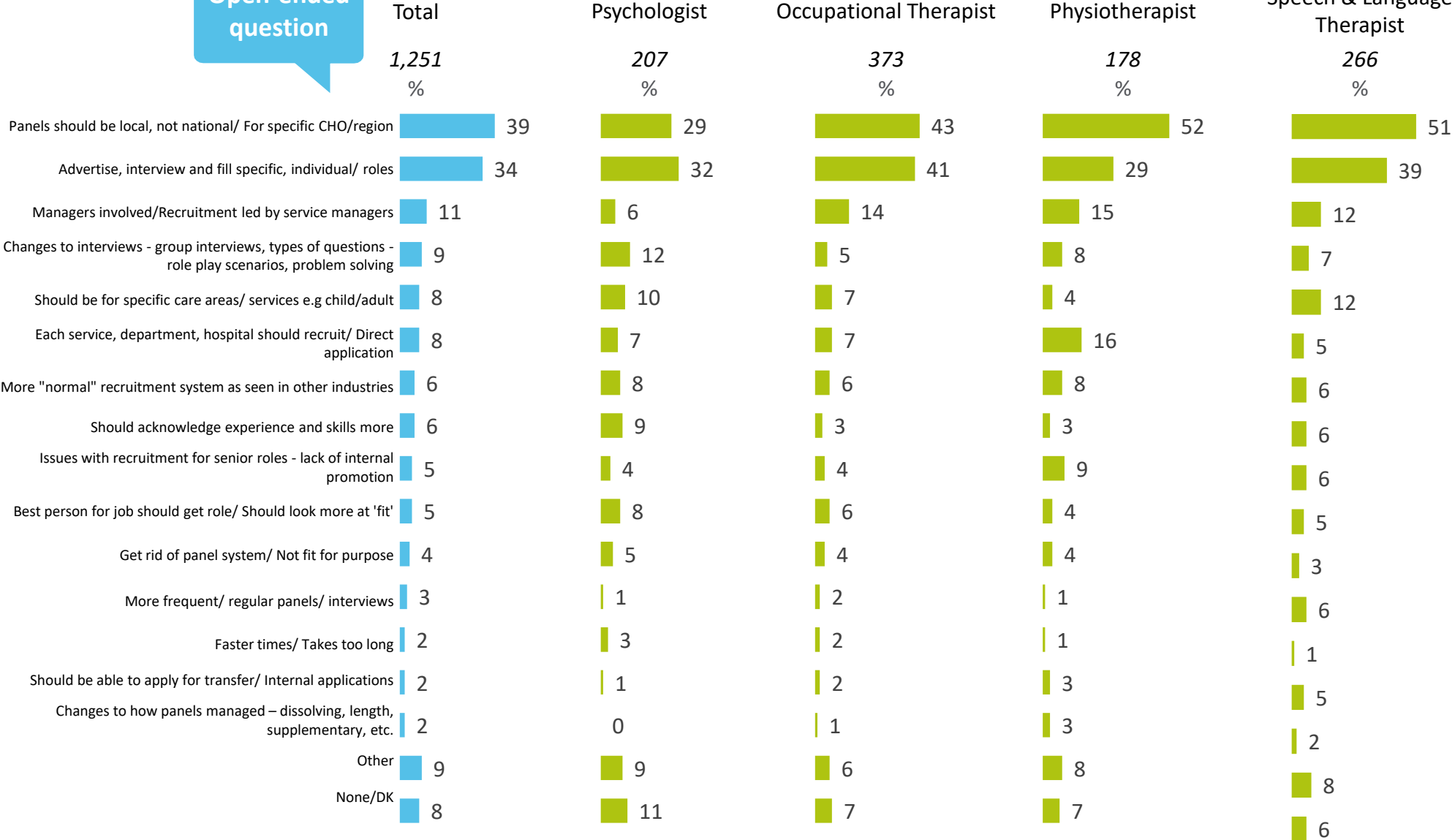
Over 9 in 10 (93%) of all HSCPs (90% of Psychologists) agree that the HSE National Panel should be replaced with an alternative system of recruitment – 8 in 10 (80%) of all HSCPs (78% of Psychologists) *strongly agree* with this.

# A better system of recruitment within the HSE



Base: All HSCPs

Open-ended question



# A better system of recruitment within the HSE - Verbatims



Base: All HSCPs



*Local CHO level recruitment that is post and role specific based on clinical competencies specific to that post.*

*Managers need to be able to have a choice to identify interviewees who fit with their team and have the skills and experiences required for their service.*

*The same system as local authorities in the UK. A job is advertised, candidates apply, the shortlisting is completed, interviews undertaken and the post filled.*

*Similar to the NHS recruitment - openly advertised posts that allow people to apply for specific jobs within specific areas / specialisms. Standardised application forms and questions. Allows for appropriate shortlisting of individuals with relevant experience and specialism.*

*I think a panel system for different areas of practice or geographical areas within Ireland would work better.*





# A better system of recruitment within the HSE - Verbatims



Base: All HSCPs



*Regional or local recruitment for jobs. This is particularly important for senior posts & permanent positions. Managers need to have more say in who is accepting a job to come into their service. This cannot be achieved by current panel recruitment process. A proper recruitment process would mean best person selected for the job advertised.*

*Similar to UK. Job advertised with job description and job spec, essential and desired qualities/ skills. Application contains relevant questions to the position and personal statement with limited word count where you demonstrate your experience and how you fit the job spec.*

*Allow each organisation/local area to have responsibility for its own recruitment processes - permitting an approach that is tailored to the needs of each organisation. This could also contribute to greater diversity within the profession rather than a centralised approach.*

*Reverting to a more traditional approach involving a recruitment advertisement on HSE website, submission of application through an online portal, suitable candidates selected through this portal and provided with an interview. This interview would ideally be with a HR individual and the relevant manager for the department where the job is available.*

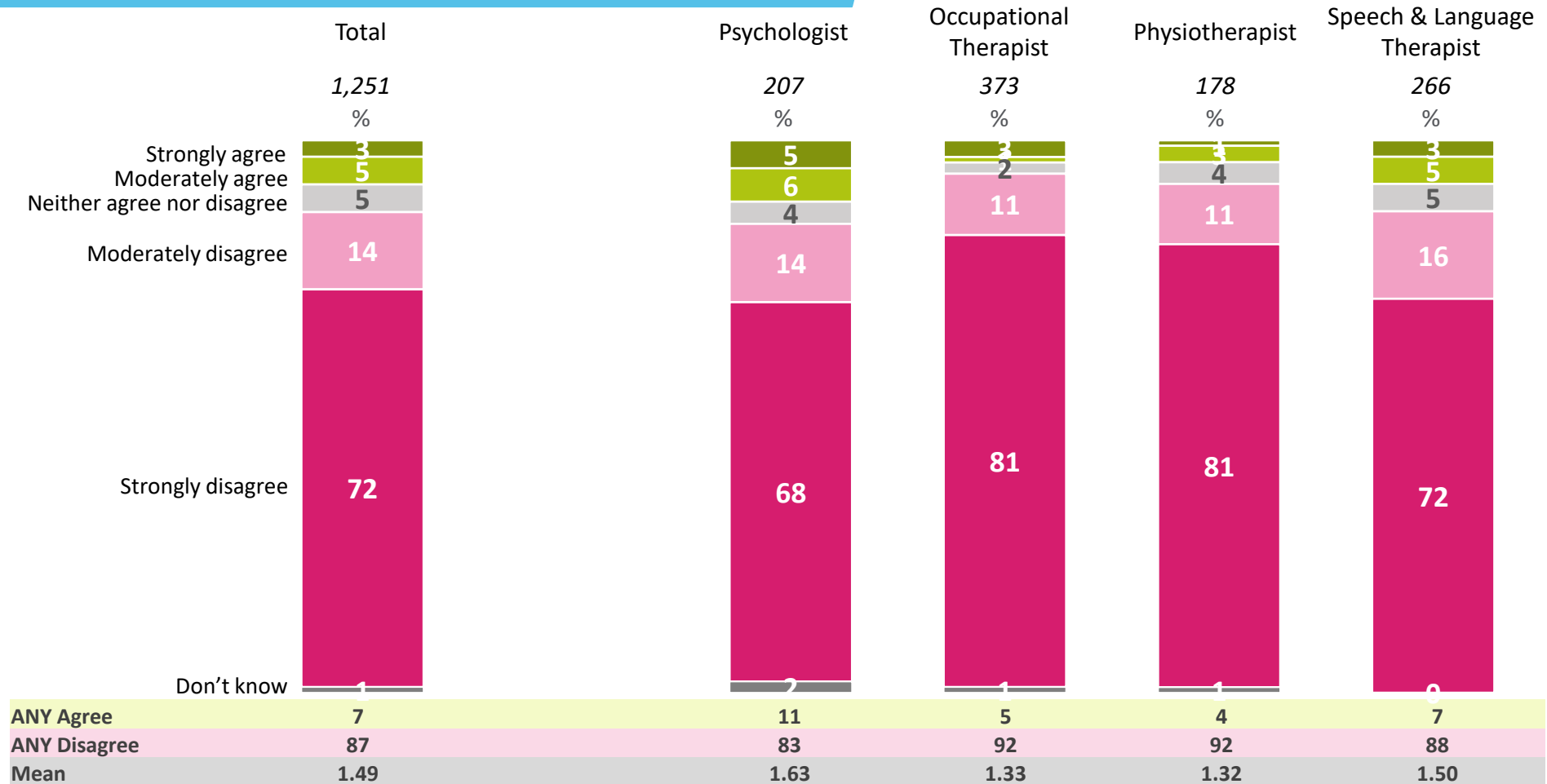


# Efficiency of the HSE National Panel System



Base: All HSCPs

The current HSE National Panel System is an efficient method of recruitment



Just under 9 in 10 (87%) of all HSCPs (83% of Psychologists) *disagree* that the HSE National Panel is an efficient system of recruitment – almost 3 in 4 (72%) of all HSCPs (68% of Psychologists) *strongly disagree* with this.

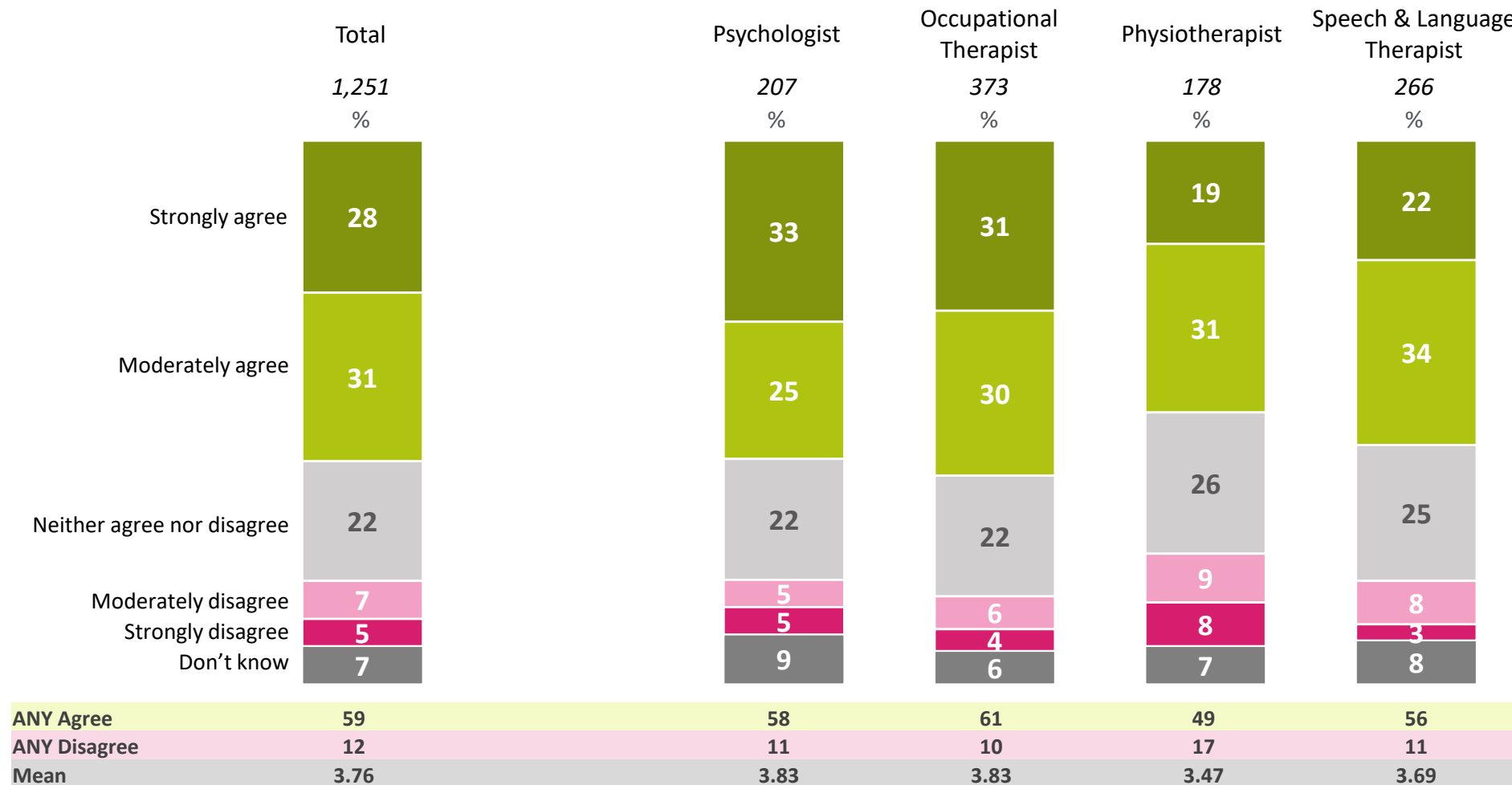


# Replacing HSE National Panel with competency-based system



Base: All HSCPs

The current HSE National Panel System should be replaced with a competency-based system of assessment and recruitment



Almost 3 in 5 (59%) of all HSCPs (58% of Psychologists) believe the HSE National Panel should be replaced with a competency-based system.

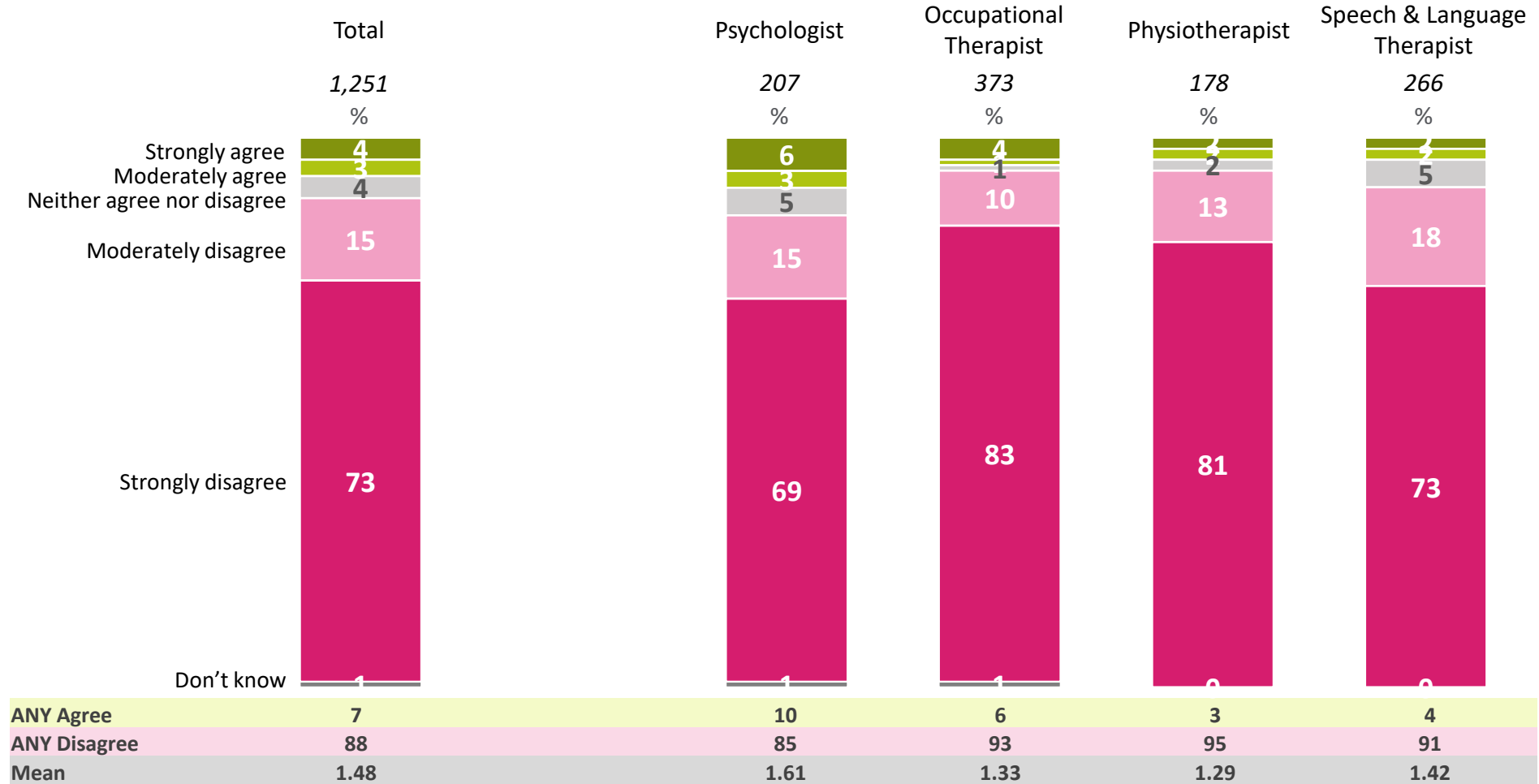


# Suitability of HSE National Panel System



Base: All HSCPs

The current HSE National Panel System of Recruitment is fit for purpose



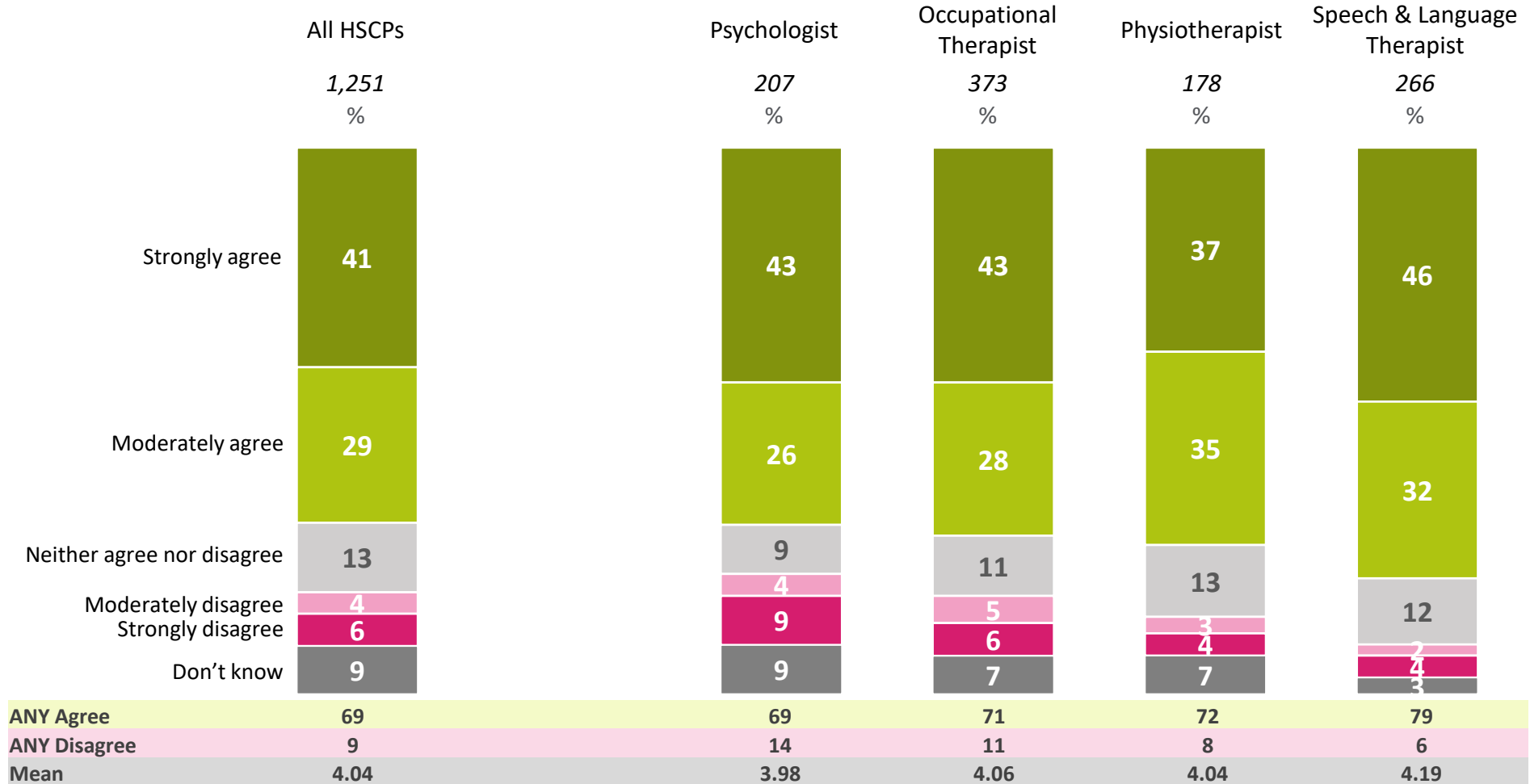
Nearly 9 in 10 (88%) of all HSCPs (85% of Psychologists) *disagree* that the HSE National Panel is fit for purpose – almost 3 in 4 (73%) of all HSCPs (69% of Psychologists) *strongly disagree*.

# Replacing HSE National Panel with CHO specific model



Base: All HSCPs

The current HSE National Panel System should be replaced with a CHO specific model of recruitment



Just under 7 in 10 (69%) of all HSCPs (69% of Psychologists) believe the HSE National Panel should be replaced with a CHO-specific system.

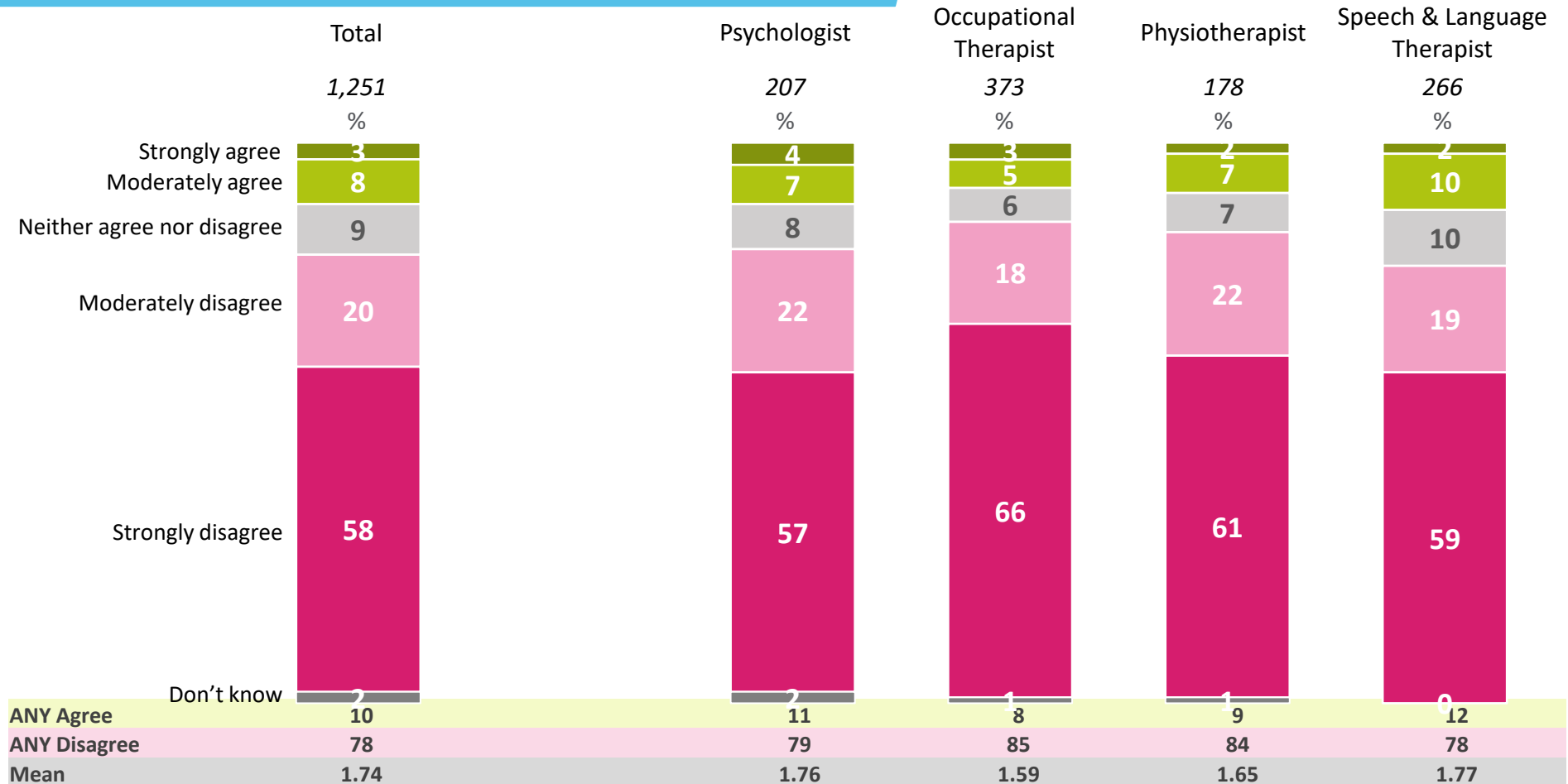


# Equity of HSE National Panel System



Base: All HSCPs

The current HSE National Panel System is an equitable method of recruitment



Almost 4 in 5 (78%) of all HSCPs (79% of Psychologists) disagree that the HSE National Panel System is an equitable method of recruitment – with almost 3 in 5 (58%) of all HSCPs (57% of Psychologists) strongly disagreeing with this.



# Thank you.



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# Delve Deeper