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Health and Social Care Professionals’ survey of HSE Panel System of Recruitment

The Psychological Society of Ireland (PSI) recently commissioned Behaviour & Attitudes (B&A) to carry out research amongst just over 1,250 Health and Social Care Professionals (HSCPs). This piece of research was embarked on to understand attitudes towards the current panel system of recruitment within the Health Service Executive (HSE). From the responses of the HSCPs that took part in the survey, the following key findings are highlighted:

- 92% of HSCPs say the current HSE National Panel System **does not work well** as a method of recruitment;
- 86% of HSCPs say the current HSE National Panel System is an **unfair method** of recruitment;
- 93% of HSCPs agree that the HSE National Panel **should be replaced** with an alternative system of recruitment;
- 87% of HSCPs say the HSE National Panel System is not an efficient method of recruitment;
- 88% of HSCPs say the HSE National Panel System is **not fit for purpose**.

The PSI President Mr Mark Smyth states: “Successive governments have admitted that there has been a recruitment crisis for Health and Social Care Professions. What those governments failed to admit is that it is their own recruitment system itself that is at the heart of this crisis.”

Mr Smyth goes on to say: “The panel system is not fit for purpose. We are enduring a once in a generation health and mental health pandemic, we cannot expect to be able to meet the needs that have arisen by continuing with a recruitment system that we have known for the past 10 years does not work. What is required is local Community Healthcare Organisations (CHO) level recruitment that is post- and role-specific based on clinical competencies specific to that post. The PSI and our HSCP colleagues are calling on the HSE and the Government to commit to an urgent review and reform of this system without delay.”

ENDS.

For further information, or to arrange an interview with the PSI President Mark Smyth, please contact:

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Note to Editor

- Click [here](#) to view the survey results in full
- The Psychological Society of Ireland (PSI), with circa 3,500 members, is the learned and professional body for Psychology in the Republic of Ireland