

HSE Professional Placement Scheme



ABOUT THE SCHEME

This scheme enables targeted access to international candidates on positions which can be challenging to recruit (e.g. Consultants, Specialist Registrars, Radiographers, Audiologists, Psychologists, Clinical Nurse Specialists, Qualified Paramedics)

The Scheme should be used when:

- A local, national or bespoke recruitment campaign does not result in an appointment
- The position sought is for permanent or longer term temporary roles (i.e. in excess of 6 months)



Contact us by emailing
IRNMFramework@hse.ie

A Step by Step guide is available to support you and ensure compliance with the scheme



HOW DOES THE SCHEME WORK

Where a standard recruitment process has resulted in no successful appointment, HSE Recruiters should access the HSE Professional Placement Scheme.

HSE Recruiter identifies the category of staff relevant to the appropriate "Lot".

- Lot 1 – Medical / Dental
- Lot 2 – Health & Social Care Professionals
- Lot 3 – Nursing
- Lot 4 – Other Healthcare Staff
- As the HSE Recruiter you should request the introduction of a Candidate by emailing the panel of Suppliers for the appropriate Lot – including requirements of the role, job specification etc
- To be compliant with this scheme you must blind copy the panel of Suppliers for the appropriate Lot
- This will ensure that these Suppliers are simultaneously and equally notified
- You will receive notification from Suppliers once potential Candidates have been sourced
- It is important to note, you must engage with the 1st Suppliers offering you a suitable candidate



SCHEME COMPLIANCE

Your Supplier should ensure that candidates prior to submission of their CV/application:

- Have not worked in the Republic of Ireland for a minimum of 36 months
- Have not applied for career opportunities directly with the Irish Public Health Service within the past 24 months
- Is not on a career break from an Irish Public Service Employer (Section 38, Section 39)

Requests should not be issued to Suppliers for roles or job types already covered by existing Frameworks

Such as:

- Frameworks to support short term / locum recruitment (Agency Staff hourly rate)
- International recruitment of Staff Nurse and Staff Midwife (2 year contracts)

This scheme is not a mechanism to:

- Regulate internal agency supply of positions which are challenging to recruit
- Regulate Non Framework Agency Fees paid locally

HSE HR Shared Services

