

COVID-19 Vaccinator

Recruitment FAQs

Registered Professions

Updated 130723

Why should I apply for this role?

The role of a COVID-19 Vaccinator is a unique job in the health service. It is a vital role in delivering a coordinated approach to the rollout of the COVID-19 Vaccination Programme.

The COVID-19 Vaccinator will be part of a COVID-19 mobile vaccination team delivering COVID-19 vaccines in a range of settings. This means a key element of this role is flexibility to work in different mobile locations and with varying work patterns.

If you are interested in working as a COVID-19 Vaccinator, we would welcome your application for this role.

Who can apply for this role?

The role of COVID-19 Vaccinator is open to applicants from the following professions who are registered or eligible for registration as a regulated practitioner:

- Radiographer (CORU registered or entitled to be)
- Radiation Therapist (CORU registered or entitled to be)
- Dental Hygienists (Dental Council of Ireland registered or entitled to be)
- Doctors registered or eligible to be registered with the Irish Medical Council (IMC)
- Nurses/ Midwives registered or eligible to be registered with Nursing & Midwifery Board of Ireland (NMBI)
- Physiotherapists registered or eligible to be registered with the Physiotherapists Registration Board at CORU
- Pharmacists registered or eligible to be registered with the Pharmaceutical Society of Ireland (PSI)

- Emergency Medical Technicians, Paramedics and Advanced Paramedics registered or eligible to be registered with the Pre-Hospital Emergency Care Council (PHECC).
- Dentists registered or eligible to be registered with the Dental Council of Ireland
- Optometrists registered or eligible to be registered with the Optical Registration Board at CORU

We may prioritise applications and appointments from those who are already registered with the relevant register if COVID-19 Vaccinator jobs arise.

We may prioritise applications if jobs arise from those who are not already working in a healthcare role in a public or private healthcare setting. This is to ensure that this recruitment initiative does not inadvertently cause service provision issues in other healthcare settings.

I am an agency worker; can I apply for this campaign?

Yes, you can apply. This is an open recruitment campaign. Any applicant who meets the eligibility criteria is invited to apply.

Why can disciplines in other fields not apply for this role?

Only the disciplines defined in relevant Statutory Instruments can work as COVID-19 Vaccinators.

The disciplines who have been listed to carry out this role have been defined in Statutory Instrument S.I. No. 698 of 2020 MEDICINAL PRODUCTS (PRESCRIPTION AND CONTROL OF SUPPLY) (AMENDMENT) (NO. 7) REGULATIONS 2020 and No. 81 of 2021 MEDICINAL PRODUCTS (PRESCRIPTION AND CONTROL OF SUPPLY) (AMENDMENT) (NO. 4) REGULATIONS 2021 and No. 245 of 2021 MEDICINAL PRODUCTS (PRESCRIPTION AND CONTROL OF SUPPLY) (AMENDMENT) (NO. 7) REGULATIONS 2021.

I am an undergraduate in a relevant healthcare area, can I work as a Vaccinator?

While student disciplines are eligible under SI245 currently demand is low and a decision has been made that there is no need to include students to work as COVID-19 Vaccinators in this recruitment phase.

Employment Contract Type

Who will my employer be if I am offered a job?

The contract of employment if offered will be to an employment agency and will not be a HSE contract at this point. Employment contracts may be reviewed at a later date and this will be communicated to appointees at that point.

If you are offered a job, your employer from this recruitment initiative will be Cpl Healthcare.

Will full time or part time hours be available?

If there is a COVID-19 Vaccinator role available, there is likely to be full or part time hours available. We will ask you about your availability if a role arises.

We will let you know at job offer stage the type of contract being offered.

Employees will receive either a Specified purpose contract or will be placed on Agency Terms & Conditions. This is based on the client's business needs.

Will I get a permanent contract of employment from this if I am offered a job?

This role is to support the response to Covid 19. As such the requirement for your role is flexible and for this reason, we are not able to offer you a permanent contract at this time.

Will I get a HSE contract of employment in the future?

At the moment, the candidates appointed from this recruitment initiative will be Cpl Healthcare employees and will receive Cpl Healthcare contracts of employment.

Cpl Healthcare is running this recruitment process with the support of the HSE.

Filling in the Online Application Form

How do I apply?

You must complete the online application form. Once you have submitted your application form you cannot make any changes to it, you will however have the ability to view your completed application. If you submit more than one application, we will accept the first application only.

In the instance that you are not in a position to complete your application in full at a particular point in time, you have the option to go back into your application via the link received and update your incomplete application where necessary.

Once you have completed and submitted your application you will receive a copy of your application via email. We recommend you use a personal email address to which you have regular access.

I want to update my application details after I apply, how do I that?

If you need to update your information after you have applied for the campaign e.g. change of telephone number, e.g. update on professional registration status.

Please contact us by email on: teamvax@cplhealthcare.com

Will the application form take long to complete?

This is a short application form and not all sections of the application form are mandatory. The following information may help you complete the application form:

The form asks for your contact details, professional registration status, work history and the contact details of two referees. It is a good idea to confirm early with your referees that you are listing them and their contact details.

If you have a recent CV you can copy and paste from this or you can skip the career history and upload your CV at the end.

We also recommend you apply before any indicated closing date and time in case you face any technical issues.

Tips for Application Form Completion

The application form has tips and pointers at the beginning of each section to support you in completing it. You will see what information we need now and what information you can give later in the recruitment process (if required).

I have not heard anything from you yet- did you get my application?

If you have applied correctly you will receive a copy of your application back to your email listed in the application form. If you did not receive these please try to apply again before the listed closing date and time. If you continue to encounter problems with this please contact the help desk by clicking the following link: [Help Desk](#)

Queries about technical issues with the form should only be addressed to the Help Desk.

Why do you look for documents to be uploaded during the application process?

We ask for documentation to be uploaded to accompany your online application form. This documentation (ID, proof of address) is documentation that is needed to secure a job working in the health service. The application form is built in such a way to expedite the whole recruitment process. You can skip the uploads part of the application form, but if possible we ask you to upload these at application stage as it will help the recruitment of COVID-19 Vaccinators happen more quickly, as they are needed by the vaccination programme.

Below is an outline of why we ask for certain documents:

- Proof of identification- this is part of the identity check. This is necessary to support your Garda Vetting application. The documents you upload must be valid and in date (i.e. not expired).
- Proof of address- this is necessary to support your Garda Vetting application. This document will need to be recently dated within the last 6 months.
- CV- we ask for this document to help us determine relevant work experience- for example the calculation of incremental credit.

Professional Registration (IMC, NMBI, CORU, Dental Council of Ireland, PSI, PHECC as relevant):

- We ask for your professional registration number/ pin number. Please provide this at application stage to support a faster recruitment process.
- If you are not yet registered but have applied for registration we will provide you with a new system generated link that will enable you provide your updated status. This link will be issued directly to the email address that you provided at the time of application.
- If you are not registered nor have applied for it yet, you need to start the registration process immediately. We will provide you with a new system generated link that will enable you provide your updated status. This link will be issued directly to the email address that you provided at the time of application.

Can I not provide this documentation to you later on- for example when you offer me a job?

Ideally, you would be able to provide as much as possible of the documentation at application stage. We ask for the necessary documentation upfront so that we can recruit more quickly and avoid delays. Fast, safe recruitment supports the health services. If you cannot source any of the documents quickly, you can still apply for the campaign without them. The application form outlines what is mandatory and what is not.

It has been our experience that we have to go back to candidates repeatedly to get the necessary documentation from them in order to appoint them into jobs. This slows down the entire recruitment process and has a negative impact on health services as it takes us longer to recruit staff into key services.

It is really important that the COVID-19 mobile vaccination team has the required staffing in place. As there are jobs to fill, it is likely-we may start the recruitment clearance process (reference, professional registration status etc.) immediately. As a result, we may not wait until the closing date has passed before we progress candidates for these roles.

This means when candidates complete the screening/ clearances they can be offered roles quickly as the recruitment process will be partially completed already. All of this greatly aids a speedy recruitment time frame and helps the health service. The completing of the recruitment clearance process does not guarantee an offer of a job.

You can still apply for the campaign without uploading documents. However, we would like to point out to you that we will fill jobs with the candidates who have all their recruitment clearances and documentation in place. This means if you do not have your documentation to us in a reasonable time (in line with service need) you may miss out on getting a job that another candidate is appointed into instead.

It is better for your employment opportunities and for the health services if you upload as many of the documents we ask for at application stage.

Why do you ask me to indicate if I have a disability on the application form?

We ask candidates to indicate if they have a disability to highlight to the recruiters that reasonable accommodations may be required during the selection process to support the applicants' candidature.

We commit to making any reasonable accommodations for you in the recruitment process in order to give you the best opportunity to perform to your optimum in the application and screening process.

How you will be contacted

How will you contact me?

We will usually contact you via mobile phone i.e. text or phone call and sometimes by email.

Locations of potential jobs

Where will COVID-19 Vaccinator roles be?

COVID-19 vaccinations will be delivered by mobile teams from an operational base. There will be a minimum of two bases per Community Healthcare Organisation.

In the application form, candidates are asked to indicate which county location/s they would genuinely work in should a job arise. This information helps us to support the roll out of a COVID-19 vaccination programme aligned to potential and available staffing. You can indicate your interest in more than one county location.

If you are offered a job, a named operational base will be your initial assigned work location, please note you will be part of a mobile vaccination team operating from this base, flexibility is a key part of this role.

Working in Different Locations

Will I have to move around different COVID-19 Mobile Vaccination Operational Bases?

If you are offered a job, you will be assigned an operational base. COVID-19 vaccinations will take place as part of the mobile vaccination team. This means a key element of this role is flexibility to work in these different locations. Within a Community Healthcare Organisation you may be required to move between operational bases.

Do I need to have my own car to work in different locations?

An important part of this role is the agility to work in different COVID-19 mobile vaccination team's if you are offered and you accept a job. Having access to your own transport is desirable as the COVID-19 Vaccinator will be required to deliver vaccinations as part of a mobile model.

Will I be paid for travel?

If you are offered a job, you will be assigned an operational base. Travel and subsistence will be paid at current Department of Health rates, in line with HSE standard arrangements.

Professional Registration

I am not currently registered with the Irish Medical Council/ Nursing & Midwifery Board Ireland/ CORU / Pharmaceutical Society of Ireland/ Pre Hospital Emergency Care Council/ Dental Council of Ireland but I am entitled to be registered, can I still apply?

Yes, you can still apply. We would like to highlight that we are likely to prioritise those for appointment who have completed the recruitment clearances process first, including professional registration if jobs arise.

I am a qualified healthcare professional in the listed professions but I am not currently registered with the relevant Irish Authority. Can I work as a COVID-19 Vaccinator?

You cannot work as a COVID-19 Vaccinator unless you are registered with the relevant Irish Authority (there are particular rules for EU qualified professionals and these can be viewed on the websites of the relevant authority). You will not be able to work as a COVID-19 Vaccinator without the required professional registration.

Hours of Work

What are the hours of work if I am offered a job?

In general, the whole-time hours are 39 per week. Part-time work may also be available.

These roles may participate in a 5/7 rota (i.e. Monday-Sunday) with long days. Contracted hours of work are liable to change between the projected hours of 8am-8pm over seven days to meet the requirements for extended day services. Staff may be required to participate in on-call rota as required. We would like to highlight that flexibility in relation to working hours to fulfil the requirements of the role is an important element of the job should a job arise.

We aim to match candidates' availability with the COVID-19 vaccination programme's rostering requirements so we have the maximum number of the COVID-19 Vaccinators available to administer the vaccine.

I am only available to work part-time, should I apply?

Yes, you should apply if you are interested in part time working. Our initial plan is to fill as many whole time (full time) roles as possible to support the speedy roll out of the COVID-19 vaccination programme where roles are available. However, it is likely that there will also be opportunities for part-time working.

For part-time working, there may be a minimum part time working requirement, to be worked in rostered shifts that may include a minimum number of hours of work per day. This allows for the effective rostering of staff and promotes maintaining clinical competence and up to date COVID-19 vaccination programme knowledge. Ideally, candidates will be available to work 6+ hours per day to support rostering of the COVID-19 vaccination service.

You should still apply if you can only work less than 24 hours per week and we encourage you to do so. We will aim to match candidates' availability with the COVID-19 vaccination programme's staffing requirements.

You will be asked further questions about your availability during the recruitment process if there is a COVID-19 Vaccinator role available.

Holidays & Annual Leave

What is the annual leave?

The annual leave related to the job is 27 days. If you are offered a job, you will accrue annual leave on a pro rata basis in line with the terms and conditions of your contract.

Salary

How much will I be paid if I am offered a job?

The salary scale for COVID-19 Vaccinator is (as at 01/03/2023):

€38,180-€41,893-€43,485-€45,077-€46,668-€48,260-€49,851-€51,443-€53,050-€54,663

Which point of the pay scale will I go on?

Generally, it will be the first point of the scale. You will be provided with clarification on this if you are offered a job. Incremental credit may be awarded in line with your relevant discipline experience.

If I work outside my qualified discipline, what will I be paid?

You will be appointed into a COVID-19 Vaccinator role and will be paid as a Vaccinator if you are offered a job. This is regardless of the discipline you are qualified for.

I am a registered Radiographer, Doctor, Dental Hygienist, Nurse, Physiotherapist etc. as per the listed professions in the eligibility criteria, why am I not paid as per my discipline salary scale?

The role of COVID-19 Vaccinator is very specific to the duties of administering COVID-19 vaccinations. The wider duties and responsibilities of your profession are not part of the COVID-19 Vaccinator role; therefore, the salary for Vaccinator is not aligned to your discipline. The salary for COVID-19 Vaccinator is reflective of the duties and responsibilities of the COVID-19 Vaccinator role.

Reporting Structure

As a registered Optometrist/ Nurse/ Paramedic etc., will I have line management reporting to my discipline?

Professional clinical reporting relationship for supervision and governance will be to the Clinical Lead and operationally to the Operational Manager.

Volunteers

I want to volunteer and not be employed (not paid)?

This recruitment campaign is being run to employ paid COVID-19 Vaccinators.

Already employed by the HSE

I am employed by the HSE and would like to carry out COVID-19 vaccinations. Do I have to apply for this?

This is temporary work of a short-term nature. We do not anticipate that any HSE employees will apply for this recruitment initiative and become an agency employed COVID-19 Vaccinator.

Retired Workers & over 70s

I am a retired health care worker, what happens with my pension?

If you are offered a job, you will be appointed as a Cpl Healthcare employee on a short-term temporary contract; therefore, pension abatement does not apply in this case. This means your pension will be unaffected. You will receive your normal pension payment and a salary for undertaking COVID-19 Vaccinator work.

I am over 70, can I apply?

Yes, you can apply.

Training for the Role per Discipline

Will there be training for this role?

Yes, you will receive training for this role, as appropriate to your discipline. You cannot start as a COVID-19 vaccinator until you have completed all the training relevant to your discipline. This training is being provided by the HSE on HSeLand or another training platform and in conjunction with 3rd party suppliers.

The outline of the training per discipline is detailed below. If you have not completed all or part of this training, you can undertake it at a later stage in the recruitment

process if you are offered a job. The completion of training is not dependent on you being offered a job.

If you have already completed any education programme element of the designated COVID-19 Vaccinator training (previous to your candidature for this campaign) you will not need to complete it again as part of the COVID-19 Vaccinator appointment provided it is still up to-date.

As additional phases of the campaign roll out there may be a requirement to complete further training, this will be advised if/ when necessary.

The training per discipline is outlined below it may be modified and you will be advised accordingly.

When can I start training for a potential COVID-19 Vaccinator role?

You can complete the online and in-person training before you have a COVID-19 Vaccinator job offer. The benefit of this approach is that there will be the maximum amount of candidates available to take up these COVID-Vaccinator roles in an expedited way – this will support the COVID-19 Vaccination Programme and will help COVID-19 Vaccinators start in their new jobs more quickly. On the other side, it may mean that candidates complete training but do not get offered a job at all.

If you complete the online training and in person training before you even receive a job offer, it may expedite the date you can start in a role should you receive a job offer. If you do not complete the online training and in person training before you receive a job offer, this may delay the start date. While we encourage you to complete the online and in-person training as soon as possible in order to expedite the recruitment of COVID-19 Vaccinators, the completion of training is not dependent on you being offered a job. The start date of your job will be dependent on the completion of mandatory training. Job offers may be rescinded if any outstanding training is not completed in a time frame congruent with COVID-19 mobile vaccination team needs.

Doctors:

Training recommendations for Registered Medical Practitioners to become New COVID-19 Vaccinators

The following guidance is for Medical Practitioners registered by the Irish Medical Council to become new COVID-19 Vaccinators. Medical Practitioners are required to certify competency in the following training areas listed below. Please note: Doctors must be competent and have training in Basic Life Support (BLS) and in the recognition and management of anaphylaxis; retraining should be in accordance with best practice i.e. every 2 years. COVID-19 Vaccinators should also be competent in the administration of intramuscular injections.

If you feel you need a refresher in any COVID-19 Vaccinator related training, the HSE will facilitate this as part of the recruitment process:

- Online information and training will be available and accessible
- Refresher training will be available should any Doctor wish to avail of it
- Training will be provided for those who wish or require to obtain training in any of the classroom elements
- The completion of training is not dependent on you being offered a job. As a result, you can complete this at a later stage in the recruitment process should a job arise.

	Title of Education Programme	Delivery
1	COVID-19 Vaccination Training Programme	Online
2	Basic Life Support for Health Care Providers (within the last two years)	
	<i>Online Learning</i>	Online
	<i>Practical Classroom Training</i>	Classroom
3	Principles of Intra-Muscular Injection Technique Skills Workshop for COVID-19 Vaccinators only	Classroom
4	National Anaphylaxis Education Programme for Health Care Professionals	Online
5	Anaphylaxis (one and a half hour classroom based skills workshop)	Classroom
6	IT Training (CoVax)	Online

Nurses & Midwives:

Training Requirements for Registered Nurses and Midwives to become New COVID-19 Vaccinators

The following training requirements must be completed for Nurses and Midwives registered by the Nursing and Midwifery Board of Ireland to become new COVID-19 Vaccinators.

- Online information and training will be available and accessible
- Training will be provided for those wish or require to obtain training in any of the classroom elements
- The completion of training is not dependent on you being offered a job. As a result, you can complete this at a later stage in the recruitment process should a job arise.

	Title of Education Programme	Delivery
1	COVID-19 Vaccination Education Programme for Nurses and Midwives	Online
2	COVID-19 Vaccination Training Programme	Online
3	Basic Life Support for Health Care Providers (within the last two years)	
	<i>Online Learning</i>	Online

	<i>Practical Classroom Training</i>	Classroom
4	Principles of Intra-Muscular Injection Technique Skills Workshop for COVID-19 Vaccinators only	Classroom
5	National Anaphylaxis Education Programme for Health Care Professionals	Online
6	Anaphylaxis (one and a half hour classroom based skills workshop)	Classroom
7	IT Training (CoVax)	Online

Physiotherapists:

Training Requirements for Registered Physiotherapists to become New COVID-19 Vaccinators

The following training requirements must be completed for Physiotherapists registered by CORU to become new COVID-19 Vaccinators.

- Online information and training will be available and accessible
- Classroom Training at 5 & 6 below to be provided by an accredited training provider
- The completion of training is not dependent on you being offered a job. As a result, you can complete this at a later stage in the recruitment process should a job arise.

	Title of Education Programme	Delivery
1	COVID-19 Vaccination Education Programme for registered Physiotherapists	Online
2	COVID-19 Vaccination Training Programme	Online
3	National Anaphylaxis Education Programme for Health Care Professionals	Online
4	IT Training (CoVax)	Online
Practical Training Requirements: 5 & 6 below will be delivered together as a 7 hour training session.		
5	An approved Basic Life Support for Health Care Providers within the last two years (i.e. Irish Heart Foundation (IHF) or Pre-Hospital Emergency Care Council (PHECC))	Classroom with online component
6	COVID-19 New Vaccinators Skills Course (provided by Hibernian Healthcare Ltd) to include anaphylaxis management (practical), Intramuscular Injection Training including Medicine Preparation (theory and practical)	Classroom with online component for Intramuscular injection training and medicine preparation

Pharmacists:

Training Requirements for Registered Pharmacists to become New COVID-19 Vaccinators

Pharmacists must be registered by the Pharmaceutical Society of Ireland in order to become COVID-19 Vaccinators.

- In consideration of Pharmacists carrying out a COVID-19 Vaccinator role there are two distinct groups;
 - Tier One (Table 1: Tier One Training Requirements).
 - Pharmacists who have already completed PSI approved training pathway and hold up to date certification in accordance with the requirements of this pathway
 - Tier Two (Table 2: Tier Two Training Requirements).
 - Pharmacists who have not vaccinated in the last 12 months/influenza season or who have never completed PSI approved vaccination training previously
- Training will be provided as necessary. Online training is available and will be accessible.
- The completion of training is not dependent on you being offered a job. As a result, you can complete this at a later stage in the recruitment process should a job arise.

Table 1: Tier One Training Requirements

	Title of Education Programme	Delivery
1	COVID-19 Vaccination Training Programme	Online
2	IT Training (CoVax)	Online

Table 2: Tier Two Training Requirements

	Title of Education Programme	Delivery
1	COVID-19 Vaccination Training Programme	Online

2	Responding to an Emergency Situation and Management of Anaphylaxis (RESMA)	Online
3	Delivery of a vaccination service	Online
4	IT Training (CoVax)	Online
5	Heartsaver® CPR AED, AHA* (within the last two years)*	Heartcode Key Token will be supplied. Face to Face training to be organised.
6	Medicines Administration (Parenteral) [PAMT]*	Face to Face training to be organised

****Practical Training Requirements: 5 & 6 above will be delivered together as 7 hour training session by an approved PSI training provider.***

Advanced Paramedic, Paramedic & Emergency Medical Technician

Training Requirements for PHECC Registered Paramedics, Advanced Paramedics, EMTs to become New COVID-19 Vaccinators:

The following training requirements must be completed for Paramedics, Advanced Paramedics, EMTs registered by Pre Hospital Emergency Care Council (PHECC) to become new COVID-19 Vaccinators.

- Complete online training as at 1, 2 and 3 below
- Practical training for CFR-A (at 4 below) if required must be delivered by a PHECC approved Trainer
- Practical training for 5 and 6 below if requested can be done separately by various accredited training providers. This training is optional because if you are a registered PHECC practitioner, you would have done this previously.
- The completion of training is not dependent on you being offered a job. As a result, you can complete this at a later stage in the recruitment process should a job arise.

	Title of Education Programme	Delivery
1	COVID-19 Vaccination Training Programme	Online
2		Online

	National Anaphylaxis Education Programme for Health Care Professionals	
3	IT Training (CoVax)	Online
Practical Training Requirements: Number 4 below must be provided by a PHECC approved Trainer. 5 and 6 can be done separately by various accredited training providers		
4	Community First Responder CFR-A (PHECC Approved)	Classroom
5	Principles of Intra-Muscular Injection Technique Skills Workshop for COVID-19 Vaccinators only	Classroom
6	Anaphylaxis (one and a half hour classroom based skills workshop).	Classroom

Optometrists

Training Requirements for Registered Optometrists to become New COVID-19 Vaccinators

The following training requirements must be completed for Optometrists registered by CORU to become new COVID-19 Vaccinators.

- Online information and training will be available and accessible
- Classroom Training at 5 & 6 below to be provided by an accredited training provider
- The completion of training is not dependent on you being offered a job. As a result, you can complete this at a later stage in the recruitment process should a job arise.

	Title of Education Programme	Delivery
1	COVID-19 Vaccination Education Programme for registered Optometrists	Online
2	COVID-19 Vaccination Training Programme	Online
3	National Anaphylaxis Education Programme for Health Care Professionals	Online

4	IT Training (CoVax)	Online
Practical Training Requirements: 5 & 6 below will be delivered together as a 7 hour training session.		
5	An approved Basic Life Support for Health Care Providers within the last two years (i.e. Irish Heart Foundation (IHF) or Pre-Hospital Emergency Care Council (PHECC))	Classroom with online component
6	COVID-19 New Vaccinators Skills Course (provided by Hibernian Healthcare Ltd) to include anaphylaxis management (practical), Intramuscular Injection Training including Medicine Preparation (theory and practical)	Classroom with online component for Intramuscular injection training and medicine preparation

Dentists:

Training Requirements for Dentists to become New COVID-19 Vaccinators:

The following training requirements must be completed for Dentists registered by Dental Council of Ireland to become new COVID-19 Vaccinators.

- Online training is required for 1, 2 and 3 in the table below and is available
- All COVID-19 Vaccinators should have training in and be competent in the following:
 - basic life support
 - intramuscular injection technique and
 - recognition and management of anaphylaxis
- The completion of training is not dependent on you being offered a job. As a result, you can complete this at a later stage in the recruitment process should a job arise.

Training is available and will be provided for those who wish or require training in any of these elements. If you can produce evidence of training (a valid cert) for all three of these training elements then you will not be required to attend training. Practical training is delivered as a 4 hour block session covering all three of the classroom elements.

	Title of Education Programme	Delivery
1	COVID-19 Vaccination Training Programme	Online

2	National Anaphylaxis Education Programme for Health Care Professionals	Online
3	IT Training (CoVax)	Online
Practical Training Requirements: 4, 5 & 6 below will be delivered together as 4 hour training session if required.		
4	Basic Life Support for Health Care Providers (<i>within the last two years</i>)	Classroom with online component
5	Principles of Intra-Muscular Injection Technique Skills Workshop for COVID-19 Vaccinators only	Classroom
6	Anaphylaxis (one and a half hour classroom based skills workshop).	Classroom

Radiographers & Radiation Therapists

Training Requirements for Registered Radiographers and Radiation Therapists to become COVID-19 Vaccinators:

Radiographers and Radiation Therapists must be registered by CORU in order to become COVID-19 Vaccinators. In addition, you must fulfil all five of the requirements below.

- Online information and training are available and accessible
- Classroom Training at 5 & 6 below to be provided by an accredited training provider
- The completion of training is not dependent on you being offered a job. As a result, you can complete this at a later stage in the recruitment process should a job arise.

	Title of Education Programme	Delivery
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1	COVID-19 Vaccination Education Programme for registered Radiographers and Radiation Therapists	Online
2	COVID-19 Vaccination Training Programme	Online
3	National Anaphylaxis Education Programme for Health Care Professionals	Online
4	IT Training (CoVax)	Online
Practical Training Requirements: 5 & 6 below will be delivered together as a 7 hour training session.		
5	An approved Basic Life Support for Health Care Providers within the last two years (i.e. Irish Heart Foundation (IHF) or Pre-Hospital Emergency Care Council (PHECC))	Classroom with online component
6	COVID-19 New Vaccinators Skills Course (provided by Hibernian Healthcare Ltd) to include anaphylaxis management (practical), Intramuscular Injection Training including Medicine Preparation (theory and practical)	Classroom with online component for Intramuscular injection training and medicine preparation

Dental Hygienists

Training Requirements for Registered Dental Hygienists to Become New COVID-19 Vaccinators:

Dental Hygienists must be registered by the Dental Council in order to become COVID-19 Vaccinators.

- Online training is required for 1, 2 and 3 in the table below and is available
- All COVID-19 Vaccinators should have training in and be competent in the following:
 - basic life support
 - intramuscular injection technique and
 - recognition and management of anaphylaxis
- The completion of training is not dependent on you being offered a job. As a result, you can complete this at a later stage in the recruitment process should a job arise.

Training is available and will be provided for those who wish or require training in any of these elements. If you can produce evidence of training (a valid cert) for all three of these training elements then you will not be required to attend training.

Practical training is delivered as a 4 hour block session covering all three of the classroom elements.

	Title of Education Programme	Delivery
1	COVID-19 Vaccination Training Programme	Online
2	National Anaphylaxis Education Programme for Health Care Professionals	Online
3	IT Training (CoVax)	Online
Practical Training Requirements: 4, 5 & 6 below will be delivered together as 4 hour training session if required.		
4	Basic Life Support for Health Care Providers (<i>within the last two years</i>)	Classroom with online component
5	Principles of Intra-Muscular Injection Technique Skills Workshop for COVID-19 Vaccinators only	Classroom
6	Anaphylaxis (one and a half hour classroom based skills workshop).	Classroom

Personal Protective Equipment

Will I receive Personal Protective Equipment (PPE)?

Yes if you are offered a job, you will receive PPE to carry out this role. Wearing PPE is a key requirement of this role and you will receive training on how to put it on and take it off.

Indemnity for COVID-19 Vaccinators

Will indemnity for COVID-19 Vaccinators be provided?

COVID-19 Vaccinators will be indemnified with regards to any adverse product liability-related events arising from their administration of the COVID-19 vaccine as per the below link (see p.6)

<https://www.hse.ie/eng/health/immunisation/hcpinfo/covid19vaccineinfo4hps/clinicalguidance.pdf>

Doctors, pharmacists, dentists, EMTs, etc., sourced by the HSE from a recruitment company or otherwise, in receipt of and adhering to relevant training with regard to the administration of the COVID-19 vaccines and acting on the direction of, or on behalf of the HSE, will be indemnified with regard to any adverse events arising from or related to the COVID-19 vaccines or their administration of the COVID-19 vaccines. In circumstances where the COVID-19 Vaccinator does not have professional indemnity cover with an Insurer or Medical or Dental Defence Organisation, the Clinical Indemnity Scheme (CIS) will indemnify the COVID-19 Vaccinator in such circumstances against any clinical risk over and above any product-related risk.

The Selection Process

What is the Selection Process?

There will be a number of stages of HR recruitment selection practices, these are:

Eligibility:

The criteria for the selection exercise are based on the requirements of the post as outlined in the job specification.

Interview/ Screening:

A virtual interview/ screening may be arranged to make sure we match the right people with the right roles.

References:

As part of the selection process, we must be satisfied that we have satisfactory references, which assures that the applicant's past performance, and behaviours are appropriate to the post.

Garda Vetting:

In line the National Vetting Bureau Children & Vulnerable Persons Act (2012) all persons working in patient facing roles will need to be Garda Vetted.

Overseas Police Clearance:

If you lived in any country for 6 months or more from the date of your 16th birthday other than the Republic of Ireland or Northern Ireland, you will be required to provide security clearance for each jurisdiction in which you resided.

Occupational Health:

All appointed to this role will undergo an Occupational Health assessment and fitness for the role will be decided based on current guidance.

Training:

You will receive training for this role, as appropriate to your discipline.

Agency Workers

I am an agency worker; can I apply for the role of COVID-19 Vaccinator?

This is an open recruitment campaign. Any applicant who meets the eligibility criteria is invited to apply. Appointees will be Cpl Healthcare employees.

Social Welfare Payments

If I take up a job will I still get my Social Welfare payments?

Social Welfare rules will apply and will depend on your individual circumstances. As this will be decided by your particular circumstances and the type of employment offered to you, you can seek further clarification if you are being offered a job.

About Covid-19

I have an underlying medical condition can I still work?

If you have an underlying medical condition, you should disclose this to us if/ when we contact you. We will be guided by Occupational Health in assigning workers.

Am I more likely to get COVID-19 if I take this job?

COVID-19 is an infectious virus. Health care workers will be advised by the health service on how to reduce transmission and protect yourself.

What if I don't know that I have COVID-19 and I start working?

If you believe you have been exposed to someone with COVID-19 or experience the symptoms, you should follow the existing public health advice.

Where can I find out more about COVID-19 or coronavirus?

Keep yourself updated with the most up to date health care advice by visiting [hse.ie/coronavirus](https://www.hse.ie/coronavirus).

Contact Us

I have further queries that are not answered above?

If you have queries in relation to the recruitment and selection related to the process once your application is submitted, please contact us by email on: teamvax@cplhealthcare.com