



**Phlebotomist  
Grade Code 3425**

In exercise of the powers conferred on me by Section 22 of the Health Act 2004, I hereby approve the qualifications, as set out hereunder, for the appointment and continuing as **Phlebotomist**, in the HSE.

**1. Statutory Registration, Professional Qualifications, Experience, etc**

(a) Eligible applicants will be those who on the closing date for the competition:

(i)	Hold a qualification in Phlebotomy on the National Framework of Qualifications (NFQ) maintained by Quality and Qualifications Ireland (QQI) at Level 6 or higher.
<b>OR</b>	
(ii)	Hold the Certificate in Phlebotomy from DIT/DCU/National Ambulance Service College or equivalent Phlebotomy qualification.
<b>OR</b>	
(iii)	Be registered as a nurse or midwife on the active register maintained by an Bord Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board of Ireland) or be entitled to be so registered.
<b>OR</b>	
(iv)	Be currently employed as a Phlebotomist with a minimum of two years' experience in an acute Hospital (general or Specialist). (See <b>Note 1*</b> )

**AND**

(b) Candidates must have the clinical /scientific/ technical and administrative capacity to fulfil the functions of the role.

**Note 1\*:** Candidates for appointment must, if they do not satisfy requirements specified in a), (i) or (ii) give a contractual undertaking to undertake such a qualification within a 12 month period (subject to availability of courses) of appointment as a phlebotomist.

2. **Annual registration (Nurse/Midwife applicants only)**

- (i) Nurse/Midwife Phlebotomists must maintain live annual registration in the general division of the Nurses & Midwives Register maintained by the Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann).

**AND**

- (ii) Nurse/Midwife Phlebotomists must confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).

**3. Health**

Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

**4. Character**

Candidates for and any person holding the office must be of good character.

Dated this 23<sup>rd</sup> day of April two thousand and twenty one



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**Anne Marie Hoey**  
National Director of Human Resources

**This criteria will be reviewed in April 2022.**