



Phlebotomist, Senior
Grade Code 3433

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, Senior** 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 and have a minimum of three years full-time or an aggregate of three years fulltime current and relevant experience as a phlebotomist.
	OR
(ii)	Hold the Certificate in Phlebotomy from DIT/DCU/National Ambulance Service College or equivalent Phlebotomy qualification and have a minimum of three years full-time or an aggregate of three years fulltime current and relevant experience as a phlebotomist
	OR
(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 and have a minimum of three years full-time or an aggregate of three years fulltime current and relevant experience as a phlebotomist.
	OR
(iv)	Effective to 30th April 2022; be currently employed as a Phlebotomist without satisfying (i), (ii) or (iii) above in an acute Hospital (general or Specialist) and have a minimum of three years full-time or an aggregate of three years full-time current and relevant experience as a Phlebotomist. See Note 1*

	OR
(v)	With effect from 1st May 2022; be employed as a Phlebotomist without satisfying (i), (ii) or (iii) above in an acute Hospital (general or Specialist) and have a minimum of five years full-time or an aggregate of five years full-time current and relevant experience as a Phlebotomist. See Note 1*.

AND

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

Note 1*: Candidates for appointment under (iv) and (v) 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 senior 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 23rd day of April two thousand and twenty one



Anne Marie Hoey
National Director of Human Resources
This criteria will be reviewed in April 2022