



**Oifig an Cheannaire Oibríochtaí,**  
Na Seirbhísí Míchumais/An Rannán Cúram Sóisialta,  
31-33 Sráid Chaitríona, Luimneach.

**Office of the Head of Operations,**  
Disability Services/Social Care Division,  
31-33 Catherine Street, Limerick.

T: 00353 (0) 61 483369

Suíomh Gréasáin/Website: <http://www.hse.ie>

21<sup>st</sup> November 2023

Deputy Sean Sherlock,  
Dail Eireann,  
Leinster House,  
Kildare Street,  
Dublin 2.  
E-mail: [sean.sherlock@oireachtas.ie](mailto:sean.sherlock@oireachtas.ie)

Dear Deputy Sherlock,

The Health Service Executive has been requested to reply directly to you in the context of the following parliamentary questions, which were submitted to this department for response.

**PQ: 48028/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth if mitigation one, to the first risk outlined in the report under the published Roadmap for Service Improvement 2023-2026 Disability Services for Children and Young People, implements actions to improve staff retention through development opportunities, includes a change in pay under terms and conditions across all CDNTs.*

**PQ: 48029/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the budget line provisionally allocated to each risk category outlined in the report, under the published Roadmap for Service Improvement 2023-2026 Disability Services for Children and Young People, in tabular form.*

**HSE Response**

The HSE is committed to prioritising the needs of children. Substantial work has been undertaken by the HSE to develop a Roadmap for Service Improvement for Disability Services for Children and Young People which was approved by the HSE Board on July 28th and was launched by the Government and the HSE on Tuesday 24th October 2023.

The Roadmap is a targeted Service Improvement Programme to achieve a quality, accessible, equitable and timely service for all children with complex needs as a result of a disability and their families. It sets out the overall aim for Children's Disability Services, provided by the HSE and its partner agencies, that for every child to have a childhood of inclusive experiences where they can have fun, learn, develop interests and skills, and form positive relationships with others in a range of different settings.

**Implementation of the Roadmap for Service Improvement Actions will:**

- Ensure children are referred to the most appropriate service (National Access Policy)
- Reduce the waiting time for children currently waitlisted for CDNTs



- Optimise use of voluntary and private disability service providers for assessments and interventions.
- Improve HSE's legislative compliance for AONs as defined in the Disability Act
- Improve outcomes for children and families and their experience of CDNT service
- Enable teams to optimise service effectiveness and efficiencies, and opportunities to collaborate with community networks such as Children and Young People's Services Committees.
- Improve staff retention on CDNTs in the long-term as a good place to work.

Many of the 60 actions contained in the Roadmap have already been progressed including a robust suite of CDNT Retention and Recruitment targets, the majority of which are now in train.

For example;

- National Team Development Programme (majority of the 2<sup>ND</sup> programme, 2022- 2023, has been delivered with remaining courses scheduled for delivery by March 2024 to align with staff needs)
- Online lunchtime staff webinars (on-going monthly)
- Online basecamp account for staff and team managers to share innovative programmes, practices and resources across the country
- Confined Senior grade competition for CDNTs now completed
- Marketing CDNTs as a workplace of choice
- HSE HR engagement with graduates in person and via webinar
- Recordings of CDNT staff and parents on benefits of working or receiving services from a CDNT, used for recruitment of staff off national panels
- HSE Recruitment, Reform and Resourcing has featured CDNTs on their "Service in the Spotlight", hosted on the HSE Career Hub. The 16,000 individuals now registered on the hub will receive notice of the targeted recruitment campaign for CDNTs and be encouraged to share with family and friends, extending our reach into the market.

With regard to a change in pay for staff on the CDNTs, the HSE remunerate staff in line with consolidated pay scales. Any change to the consolidated salary scales would be undertaken by government and agreed with staff representative bodies as part of pay negotiations.

The HSE acknowledges that there is an increasing challenge due to the pay differential for the organisations funded under Section 39 from the rates available in the HSE and Section 38 funded Service Providers.

With regard to Budget for the Roadmap for Service Improvement 2023-2026, the Roadmap actions will optimise the use of existing budgets including time-related savings whilst additional funding requirements outlined below will be progressed through the Estimates and budgetary processes.

Additional capital and infrastructural requirements will be informed by development of the CDNTs National Capital Plan by Q1 2024 (Action 2.17)



### 2023 Funding

- €11m (Budget 2023) to implement the Special Schools initiative
- Additional €11.5m to implement the Waiting List Initiative to provide diagnostic assessments for those children on waiting lists

### 2024 Funding

- €6.0m for additional 78 WTE paediatric posts to Primary Care CHNs to build service capacity to meet the needs of children with disabilities with non-complex need)
- Funding to drive the Roadmap Service Improvement Programme
  - National Service Improvement Lead
  - 9 CHO Service Improvement Leads

### 2025 Funding

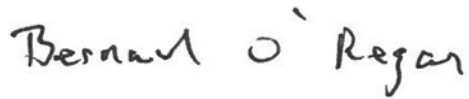
- €12.55m for additional 180 CDNT posts (2025), half year costs\*
- €12.5m for 300 Therapy Assistant posts\*

### 2026 Funding

- €12.55m for additional 180 CDNT posts (2025), full year costs\*
- €12.55m for additional 180 CDNT posts (2026) half year costs\* (FYC requires additional 12.55m in 2027)

\* This is a critical part of a two and half year commitment over 2023 – 2026 to enhancing the staffing levels on CDNTs to meet the needs of children and families.

Yours Sincerely,



**Bernard O'Regan,**  
**Head of Operations - Disability Services,**  
**Community Operations**

