



Oifig an Stiúrthóir Cúnta Náisiúnta,
Foireann Míchumais Náisiúnta,
An Chéad Urlár - Oifigí 13, 14, 15,
Àras Phlásóg na Rós, Coimpléasc Gnó na hOllscoile,
Páirc Náisiúnta Teicneolaíochta,
Caladh an Treoigh,
Luimneach.

Office of the Assistant National Director,
National Disability Team,
First Floor- Offices 13, 14, 15,
Roselawn House, University Business Complex,
National Technology Park,
Castletroy,
Limerick.

22nd May 2024

Deputy Paul Murphy,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.
E-mail: paul.murphy@oireachtas.ie

Dear Deputy Paul Murphy,

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: 17885/24

To ask the Minister for Health further to Parliamentary Question No. 1408 of 20 March 2024, with the new breakdown, if he will instruct the HSE to clarify the reason the numbers are still not matching up; what parameters the staff census uses, i.e. CDNT exclusive or if they include hospitals and/or complex needs schools as well; if so, if the HSE will provide percentages for which portion is for CDNTs, and which portion is dedicated to each additional area (details supplied)

Details Supplied: Email sent at 12.47 on 17/04/24 [PQ Attach 17885-24-1.pdf](#) , [PQ Attach 17885-24-2.pdf](#) , [PQ Attach 17885-24-3.pdf](#) , [PQ Attach 17885-24-4.pdf](#) , [PQ Attach 17885-24-5.pdf](#) , [PQ Attach 17885-24-6.xlsx](#)

PQ: 17886/24

To ask the Minister for Health further to Parliamentary Question No. 1408 of 20 March 2024, the methodology the HSE used to come up with the figures they arrived at in the staff census for the different categories (details supplied).

Details Supplied; Email sent at 12.47 on 17/04/24 [PQ Attach 17886-24-10.pdf](#) , [PQ Attach 17886-24-11.pdf](#) , [PQ Attach 17886-24-12.pdf](#) , [PQ Attach 17886-24-7.pdf](#) , [PQ Attach 17886-24-8.pdf](#) , [PQ Attach 17886-24-9.xlsx](#)

HSE Response

The HSE collects data regarding staffing numbers in a number of ways and it is important to clarify this from the outset.

In the first instance, it must be reiterated, that the spread sheets attached with these two Parliamentary Questions are not official, endorsed spreadsheets compiled by the HSE.



It would seem that these spreadsheets are compiled by an external source to the HSE, using various reports. The spreadsheets are referring to the Childrens Disability Network Teams (CDNTs). Further information and explanation regarding the CDNTs and the data that the HSE collects and reports on regarding the CDNTs is provided further below.

Secondly, with regard to the additional information provided, (letter signed by the Assistant National Director, HR, Community Operations), this letter is referring to the HSE Staff Census. This is a separate type of report produced by the HSE- specifically- the HSE's Strategic Workforce Planning and Intelligence Unit.

Staffing Reports

The HSE's Strategic Workforce Planning and Intelligence Unit has overarching responsibility for the production of employment monitoring reports/Health Service Personnel Census (HSPC), National Absence Report and Staff Turnover Report.

It produces overall employment reports and also by Care Group. Health and Social Care services are divided through a number of care groups, National Ambulance Services, Acute Services, Mental Health Services, Primary Care Services, Social Care Services, Health & Well-Being Services, Health Business Services and National & Central Services.

For further information, please see:

<https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/employment-reports.html>

Please note that these reports refer to staff numbers in the HSE and in S38 organisations **and do not include staff employed in S39 organisations.**

Additionally, the staff numbers reported on serve all age groups and the reports do not apportion the staff working in children's disability services specifically.

Childrens Disability Network Teams

91 Children's Disability Network Teams (CDNTs) are aligned to 96 Community Healthcare Networks (CHNs) across the country and are providing services and supports for children with complex disabilities aged from birth to 18 years of age.

CDNTs are teams of health and social care professionals, including nursing, occupational therapy, psychology, physiotherapy, speech and language therapy, social work and others. The CDNTs consist of HSE, S38 and S39 staff.

The HSE on an annual basis, provides a CDNT Census to inform of staffing allocation and staffing vacancy rates (among other data). This CDNT Census is officially entitled *the National Report Children's Disability Network Team Staff Census and Workforce Review*.

The report only concerns the staffing of the CDNTs exclusively and does not report on other staffing numbers in other areas.

This report has been compiled for 2021 and 2022 by the HSE. (It is expected that the report for 2023 will be reported on in due course having been delayed by the Forsa Industrial dispute at the end of last year).

It important to state that this is the official Census regarding the CDNT staffing with checked, validated, and confirmed data regarding all aspects of CDNT staffing including CDNT allocation and vacancy of posts.

This CDNT census must not to be confused with the aforementioned staffing reports produced by the HSE's Strategic Workforce Planning and Intelligence Unit.

Referring again to the spreadsheets attached, (which were not produced and validated by the HSE and which are compiled by a source external to the HSE), the data in the spreadsheets seem to be compiled from the CDNT Interim metrics which have been provided externally, when requested, in response to Freedom of Information requests.

The CDNT Interim metrics are separate to the CDNT Census and the HSE's Strategic Workforce Planning and Intelligence Unit Reports.



The position regarding the information contained in the Interim CDNT Metrics has also been clearly stated in response to Freedom of Information requests.

These CDNTs Interim Metrics were set up by the HSE as a manually reported, working tool. This manual reporting of the CDNT Interim metrics is being done, pending the full roll out of the CDNT Computerised Information Management System (CDNT IMS) to all 91 CDNTs.

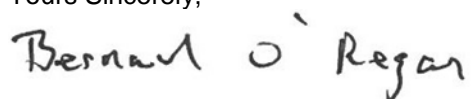
The roll out of the computerised system is gradual with CDNTs being at varying levels of data collection.

While we await full roll out of the CDNT IMS, some individual CDNTs indicate that they do not have a system in place to capture the full level of CDNT activity/ interim data, therefore there are gaps in data returns for some of the CHO Areas.

In summary, the HSE's CDNTs Interim Metrics cannot be aligned to other official HSE staffing reports for the following reasons:

- They report HSE, S 38 and S 39 staff working in the CDNTs (among other data these interim metrics collate)
- They are interim manual data, therefore there are gaps in the Interim CDNT Metric data returns for some of the CHOs.

Yours Sincerely,



Bernard O'Regan
Assistant National Director
National Disability Team

