



Oifig an Stiúrthóir Cúnta Náisiúnta,
Foireann Míchumais Náisiúnta,
An Chéad Urlár - Oifigí 13, 14, 15,
Áras 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.

14^h June 2024

Deputy Alan Kelly,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.
E-mail: alan.kelly@oireachtas.ie

Dear Deputy Kelly,

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

PQ: 24892/24

To ask the Minister for Children; Equality; Disability; Integration and Youth the number of additional WTE senior social workers and senior dietitians that were recruited into CDNTs within Tipperary in 2023 and to date in 2024, in tabular form.

HSE Response

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 aged from birth to 18 years of age.

The model of service for all CDNTs is family-centred and based on the needs of the child. This includes universal, targeted and specialised supports and interventions, as appropriate to the individual child and family. It is based on the objectives of empowering and supporting parents and others who are with the child on a daily basis to facilitate the child's developmental needs.

The CDNTs are currently providing services and supports for over 46,000 children and strategies and supports for urgent cases on the waitlist where staffing resources allow. However, there are significant challenges for CDNTs including:

- Significant staffing vacancies
- Growth in numbers of children with complex need
- Growth in demand for Assessment of Need, diverting further resources away from interventions

The HSE's *Roadmap for Service Improvement 2023 – 2026, Disability Services for Children and Young People*, launched in October 2023, now in implementation phase, 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.

The Roadmap, includes a robust suite of 60 actions, including 21 on CDNT Retention and Recruitment targets, and many of which are now in train.

Recruitment for CDNTs overall

Since 2019, more than 610 development posts have been allocated to children's disability services across the country. However, we also know that there are over 700 vacant whole time equivalent posts in our CDNTs. The HSE is operating in a very competitive global market for healthcare talent as there are significant shortages of qualified healthcare professionals across the globe. The HSE Community Operations Disability Services is working collaboratively with the CDNT lead agencies at CHO level to promote CDNTs as a workplace of choice in a competitive employment market.

The Roadmap contains a robust suite of CDNT Retention and Recruitment targets, the majority of which are now in train. For example;

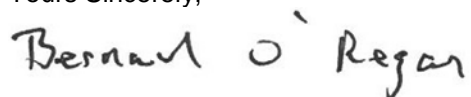
- National Team Development Programme (2ND currently ongoing)
- Online lunchtime staff webinars (on-going monthly)
- Online basecamp account for staff and team managers to share innovative programmes, practices and resources across the country
- Confined Senior grade competition for CDNTs
- Marketing 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.

The HSE is also progressing to commence the following;

- Student Sponsorship Programmes.
- Additional 20 Senior Clinical Psychology trainee placements.
- Confined Senior Grade competition and the upgrading of up to 60 senior posts to clinical specialist grade, initiatives to support retention, service quality and safety, and providing a career pathway.
- A recruitment plan for 462 HSCP by the end of 2024.
- 300 therapy assistants over 2023-2025 to support HSCPs in delivering most effective and efficient services in environments appropriate to each child's needs.

With regard to the number of additional WTE senior social workers and senior dietitians that were recruited into CDNTs within Tipperary in 2023 and to date in 2024, we await the publication of the CDNT Staffing Census 2023 which was delayed due to the recent Forsa Industrial Action. It is expected that this report will be available in due course.

Yours Sincerely,



Bernard O'Regan
Assistant National Director
National Disability Team

