



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.

16th October 2024

Deputy Richard Boyd Barrett,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.
E-mail: richard.boyd.barrett@oireachtas.ie

Dear Deputy Boyd Barrett,

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: 39409/24

To ask the Minister for Children; Equality; Disability; Integration and Youth to provide a report on the number of sanctioned whole-time posts across CDNTs in September 2020, September 2021, September 2022, September 2023 and September 2024; details of whether these posts are filled or vacant and, broken down by CHO and discipline; and if he will make a statement on the matter.

HSE Response

In 2021, the remainder of ninety-one multidisciplinary CDNTs, now 93 CDNTs, were established in 96 Network areas to provide services and supports for all children, from birth to 18 years of age, with complex needs, within a defined geographic area.

The CDNTs are currently providing services and supports for over 42,000 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 as a result of their disability.
- Growth in demand for Assessment of Need, diverting further resources away from interventions

Staffing

Since 2019, more than 610 development posts have been allocated to children's disability services across the country. These posts have been assigned to teams based on a number of factors, including the existing ratio of staff to the



number of children with disabilities in each area. This figure includes 190 posts provided in 2022 as well as an additional 136.3 WTEs to restore pre-existing services in 104 special schools.

A CDNT Staff Census for 2020 is not available.

The attached inaugural National CDNT Census and Workforce Review 2021 published in April 2022 shows that the total number of approved WTE for the CDNTs in 2021 was 1,892.38 WTE.

The attached National Report 2022 Children's Disability Network Team, Staff Census and Workforce Review, December 2022 indicates that the approved WTE for the CDNTs in 2022 was 2,102.62 WTE.

An analysis of the data from 2021 and 2022 demonstrates an increase of 11% in the number of approved posts and a 2% increase in the CDNT workforce.

The attached National Report 2023, Children's Disability Network Team Staff Census and Workforce Review, October 2023 gives a picture of the staff working in our children's disability teams on October 11th 2023. This report informs that there are 2,255.14 approved WTE for the CDNTs in 2023. An analysis of the data from 2022 and 2023 demonstrates an increase of 7% in the number of approved posts and a 3% increase in the CDNT workforce.

Please see the Table below.

Year	Approved WTE	Filled WTE	% Change Approved WTE	% Change Filled WTE
2021	1,892.38	1,367.88	100%	100%
2022	2,102.62	1,395.30	11%	2%
2023	2,255.14	1,437.91	7%	3%

Roadmap for Service Improvement 2023 – 2026, Disability Services for Children and Young People

The HSE's Roadmap for Service Improvement 2023 – 2026, Disability Services for Children and Young People 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 has four Working Groups which report into a Service Improvement Programme Board every month which in turn reports to the Roadmap Oversight Group chaired by the Minister of State, Ann Rabbitte.

Working Group 3: Workforce – has responsibility for driving the delivery of 21 targeted retention and recruitment actions for all CDNTs.

Recruitment

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 demand for these HSCP professions significantly outstrips supply both nationally and internationally. The HSE Resourcing Strategy '*Resourcing our Future*' was launched in May 2023 to ensure a sufficient domestic supply of health care staff. The strategy is being implemented by the services locally to maximise the resourcing and delivery of publicly funded health services for the future.

Seven of the disciplines working in children's disability teams have been included on the Department of Enterprise, Trade and Employment's Critical Skills Occupations List.

However, through ongoing effective work with our funded agencies with regard to recruitment, we undertook a focused Children's Disability Network Teams (CDNTs) recruitment and interview process in 2024.

Work is ongoing to increase recruitment into disability services from recruitment stage through to promotional activity. Webinars were held in July 2024 '**Working in a Children's Disability Network Teams (CDNTs) to increase interest in CDNTs and the presentation from this is available** through <https://careerhub.hse.ie/cdnt-webinar/>



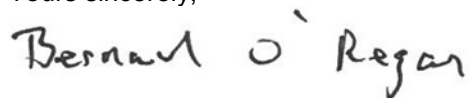
These webinars were well attended with all participants encouraged to register their interest for a job within Children's Disability Network Teams through [Childrens Disability Network - HSE Career Hub](#)

The HSE is optimising multiple applicant engagement opportunities to encourage uptake of CDNT vacancies including recruitment fairs, outreach to third level colleges and secondary schools, presence at national events such as the recent Ploughing Championships and virtual engagements. In addition, the clinical placements in CDNTs have been increased so that students graduate with an interest in and familiarity with CDNTs.

To optimise recruitment into our funded agencies, the HSE have facilitated direct access for funded agencies to existing HSE HSCP panels which will shorten the recruitment process for them and will provide direct access to competent and eligible candidates. The HSE have also enabled our funded agencies to advertise their vacant posts through our advertisement channels which provides them with direct access to the substantial candidate pools registered the HSE's CareerHub portal.

These activities form part of an ongoing suite of recruitment initiatives to populate vacancies on Children's Disability Network Teams.

Yours sincerely,



Bernard O'Regan
Assistant National Director
National Disability Team





National CDNT Census and Workforce Review 2021



**Children's
Disability
Network
Team**

April 2022

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1. Introduction and Context

In 2021 the HSE and partnering Lead Agencies, listed below, completed a reconfiguration of Children's Disability Services into ninety-one Children's Disability Network Teams (CDNT). In doing so there is an acknowledgment that there are challenges with recruitment, retention, and overall capacity in the system to deliver services to families and children with complex need.

On 13th October 2021, the HSE undertook a census and workforce review of all staff working in the CDNTs and a review of all vacant posts. For the purpose of this exercise vacant posts will include those posts which have not been backfilled when the post holder was on maternity, parental, sick leave etc. Each Children's Disability Network Manager (CDNM) was required to complete a data collection template (Appendix A) for their team. The attached information is an analysis of the validated information returned by all CDNTs nationally.

The purpose of this report is to provide management with data to support CDNTs in understanding the totality of the resource available to them including the number of therapy hours available for direct service delivery to children and their families.

The information will also support the HSE and Lead Agencies to make informed decisions with an evidence base to support bids for funding and targeted responses to gaps in staffing.

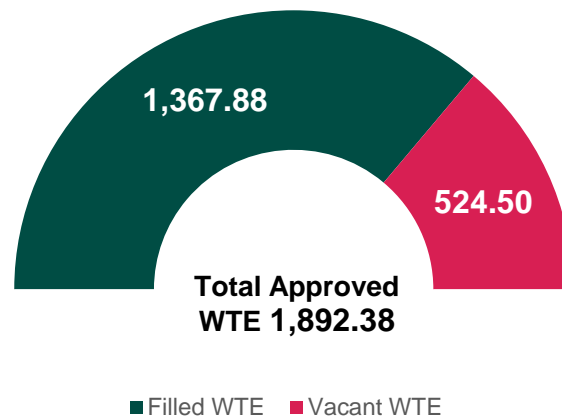
It is intended that this CDNT Staff Census and Workforce Review will be undertaken annually, and the next return date will be Wednesday, 12th October 2022.

Lead Agency	Number of Teams
HSE	41
Enable Ireland	20
Brothers of Charity	6
Central Remedial Clinic	5
Daughters of Charity	4
St. Michael's House	4
Cope Foundation	3
St. Gabriel's	2
St. Josephs Foundation	2
Stewarts Care	2
CoAction West Cork	1
KARE	1
Total	91

2. Overview

There are 91 CDNTs located across 9 CHOs. The total number of approved WTE is 1,892.38. Currently there are 1,367.88 filled WTE, of which 1,173.28 WTE are in therapy / clinical roles. There are 524.50 vacancies across the 91 teams. The ratio of therapy / clinical to administration / management filled WTE is 6:1.

The HSE will be working with Lead Agencies to implement a ratio of 5:1 therapy / clinical to administration / management between 2022 – 2023 to reduce the time spent by clinicians / therapists on administrative duties thereby maximising the therapy hours available for direct service provision with children and their families.



Filled and Approved WTE

The total therapy hours available nationally is 1,194,985.17. This is detailed by CHO in the table below. The calculation methodology is outlined in appendix B.

The Independent Body Examining Additional Working Hours (HRA) in the Public Service was established under the Building Momentum public service agreement. This Independent Body, chaired by Dr Kieran Mulvey, recommended that working time be restored for virtually all civil servants, public servants, and non-commercial State agency staff in grades where working hours were increased in 2013.

On 14th April 2022, the Government announced that it had accepted the recommendation which includes an implementation date of 1st July 2022. This will impact on the calculation of therapy hours and will see the available therapy hours per WTE drop from 1018.5 to 959.7 when Haddington Road hours are reinstated for eligible employees. In the context of CDNTs further analysis will be required to establish the impact in each CDNT.

Therapy Hours for each CHO

CHO	Number of Teams	Therapy Hours
CHO1	7	96,115.85
CHO2	9	145,655.69
CHO3	7	119,704.31
CHO4	14	193,274.12
CHO5	12	92,826.09
CHO6	7	105,460.58
CHO7	11	144,657.56
CHO8	12	148,141.84
CHO9	12	149,149.14
Total	91	1,194,985.17

Therapy Hours for each CHO and Network

CHO	CDNT	Therapy Hours
CHO1	Cavan (minus West Cavan)	15,929.34
CHO1	Donegal East & Inishowen	12,425.70
CHO1	Donegal North	10,490.55
CHO1	Donegal South West	10,388.70
CHO1	Leitrim-West Cavan	7,536.90
CHO1	Monaghan	15,104.36
CHO1	Sligo South Donegal	24,240.30
CHO 1 Total		96,115.85
CHO2	Galway West	10,337.78
CHO2	Galway North - East	19,361.69
CHO2	Galway City East	22,987.55
CHO2	Roscommon	17,273.76
CHO2	Galway City West	13,800.68
CHO2	Mayo North	18,129.30
CHO2	Mayo South	16,886.73
CHO2	Mayo West	17,895.05
CHO2	East Galway & South Roscommon	8,983.17
CHO 2 Total		145,655.69
CHO3	Blackberry Park	13,138.65
CHO3	Clare	25,564.35
CHO3	East Limerick	22,366.26
CHO3	Limerick South City	1,018.50
CHO3	North Tipperary	15,521.94
CHO3	Treehouse	26,307.86
CHO3	West Limerick	15,786.75
CHO 3 Total		119,704.31
CHO4	Bandon-Carrigaline-Kinsale	17,131.17

CHO4	Central Cork	10,694.25
CHO4	East Central Cork	10,796.10
CHO4	East Cork City	14,483.07
CHO4	North Cork City & Blarney	7,536.90
CHO4	North East Cork	8,137.82
CHO4	North Kerry	14,666.40
CHO4	North West Cork	13,505.31
CHO4	South Cork City	9,696.12
CHO4	South East Cork City	12,761.81
CHO4	South Kerry	24,576.41
CHO4	West Central Cork	18,088.56
CHO4	West Cork	19,850.57
CHO4	West Kerry	11,349.65
CHO 4 Total		193,274.12
CHO5	Carlow	11,916.45
CHO5	Cashel	9,971.12
CHO5	Clonmel	8,657.25
CHO5	Dungarvan-West Waterford	4,257.33
CHO5	Enniscorthy	8,270.22
CHO5	Gorey	4,583.25
CHO5	Kilkenny	12,089.60
CHO5	New Ross	3,259.20
CHO5	Thomastown	7,536.90
CHO5	Waterford North City	7,740.60
CHO5	Waterford South City	8,188.74
CHO5	Wexford	6,355.44
CHO 5 Total		92,826.09
CHO6	Leopardstown 3	12,833.10
CHO6	Leopardstown 4	12,985.88
CHO6	Mid Wicklow 6	13,097.91
CHO6	North Wicklow 5	23,771.79
CHO6	Sandymount 1	17,319.59
CHO6	Sandymount 2	13,362.72
CHO6	South Wicklow 7	12,089.60
CHO 6 Total		105,460.58
CHO7	Ballyboden	10,592.40
CHO7	Brú Chaoimhin	8,555.40
CHO7	Chamber House	13,953.45
CHO7	Clondalkin	10,185.00
CHO7	Mid Kildare	25,258.80
CHO7	North Kildare	20,308.89
CHO7	Palmerstown	9,879.45
CHO7	Rosse Court	8,453.55
CHO7	South Kildare West Wicklow	19,982.97
CHO7	St. Columba's	5,907.30
CHO7	Tymon	11,580.35
CHO 7 Total		144,657.56
CHO8	Athlone	7,638.75
CHO8	Dunshaughlin-East Meath	17,263.58

CHO8	Kells	7,129.50
CHO8	Longford	8,657.25
CHO8	Mullingar	9,258.17
CHO8	Navan-Slane	14,127.61
CHO8	North Louth	16,194.15
CHO8	Portarlington-Edenderry	8,249.85
CHO8	Portlaoise	12,262.74
CHO8	South Louth	19,147.80
CHO8	Trim	12,833.10
CHO8	Tullamore	15,379.35
CHO 8 Total		148,141.84
CHO9	Balbriggan	13,851.60
CHO9	Ballymun	11,519.24
CHO9	Blakestown	16,082.12
CHO9	Blanchardstown	14,157.15
CHO9	Cabra-Grangegorman	15,206.21
CHO9	Clontarf	10,490.55
CHO9	Coastal Area	8,860.95
CHO9	Coolock	7,435.05
CHO9	Finglas	10,592.40
CHO9	Kilbarrack	17,925.60
CHO9	North Inner City	8,148.00
CHO9	Posts not on CDNTs	1,324.05
CHO9	Swords	13,556.24
CHO 9 Total		149,149.14
Total		1,194,985.17

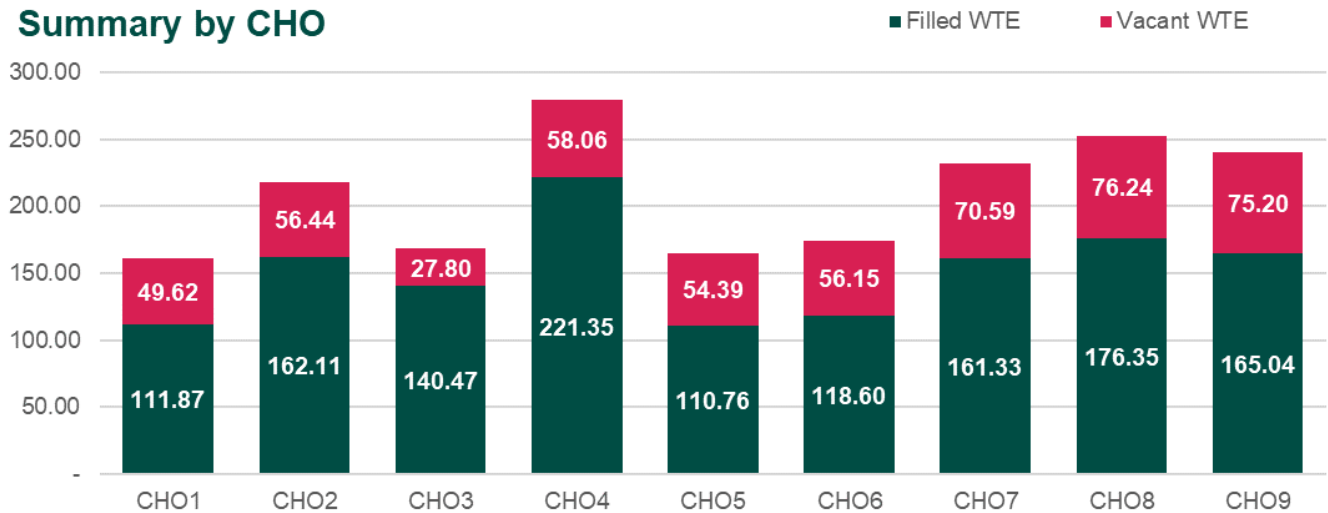
3. Census and Workforce Review Results

Summary by CHO

The below graph shows the breakdown of WTE (Filled and Vacant) in each CHO. The following are key points of note:

- The average vacancy rate across CHOs is 28%.
- The vacancy rate ranges from a low of 17% in CHO3 to a high of 33% in CHO5.
- CHO4 have the largest Allocation and number of Filled WTE.
- CHO1 have the lowest Allocation of WTE but CHO5 have the lowest number of Filled WTE.

Summary by CHO

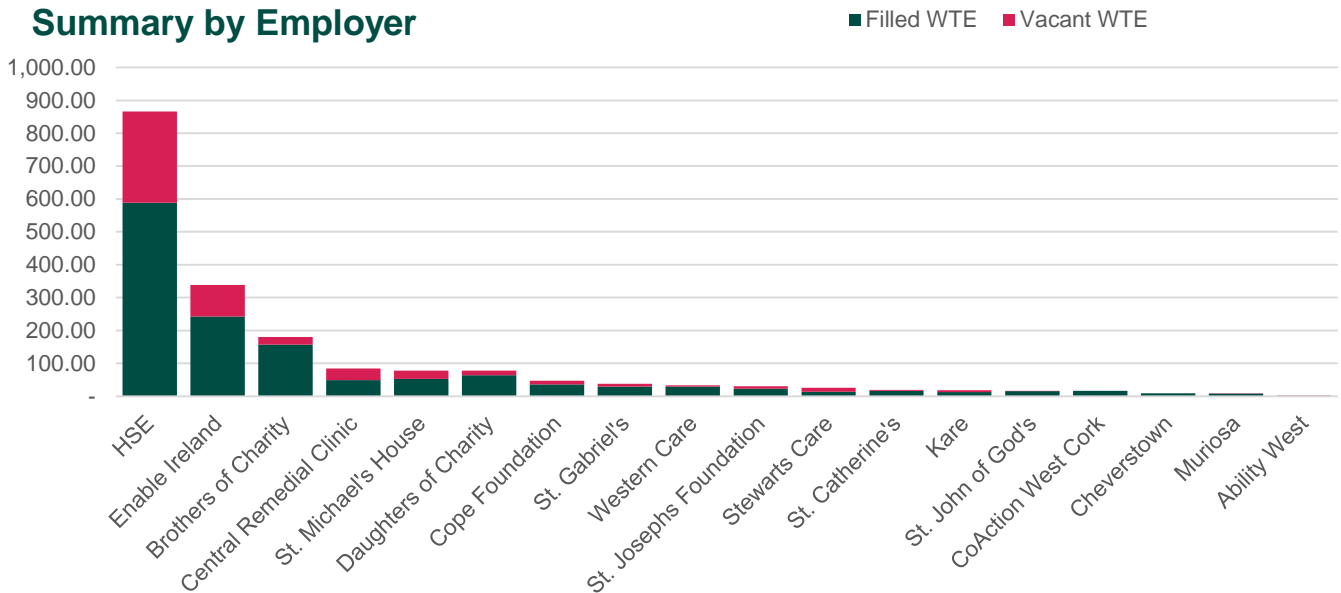


CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	161.49	111.87	49.62	69%	31%
CHO2	218.55	162.11	56.44	74%	26%
CHO3	168.27	140.47	27.80	83%	17%
CHO4	279.42	221.35	58.06	79%	21%
CHO5	165.15	110.76	54.39	67%	33%
CHO6	174.75	118.60	56.15	68%	32%
CHO7	231.92	161.33	70.59	70%	30%
CHO8	252.59	176.35	76.24	70%	30%
CHO9	240.24	165.04	75.20	69%	31%
Total	1,892.38	1,367.88	524.50	72%	28%
Average	210.26	151.99	58.28	72%	28%

Summary by Employer

The below graph shows the breakdown of WTE (Filled and Vacant) by employer.

- The largest employer of CDNT staff is the HSE.
- The HSE manage 41 CDNTs and have 588.47 filled WTE positions and 277.74 vacant WTE positions (866.21 total).
- Ability West are the smallest employer and have 2.00 filled WTE positions and 1.00 vacant WTE position (3 total).
- There are 18 employers in total across the 91 CDNTs.



Employer	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
HSE	866.21	588.47	277.74	68%	32%
Enable Ireland	338.37	242.80	95.57	72%	28%
Brothers of Charity	180.63	157.22	23.41	87%	13%
Central Remedial Clinic	84.52	49.42	35.10	58%	42%
St. Michael's House	78.38	52.98	25.40	68%	32%
Daughters of Charity	77.75	64.05	13.70	82%	18%
Cope Foundation	46.90	36.20	10.70	77%	23%
St. Gabriel's	38.33	29.83	8.50	78%	22%
Western Care	32.89	29.67	3.22	90%	10%
St. Josephs Foundation	30.92	23.46	7.46	76%	24%
Stewarts Care	26.00	14.00	12.00	54%	46%
St. Catherine's	19.55	16.65	2.90	85%	15%
Kare	18.07	12.47	5.60	69%	31%
St. John of God's	16.72	15.22	1.50	91%	9%
CoAction West Cork	16.19	16.19	-	100%	-%
Cheverstown	9.40	9.40	-	100%	-%
Muriosa	8.55	7.85	0.70	92%	8%
Ability West	3.00	2.00	1.00	67%	33%
Total	1,892.38	1,367.88	524.50	72%	28%

Summary by Children's Disability Network Teams

The following represents a high-level snapshot of CDNTs. If further clarity is required on a specific CDNT there are 91 individual staff census and workforce review reports available, one for each CDNT.

- Sligo South Donegal has the largest number of WTE with 27.80 WTE filled and 9.20 WTE vacant (37.00 total). The Lead Agency for this Network is the HSE.

CHO	CDNT	Lead Agency	Vacancy %	Therapy Hours
CHO1	Cavan (minus West Cavan)	Enable Ireland	24%	15,929.34
CHO1	Donegal East & Inishowen	HSE	39%	12,425.70
CHO1	Donegal North	HSE	40%	10,490.55
CHO1	Donegal South West	HSE	30%	10,388.70
CHO1	Leitrim-West Cavan	HSE	33%	7,536.90
CHO1	Monaghan	HSE	30%	15,104.36
CHO1	Sligo South Donegal	HSE	25%	24,240.30
CHO1 Total			31%	96,115.85
CHO2	Galway West	HSE	27%	10,337.78
CHO2	Galway North - East	HSE	29%	19,361.69
CHO2	Galway City East	Brothers of Charity	20%	22,987.55
CHO2	Roscommon	HSE	21%	17,273.76
CHO2	Galway City West	Enable Ireland	13%	13,800.68
CHO2	Mayo North	HSE	31%	18,129.30
CHO2	Mayo South	HSE	23%	16,886.73
CHO2	Mayo West	HSE	28%	17,895.05
CHO2	East Galway & South Roscommon	HSE	42%	8,983.17
CHO2 Total			26%	145,655.69
CHO3	Blackberry Park	Enable Ireland	10%	13,138.65
CHO3	Clare	HSE	12%	25,564.35
CHO3	East Limerick	Daughters of Charity	4%	22,366.26
CHO3	Limerick South City	St. Gabriel's	88%	1,018.50
CHO3	North Tipperary	Enable Ireland	38%	15,521.94
CHO3	Treehouse	St. Gabriel's	7%	26,307.86
CHO3	West Limerick	Brothers of Charity	3%	15,786.75
CHO3 Total			17%	119,704.31
CHO4	Bandon-Carrigaline-Kinsale	Brothers of Charity	24%	17,131.17
CHO4	Central Cork	Cope Foundation	24%	10,694.25
CHO4	East Central Cork	Cope Foundation	12%	10,796.10
CHO4	East Cork City	Brothers of Charity	20%	14,483.07
CHO4	North Cork City & Blarney	Cope Foundation	40%	7,536.90
CHO4	North East Cork	St. Josephs Foundation	24%	8,137.82
CHO4	North Kerry	Brothers of Charity	10%	14,666.40
CHO4	North West Cork	St. Josephs Foundation	35%	13,505.31
CHO4	South Cork City	Enable Ireland	22%	9,696.12
CHO4	South East Cork City	Enable Ireland	27%	12,761.81
CHO4	South Kerry	Brothers of Charity	0%	24,576.41
CHO4	West Central Cork	Enable Ireland	25%	18,088.56

CHO4	West Cork	CoAction West Cork	0%	19,850.57
CHO4	West Kerry	Enable Ireland	35%	11,349.65
CHO4 Total			21%	193,274.12
CHO5	Carlow	HSE	23%	11,916.45
CHO5	Cashel	HSE	20%	9,971.12
CHO5	Clonmel	HSE	37%	8,657.25
CHO5	Dungarvan-West Waterford	HSE	54%	4,257.33
CHO5	Enniscorthy	HSE	41%	8,270.22
CHO5	Gorey	HSE	41%	4,583.25
CHO5	Kilkenny	Enable Ireland	9%	12,089.60
CHO5	New Ross	HSE	55%	3,259.20
CHO5	Thomastown	HSE	28%	7,536.90
CHO5	Waterford North City	HSE	32%	7,740.60
CHO5	Waterford South City	Central Remedial Clinic	29%	8,188.74
CHO5	Wexford	HSE	40%	6,355.44
CHO5 Total			33%	92,826.09
CHO6	Leopardstown 3	Enable Ireland	40%	12,833.10
CHO6	Leopardstown 4	HSE	41%	12,985.88
CHO6	Mid Wicklow 6	Enable Ireland	28%	13,097.91
CHO6	North Wicklow 5	Enable Ireland	27%	23,771.79
CHO6	Sandymount 1	Enable Ireland	33%	17,319.59
CHO6	Sandymount 2	Enable Ireland	41%	13,362.72
CHO6	South Wicklow 7	Enable Ireland	5%	12,089.60
CHO6 Total			32%	105,460.58
CHO7	Ballyboden	Enable Ireland	10%	10,592.40
CHO7	Brú Chaoimhin	HSE	53%	8,555.40
CHO7	Chamber House	HSE	30%	13,953.45
CHO7	Clondalkin	Central Remedial Clinic	46%	10,185.00
CHO7	Mid Kildare	Enable Ireland	20%	25,258.80
CHO7	North Kildare	HSE	21%	20,308.89
CHO7	Palmerstown	Stewarts Care	39%	9,879.45
CHO7	Rosse Court	Stewarts Care	50%	8,453.55
CHO7	South Kildare West Wicklow	KARE	21%	19,982.97
CHO7	St. Columba's	HSE	39%	5,907.30
CHO7	Tymon	Enable Ireland	16%	11,580.35
CHO7 Total			30%	144,657.56
CHO8	Athlone	HSE	35%	7,638.75
CHO8	Dunshaughlin-East Meath	Enable Ireland	31%	17,263.58
CHO8	Kells	HSE	27%	7,129.50
CHO8	Longford	HSE	27%	8,657.25
CHO8	Mullingar	HSE	44%	9,258.17
CHO8	Navan-Slane	Enable Ireland	22%	14,127.61
CHO8	North Louth	HSE	33%	16,194.15
CHO8	Portarlington-Edenderry	HSE	35%	8,249.85
CHO8	Portlaoise	HSE	42%	12,262.74
CHO8	South Louth	HSE	28%	19,147.80
CHO8	Trim	HSE	21%	12,833.10
CHO8	Tullamore	HSE	17%	15,379.35
CHO8 Total			30%	148,141.84
CHO9	Balbriggan	Central Remedial Clinic	34%	13,851.60
CHO9	Ballymun	St. Michael's House	12%	11,519.24
CHO9	Blakestown	Daughters of Charity	28%	16,082.12

CHO9	Blanchardstown	Daughters of Charity	20%	14,157.15
CHO9	Cabra-Grangegorman	Daughters of Charity	34%	15,206.21
CHO9	Clontarf	Central Remedial Clinic	40%	10,490.55
CHO9	Coastal Area	St. Michael's House	33%	8,860.95
CHO9	Coolock	St. Michael's House	52%	7,435.05
CHO9	Finglas	HSE	24%	10,592.40
CHO9	Kilbarrack	St. Michael's House	20%	17,925.60
CHO9	North Inner City	HSE	26%	8,148.00
CHO9	Posts not on CDNTs		79%	1,324.05
CHO9	Swords	Central Remedial Clinic	34%	13,556.24
CHO9 Total			31%	149,149.14
Total			28%	1,194,985.17

- Across the CDNTs vacancy as a result of maternity leave equates to 90.62 WTE (71.02 WTE on paid maternity leave and 19.60 WTE on unpaid maternity leave). As maternity leave cover is unfunded it is not custom and practice to backfill these vacancies.
- Of the 91 CDNTs, 39 CDNTs had a vacancy rate in excess of 30% of their WTE. See detail below:

CHO	Location	Lead Agency	Vacant %
CHO1	Donegal East & Inishowen	HSE	39%
CHO1	Donegal North	HSE	40%
CHO1	Leitrim-West Cavan	HSE	33%
CHO2	Mayo North	HSE	31%
CHO2	East Galway & South Roscommon	HSE	42%
CHO3	Limerick South City	St. Gabriel's	88%
CHO3	North Tipperary	Enable Ireland	38%
CHO4	North Cork City & Blarney	Cope Foundation	40%
CHO4	North West Cork	St. Josephs Foundation	35%
CHO4	West Kerry	Enable Ireland	35%
CHO5	Clonmel	HSE	37%
CHO5	Dungarvan-West Waterford	HSE	54%
CHO5	Enniscorthy	HSE	41%
CHO5	Gorey	HSE	41%
CHO5	New Ross	HSE	55%
CHO5	Waterford North City	HSE	32%
CHO5	Wexford	HSE	40%
CHO6	Leopardstown 3	Enable Ireland	40%
CHO6	Leopardstown 4	HSE	41%
CHO6	Sandymount 1	Enable Ireland	33%
CHO6	Sandymount 2	Enable Ireland	41%
CHO7	Brú Chaoimhin	HSE	53%
CHO7	Chamber House	HSE	30%
CHO7	Clondalkin	Central Remedial Clinic	46%
CHO7	Palmerstown	Stewarts Care	39%
CHO7	Rosse Court	Stewarts Care	50%
CHO7	St. Columba's	HSE	39%
CHO8	Athlone	HSE	35%
CHO8	Dunshaughlin-East Meath	Enable Ireland	31%
CHO8	Mullingar	HSE	44%
CHO8	North Louth	HSE	33%
CHO8	Portarlinton-Edenderry	HSE	35%
CHO8	Portlaoise	HSE	42%

CHO9	Balbriggan	Central Remedial Clinic	34%
CHO9	Cabra-Grangegorman	Daughters of Charity	34%
CHO9	Clontarf	Central Remedial Clinic	40%
CHO9	Coastal Area	St. Michael's House	33%
CHO9	Coolock	St. Michael's House	52%
CHO9	Posts not on CDNTs		79%
CHO9	Swords	Central Remedial Clinic	34%

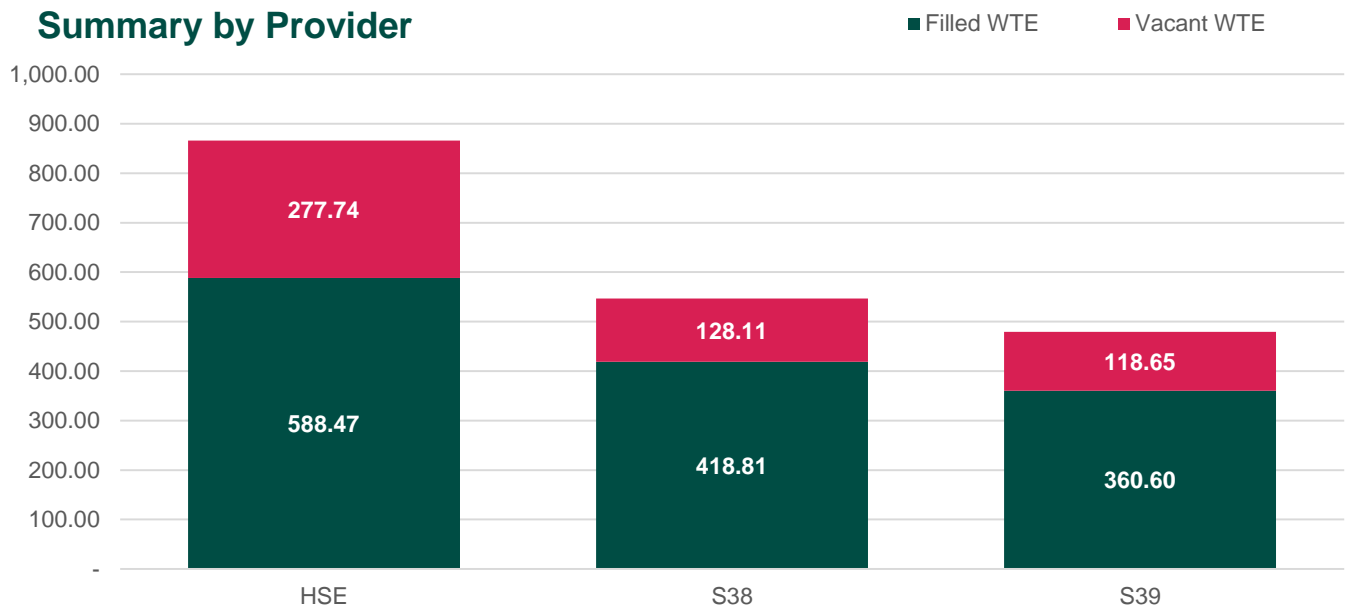
- Of the 91 CDNTs the following have no clerical administrative support grades (Admin Grade 3 – 6) reported on their team.

CHO	Location	Clerical Admin Support Staff Approved WTE	Clerical Admin Support Staff Filled WTE	Clerical Admin Support Staff Vacant WTE
CHO2	Mayo West	1.00	-	1.00
CHO3	Limerick South City	1.00	-	1.00
CHO6	Sandymount 1	1.00	-	1.00
CHO7	Brú Chaoimhin	-	-	-
CHO7	Palmerstown	0.50	-	0.50
CHO8	Portarlinton-Edenderry	1.00	-	1.00
CHO9	Blanchardstown	-	-	-
CHO9	Coolock	0.80	-	0.80

Summary by Service Provider Type

See below for a summary of provider by CDNT. The largest provider nationally is the HSE where there are 588.47 filled WTE positions and 277.74 vacant WTE positions (866.21 total). See below for a list of each CDNT with its lead agency and provider.

- The HSE has the highest vacancy rate at 32%
- 75% of staff are employed by statutory (HSE / S38) providers
- 25% of staff are employed by S39 service providers



Provider	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
HSE	866.21	588.47	277.74	68%	32%
S38	546.92	418.81	128.11	77%	23%
S39	479.25	360.60	118.65	75%	25%
Total	1,892.38	1,367.88	524.50	72%	28%

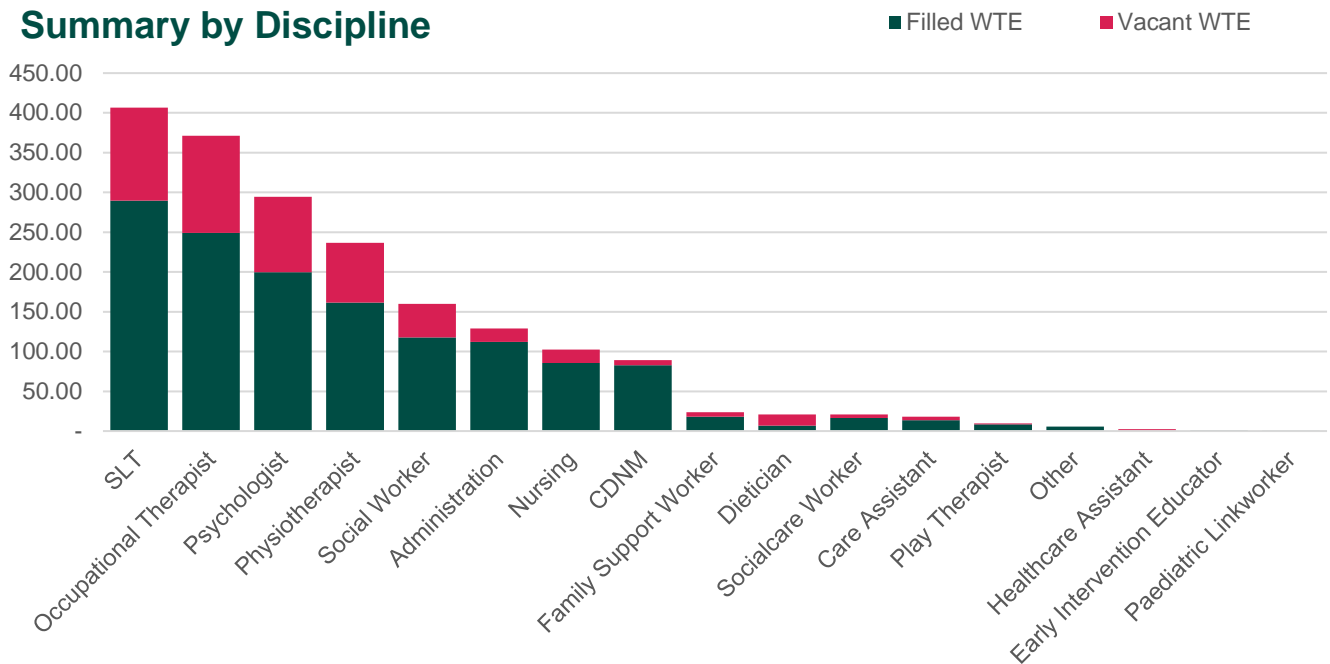
Summary by Discipline

The below graph shows the breakdown of WTE (Filled and Vacant) by discipline.

The largest discipline is Speech and Language Therapy (SLT) where there are 289.41 filled WTE positions and 117.24 vacant WTE positions (406.65 total). While the numbers are low (n=2), the discipline with the highest vacancy rate is Healthcare Assistant (78% vacant).

The vacancy rate in SLT, Occupational Therapy and Psychology are of particular concern to the HSE as these grades of staff are essential for the delivery of legislative obligations for Assessment of Need as determined in the Disability Act 2005. The clinical hours aligned to these vacant posts across the three disciplines equate to approximately 9,000 assessments.

Summary by Discipline



Discipline	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
Speech and Language Therapist	406.65	289.41	117.24	71%	29%
Occupational Therapist	371.04	248.97	122.06	67%	33%
Psychologist	294.54	199.62	94.92	68%	32%
Physiotherapist	236.59	161.59	75.00	68%	32%
Social Worker	159.97	117.76	42.21	74%	26%
Administration	129.13	111.90	17.23	87%	13%
Nursing	102.44	85.41	17.03	83%	17%
CDNM	89.00	82.70	6.30	93%	7%
Family Support Worker	23.79	17.96	5.83	75%	25%
Dietician	21.10	6.80	14.30	32%	68%
Socialcare Worker	20.76	16.34	4.42	79%	21%
Care Assistant	18.24	13.49	4.75	74%	26%
Play Therapist	9.56	8.36	1.20	87%	13%
Other	5.70	5.70	-	100%	-%
Healthcare Assistant	2.58	0.58	2.00	22%	78%
Early Intervention Educator	1.00	1.00	-	100%	-%
Paediatric Linkworker	0.30	0.30	-	100%	-%
Total	1,892.38	1,367.88	524.50	72%	28%

CHO Detail by Discipline

Speech and Language Therapist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	33.38	23.23	10.15	70%	30%
CHO2	45.60	30.75	14.85	67%	33%
CHO3	30.30	22.90	7.40	76%	24%
CHO4	58.80	50.15	8.65	85%	15%
CHO5	38.09	29.18	8.91	77%	23%
CHO6	36.70	20.23	16.47	55%	45%
CHO7	54.35	32.56	21.79	60%	40%
CHO8	59.03	40.41	18.62	68%	32%
CHO9	50.40	40.00	10.40	79%	21%
Total	406.65	289.41	117.24	71%	29%
Average	45.18	32.16	13.03	71%	29%

Occupational Therapist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	28.65	14.75	13.90	51%	49%
CHO2	36.87	31.57	5.30	86%	14%
CHO3	31.27	25.27	6.00	81%	19%
CHO4	54.02	38.73	15.29	72%	28%
CHO5	30.07	16.47	13.60	55%	45%
CHO6	38.76	25.10	13.66	65%	35%
CHO7	49.20	32.83	16.37	67%	33%
CHO8	57.70	37.16	20.54	64%	36%
CHO9	44.50	27.10	17.40	61%	39%
Total	371.04	248.97	122.06	67%	33%
Average	41.23	27.66	13.56	67%	33%

Psychologist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	18.70	13.50	5.20	72%	28%
CHO2	30.37	15.57	14.80	51%	49%
CHO3	27.00	23.50	3.50	87%	13%
CHO4	46.59	32.68	13.91	70%	30%
CHO5	28.08	17.80	10.28	63%	37%
CHO6	26.71	18.34	8.37	69%	31%
CHO7	37.00	28.10	8.90	76%	24%
CHO8	39.56	23.40	16.16	59%	41%
CHO9	40.53	26.73	13.80	66%	34%
Total	294.54	199.62	94.92	68%	32%
Average	32.73	22.18	10.55	68%	32%

Physiotherapist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	20.00	11.74	8.26	59%	41%
CHO2	30.22	23.91	6.31	79%	21%
CHO3	18.91	14.91	4.00	79%	21%
CHO4	29.19	20.98	8.21	72%	28%
CHO5	19.19	10.39	8.80	54%	46%
CHO6	26.52	19.07	7.45	72%	28%
CHO7	30.80	18.40	12.40	60%	40%
CHO8	27.95	20.68	7.27	74%	26%
CHO9	33.81	21.51	12.30	64%	36%
Total	236.59	161.59	75.00	68%	32%
Average	26.29	17.95	8.33	68%	32%

Social Worker

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	11.00	6.90	4.10	63%	37%
CHO2	15.03	11.10	3.93	74%	26%
CHO3	13.50	12.30	1.20	91%	9%
CHO4	20.48	18.05	2.43	88%	12%
CHO5	10.96	8.26	2.70	75%	25%
CHO6	15.33	10.93	4.40	71%	29%
CHO7	24.97	19.77	5.20	79%	21%
CHO8	17.90	11.25	6.65	63%	37%
CHO9	30.80	19.20	11.60	62%	38%
Total	159.97	117.76	42.21	74%	26%
Average	17.77	13.08	4.69	74%	26%

Administration

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	13.11	11.60	1.51	88%	12%
CHO2	15.13	11.10	4.03	73%	27%
CHO3	19.64	17.14	2.50	87%	13%
CHO4	17.75	17.59	0.16	99%	1%
CHO5	10.02	8.62	1.40	86%	14%
CHO6	9.85	8.05	1.80	82%	18%
CHO7	10.63	8.30	2.33	78%	22%
CHO8	22.20	19.90	2.30	90%	10%
CHO9	10.80	9.60	1.20	89%	11%
Total	129.13	111.90	17.23	87%	13%
Average	14.35	12.43	1.91	87%	13%

Nursing

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	21.70	18.70	3.00	86%	14%
CHO2	10.62	10.62	-	100%	-%
CHO3	10.40	10.40	-	100%	-%
CHO4	14.89	11.86	3.03	80%	20%
CHO5	8.24	6.04	2.20	73%	27%
CHO6	5.95	1.95	4.00	33%	67%
CHO7	8.20	8.20	-	100%	-%
CHO8	10.84	8.54	2.30	79%	21%
CHO9	11.90	9.40	2.50	79%	21%
Total	102.44	85.41	17.03	83%	17%
Average	11.38	9.49	1.89	83%	17%

CDNM

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	7.00	5.90	1.10	84%	16%
CHO2	9.00	8.00	1.00	89%	11%
CHO3	7.00	5.80	1.20	83%	17%
CHO4	14.00	14.00	-	100%	-%
CHO5	11.00	11.00	-	100%	-%
CHO6	7.00	7.00	-	100%	-%
CHO7	12.00	11.00	1.00	92%	8%
CHO8	11.00	11.00	-	100%	-%
CHO9	11.00	9.00	2.00	82%	18%
Total	89.00	82.70	6.30	93%	7%
Average	9.89	9.19	0.70	93%	7%

Family Support Worker

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	3.95	3.95	-	100%	-%
CHO2	-	-	-	-%	-%
CHO3	2.04	1.04	1.00	51%	49%
CHO4	15.28	11.45	3.83	75%	25%
CHO5	-	-	-	-%	-%
CHO6	-	-	-	-%	-%
CHO7	0.50	0.50	-	100%	-%
CHO8	1.02	1.02	-	100%	-%
CHO9	1.00	-	1.00	-%	100%
Total	23.79	17.96	5.83	75%	25%
Average	2.64	2.00	0.65	75%	25%

Dietician

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	2.00	0.60	1.40	30%	70%
CHO2	2.00	-	2.00	-%	100%
CHO3	-	-	-	-%	-%
CHO4	-	-	-	-%	-%
CHO5	6.50	1.00	5.50	15%	85%
CHO6	0.40	0.40	-	100%	-%
CHO7	2.00	1.00	1.00	50%	50%
CHO8	4.40	2.00	2.40	45%	55%
CHO9	3.80	1.80	2.00	47%	53%
Total	21.10	6.80	14.30	32%	68%
Average	2.34	0.76	1.59	32%	68%

Socialcare Worker

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	2.00	1.00	1.00	50%	50%
CHO2	11.03	9.21	1.82	83%	17%
CHO3	1.00	1.00	-	100%	-%
CHO4	1.51	1.51	-	100%	-%
CHO5	2.00	1.00	1.00	50%	50%
CHO6	1.95	1.95	-	100%	-%
CHO7	1.27	0.67	0.60	53%	47%
CHO8	-	-	-	-%	-%
CHO9	-	-	-	-%	-%
Total	20.76	16.34	4.42	79%	21%
Average	2.31	1.82	0.49	79%	21%

Care Assistant

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	-	-	-	-%	-%
CHO2	12.68	10.28	2.40	81%	19%
CHO3	-	-	-	-%	-%
CHO4	5.56	3.21	2.35	58%	42%
CHO5	-	-	-	-%	-%
CHO6	-	-	-	-%	-%
CHO7	-	-	-	-%	-%
CHO8	-	-	-	-%	-%
CHO9	-	-	-	-%	-%
Total	18.24	13.49	4.75	74%	26%
Average	2.03	1.50	0.53	74%	26%

Play Therapist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	-	-	-	-%	-%
CHO2	-	-	-	-%	-%
CHO3	5.21	4.21	1.00	81%	19%
CHO4	1.35	1.15	0.20	85%	15%
CHO5	-	-	-	-%	-%
CHO6	3.00	3.00	-	100%	-%
CHO7	-	-	-	-%	-%
CHO8	-	-	-	-%	-%
CHO9	-	-	-	-%	-%
Total	9.56	8.36	1.20	87%	13%
Average	1.06	0.93	0.13	87%	13%

Other*

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	-	-	-	-%	-%
CHO2	-	-	-	-%	-%
CHO3	2.00	2.00	-	100%	-%
CHO4	-	-	-	-%	-%
CHO5	1.00	1.00	-	100%	-%
CHO6	2.00	2.00	-	100%	-%
CHO7	-	-	-	-%	-%
CHO8	1.00	1.00	-	100%	-%
CHO9	0.70	0.70	-	100%	-%
Total	5.70	5.70	-	100%	-%
Average	0.63	0.63	-	100%	-%

*Other relates to positions in specialist education, liaison officer and behaviour therapist roles

Healthcare Assistant

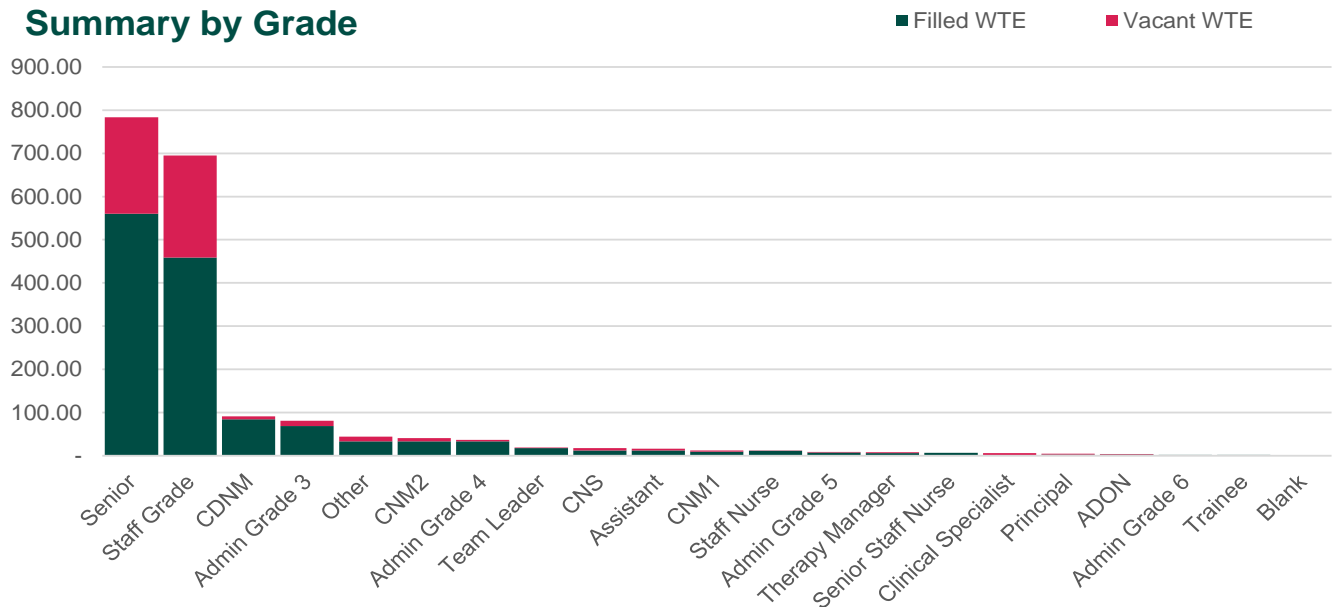
CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	-	-	-	-%	-%
CHO2	-	-	-	-%	-%
CHO3	-	-	-	-%	-%
CHO4	-	-	-	-%	-%
CHO5	-	-	-	-%	-%
CHO6	0.58	0.58	-	100%	-%
CHO7	1.00	-	1.00	-%	100%
CHO8	-	-	-	-%	-%
CHO9	1.00	-	1.00	-%	100%
Total	2.58	0.58	2.00	22%	78%
Average	0.29	0.06	0.22	22%	78%

Summary by Grade

The below graph shows the breakdown of WTE (Filled and Vacant) by grade. The largest allocated grade is at Senior level where there are 559.99 filled WTE positions and 223.40 vacant WTE positions (783.39 total). While the numbers are small (n=4.7), the grade with the highest vacancy rate is Clinical Specialist (78% vacant).

- The two largest grades of staff are Senior and Staff Grade
- The vacancy rate for senior grades of staff is 29%
- The vacancy rate for staff grades of staff is 34%

Summary by Grade

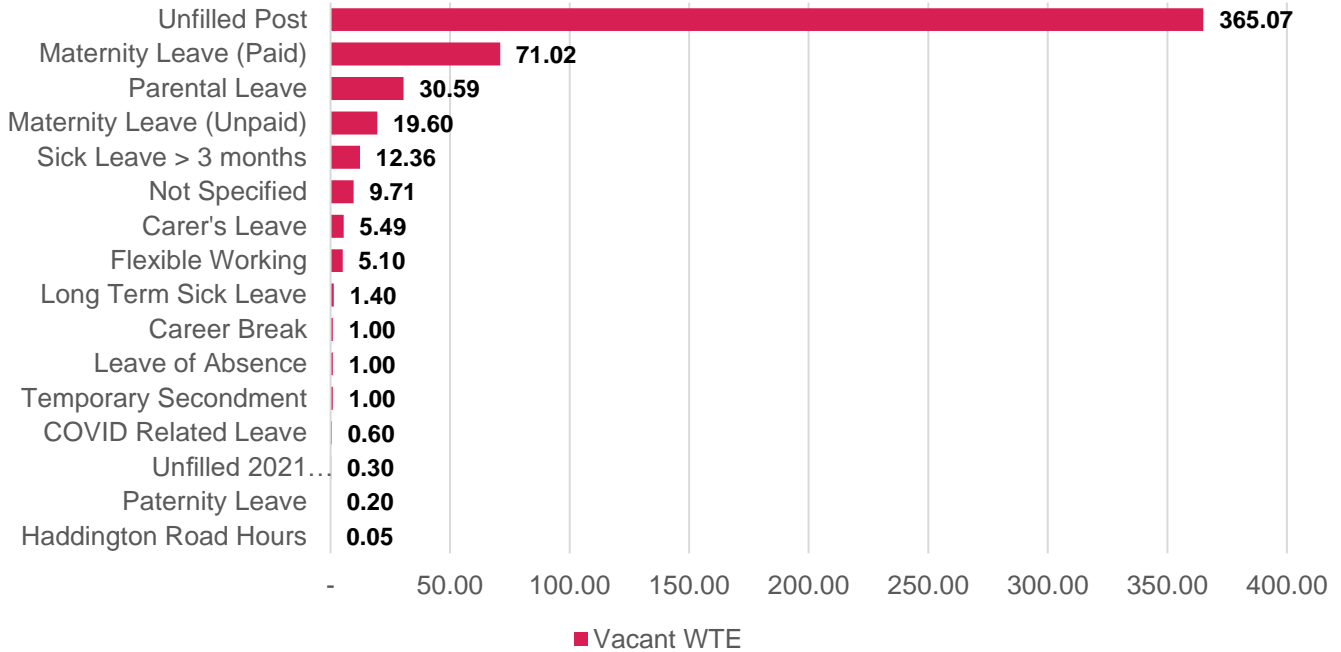


Grade	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
Senior	783.39	559.99	223.40	71%	29%
Staff Grade	694.92	458.71	236.21	66%	34%
CDNM	90.90	84.20	6.70	93%	7%
Admin Grade 3	81.24	68.97	12.27	85%	15%
Other	43.90	33.42	10.48	76%	24%
CNM2	40.51	33.01	7.50	81%	19%
Admin Grade 4	37.06	33.60	3.46	91%	9%
Team Leader	18.95	17.50	1.45	92%	8%
CNS	17.80	12.30	5.50	69%	31%
Assistant	16.05	12.54	3.51	78%	22%
CNM1	12.39	9.80	2.59	79%	21%
Staff Nurse	12.17	11.85	0.32	97%	3%
Admin Grade 5	8.73	7.23	1.50	83%	17%
Therapy Manager	8.25	6.35	1.90	77%	23%
Senior Staff Nurse	7.00	7.00	-	100%	-%
Clinical Specialist	6.00	1.30	4.70	22%	78%
Principal	5.00	3.00	2.00	60%	40%
ADON	3.90	2.90	1.00	74%	26%
Admin Grade 6	2.10	2.10	-	100%	-%
Trainee	1.82	1.82	-	100%	-%
Blank	0.30	0.30	-	100%	-%
Total	1,892.38	1,367.88	524.50	72%	28%

Reason for Vacancy

As part of this census and workforce review, reason for vacancy was recorded for unfilled WTE. The below graph shows the breakdown of reasons for vacancies for National. The largest reason for National is Unfilled Post (365.07 total).

Vacant WTE By Reason for Vacancy



Reason	Vacant WTE
Unfilled Post	365.07
Maternity Leave (Paid)	71.02
Parental Leave	30.59
Maternity Leave (Unpaid)	19.60
Sick Leave > 3 months	12.36
Not Specified	9.71
Carer's Leave	5.49
Flexible Working	5.10
Long Term Sick Leave	1.40
Career Break	1.00
Leave of Absence	1.00
Temporary Secondment	1.00
COVID Related Leave	0.60
Unfilled 2021 Development Special school Post	0.30
Paternity Leave	0.20
Haddington Road Hours	0.05
Total	524.50

The HSE and Lead Agencies are currently working to address the recruitment and retention challenges being experienced across the CDNTs.

In the context of recruitment, the following is a breakdown of the 2021 development posts and where the unfilled posts are in the recruitment process.

Allocation	Total	% Total
Recruitment Complete	71.44	38%
At Advertisement	12.66	7%
Interview Pending	19.52	10%
Interview Complete	1	1%
Job Offer Issued	5.94	3%
Job Offer Accepted (Start Date Agreed)	5	3%
Job Offer Accepted (in Pre- Employment)	9.1	5%
Job Offer Accepted (awaiting Start Date)	6.5	3%
Contract Issued	2.5	1%
Unable to Fill	16.6	9%
In Recruitment - Stage not specified	35.35	19%
Filled via Temporary Contract	1.8	1%
	187.01	100%

The HSE and Lead Agencies have active campaigns to recruit the following grades of staff for CDNT's:

- Psychologists at Basic and Senior Grade
- Speech and Language Therapists at Basic and Senior Grade
- Occupational Therapists at Basic and Senior Grade
- Physiotherapists at Basic and Senior Grade

A comprehensive team development programme has been provided for CDNMs and cascaded to all team members. This programme which was designed to support the establishment of the new CDNTs and to support the implementation of the new model of service will also support staff retention.

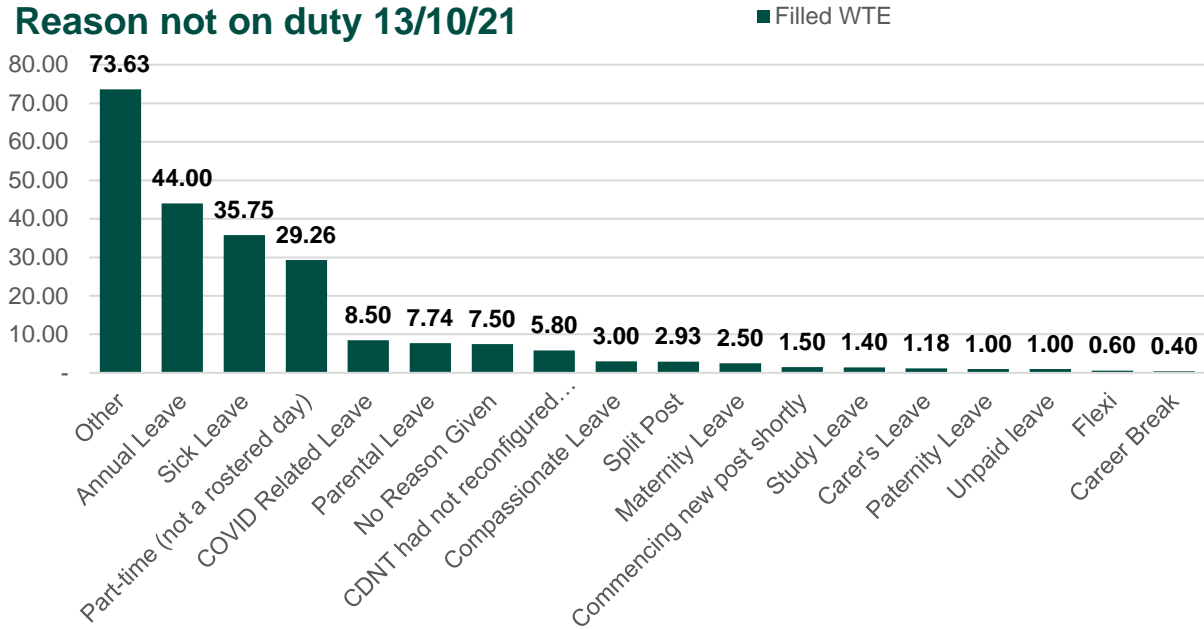
It is intended that the HSE will work with our Lead Agencies to set up a working group to further interrogate the data related to CDNT staffing and develop innovative initiatives to attract graduates and market CDNTs as a rewarding place to work.

Reason not on duty 13/10/21

As part of this census and workforce review, reasons for why staff were not on duty were recorded.

- The below graph shows the breakdown of filled WTE by the reason not on duty 13/10/2021. There were 227.69 WTE absent on this day.
- This represents 17% of the total filled WTE.
- The largest reason for WTE absences on that day was Other with a total of 73.63 filled WTE. *
- Sick leave accounted for 15.70% of the total reasons for vacancy.

Reason not on duty 13/10/21



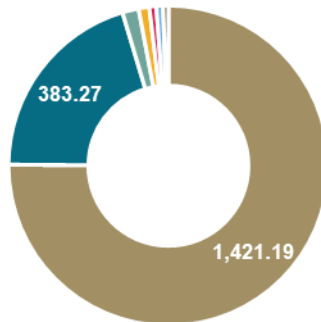
Reason not on duty 13/10/21	Filled WTE
Other	73.63
Annual Leave	44.00
Sick Leave	35.75
Part-time (not a rostered day)	29.26
COVID Related Leave	8.50
Parental Leave	7.74
No Reason Given	7.50
CDNT had not reconfigured at date of Census	5.80
Compassionate Leave	3.00
Split Post	2.93
Maternity Leave	2.50
Commencing new post shortly	1.50
Study Leave	1.40
Carer's Leave	1.18
Paternity Leave	1.00
Unpaid leave	1.00
Flexi	0.60
Career Break	0.40
Total	227.69

*At the time of the census some CDNTs had not been configured and employees had not started in their roles

WTE By Contract Type

The below graph shows the breakdown of approved WTE by Contract Type. The largest contract type is Permanent Whole-time which makes up 73% of the approved WTE.

Approved WTE by Contract Type



- Permanent Whole-time
- Permanent Part-time
- Specific Purpose Contract
- Agency
- Temporary Part-time
- Temporary Whole-time
- Fixed Term Contract

Contract Type	Approved WTE	% Approved
Permanent Whole-time	1,421.19	75%
Permanent Part-time	383.27	20%
Specific Purpose Contract	31.21	2%
Agency	20.56	1%
Temporary Part-time	13.33	1%
Temporary Whole-time	12.90	0%
Fixed Term Contract	9.92	0%
Total	1,892.38	100%

Conclusion

The CDNT Staff Census and Workforce Review 2021 would not have been possible without input from our colleagues on CDNTs and this is both acknowledged and welcomed. Each CDNM has received an individual report which provides analysis and commentary for their network team.

This CDNT Staff Census and Workforce Review will be a useful tool for policy makers, service providers and management and will inform the development of a workforce plan for the sector. It is intended that the information collated year on year will allow for trend analysis which will facilitate agile and targeted recruitment initiatives. As indicated in the body of this report the HSE will be engaging with partner agencies to develop innovative initiatives to attract individuals to work in children's disability services and to promote CDNTs as a rewarding place to work.

The process to collate and analyse the 2022 data will commence in Q2 2022 with a review of the data collection template and guidance for staff responsible for collating the information at CDNT and CHO level. An updated collection template and guidance will be made available in Q3 2022.

All queries related to this report should be forwarded to disabilityops.socialcare@hse.ie with "CDNT Census and Workforce Review 2021" in subject line.

4. Appendix

Appendix A: Data Collection Template



CDNT Name	Lead Agency	CDNM Name	Name of Person Completing Form	Role Person Completing Form	CHO	If Other Please State Job Title, Grade &	Number of Years in this Grade	Qualifications required for same	Working As where applicable	Approved WTE	Filled WTE	Vacant WTE	Reason for Vacancy	Post Filled by - Employee Initials	Contract Type	Reason for Specific Purpose/Temporary Contract ONLY	If Other please specify reason	Employee on duty today (13/10/21)	Reason not on duty 13/10/21	If other please state
<i>Example</i>	<i>HSE</i>	<i>CDNM</i>	<i>CDNM</i>	<i>< 1 Year</i>						<i>1</i>	<i>0.8</i>	<i>0.2</i>	<i>Sick Leave > 3 months</i>		<i>Permanent Whole-time</i>	<i>Maternity Leave Cover</i>		<i>Yes</i>		

Appendix B: Therapy Hours Calculation

National	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
National	1,892.38	1,367.88	524.50	72%	28%
Total	1,892.38	1,367.88	524.50	72%	28%

Total Admin	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
Administration	129.13	111.90	17.23	87%	13%
CDNM	89.00	82.70	6.30	93%	7%
Total	218.13	194.60	23.53	89%	11%

Total therapy / clinical net of admin / management 1,173.28

Ratio of therapy / clinical to admin / management filled WTE 6.0

Methodology	Hours
37 hours per week x 42 weeks per year (52 less AL / PH etc.)	1,554.00
Break per day @ 20min per day	69.30
Admin (20% Total Hours)	310.80
Training / Planning (10% Total Hours)	155.40
Total deductions	535.50
(A) Total number of therapy hours available per WTE	1,018.50
(B) Total therapy / clinical net of admin / management	1,173.28
(A * B) Total number of therapy hours available per annum	1,194,985.17

Note:

On 14th April 2022, the Government announced that it had accepted the full report of the Independent Body Examining Additional Working Hours (HRA) in the Public Service which includes the implementation date of 1st July 2022. This will impact on the calculation of therapy hours and will see the available therapy hours per WTE drop from 1018.5 to 959.7 when Haddington Road hours are reinstated for eligible employees. In the context of CDNT staffing this will represent a reduction in available therapy hours and will require further analysis to establish the impact in each CDNT.



National Report 2022
Children's Disability Network Team
Staff Census and Workforce Review



**Children's
Disability
Network
Team**

December 2022

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1. Introduction and Context

The HSE and partnering Lead Agencies have reconfigured Children's Disability Services in Ireland into ninety-one Children's Disability Network Teams (CDNT). On 12th October 2022, the HSE undertook a census and workforce review of all staff working in the CDNTs and a review of all vacant posts. For the purpose of this exercise vacant posts will include those posts which have not been backfilled when the post holder was on maternity, parental, sick leave (>3 months) etc. Each Children's Disability Network Manager (CDNM) was required to complete a data collection template (Appendix A) for their team. The attached information is an analysis of the validated information for all CDNTs.

An analysis of the data from 2021 and 2022 demonstrates an increase of 11% in the number of approved posts and a 2% increase in the CDNT workforce.

Year	Approved WTE	Filled WTE
2021	1,892.38	1,367.88
2022	2,102.62	1,395.30
% Change	11%	2%

There has been significant investment in WTEs across both years with an additional 326 posts provided in 2022. The HSE and partnering Lead Agencies are actively recruiting these development posts. However, there is an acknowledgment that supply challenges exist in the context of recruitment and this lack of qualified staff to work in our service is impacting our capacity to deliver services to families and children with complex need in a timely manner. Of note there are seven of the disciplines working across our CDNTs currently on Critical Skills Occupations List. The list is managed by the Department of Enterprise, Trade and Employment to attract highly skilled people into the labour market with the aim of encouraging them to take up permanent residence in the State. Despite this challenge the HSE and partnering Lead Agencies have increased the capacity of CDNTs by 2% which excludes recruitment required to manage a turnover rate of 9.6% for health and social care professionals.

The information in the suite of reports at CDNT and Community Health Office (CHO) level will support management to make informed decisions with an evidence base related to the staffing skill mix in their CDNT / CHO including the therapy hours available.

At a National level and in response to the challenges articulated by staff and management, the HSE marketed CDNTs as a workplace of choice to potential employees on HSE candidate panels using promotional material in November 2022. There are also rolling recruitment campaigns with employers' talent searching in both the Irish and International markets for staff. A range of initiatives are being finalized in quarter one 2023 to support managers and staff working in the services. There will be a series of information sessions for staff arranged in February / March 2023 to communicate these initiatives.

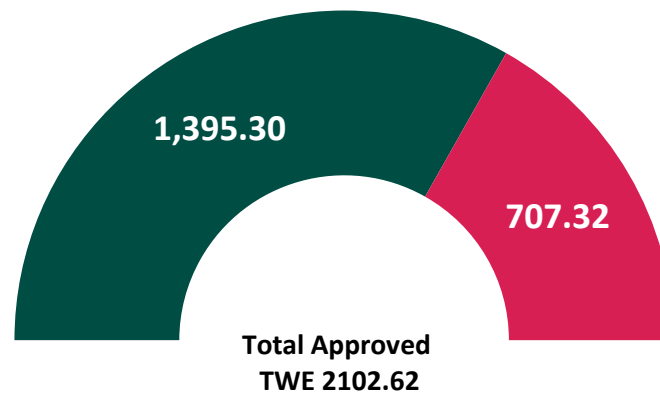
The CDNT Staff Census and Workforce Review is an annual collation of approved, filled and vacant whole time equivalent (WTE). The next Census date will be Wednesday, 11th October 2023.

Table 1: List of Lead Agencies

Lead Agency	Provider Type	No. of Teams
HSE	HSE	41
Enable Ireland	S39	20
Brothers of Charity	S38	6
Central Remedial Clinic	S38	5
Avista (Formally Daughters of Charity)	S38	4
St. Michael's House	S38	4
Cope Foundation	S38	3
St. Gabriel's	S39	2
St. Joseph's Foundation	S39	2
Stewarts Care	S38	2
CoAction West Cork	S39	1

2. Overview

- There are 91 CDNTs located across 9 CHO's.
- The total number of approved WTE is 2,102.62.
- This represents an increase of 210.24 WTE (11%) from 2021.
- There are 1,395.30 filled WTE, of which 1,183.01 are in a therapy / clinical role.
- There are 707.32 vacancies across the 91 teams.
- The ratio of therapy / clinical to administration / management filled WTE is 5.57:1.
- The HSE will be working with Lead Agencies to implement a ratio of 5:1 therapy / clinical to administration / management between 2023 – 2024 to reduce the time spent by clinicians / therapists on administrative duties thereby maximising the therapy hours available for direct service provision with children and their families.



Filled and Approved WTE

■ Filled WTE ■ Vacant WTE

The total therapy hours available nationally is 1,135,334.03. This is detailed by CHO in the table below. The calculation methodology is outlined in appendix B.

Table 2 below shows the breakdown of the therapy hours per CDNT. The table also demonstrates the increase/decrease in therapy hours available since 2021. It is notable that only 1 of the 9 CHOs have experienced an increase in therapy hours available. It may be that a portion of this decrease is linked to the reversal of Haddington Road which was reinstated for eligible employees from the 1st July 2022. The Government's acceptance of the recommendation impacted the number of therapy hours per WTE which

dropped from 1,018.5 pre July 2022 to 959.7 currently. An additional Bank Holiday (February) will also impact on this figure.

Therapy Hours Breakdown per CHO

Table 2: 2022 Therapy hours broken down by CHO with variances

CHO	Number of Teams	Therapy Hours	% Change from 2021
CHO1	7	89,319.28	7% ↓
CHO2	9	141,485.02	3% ↓
CHO3	7	107,313.65	10% ↓
CHO4	14	181,341.07	6% ↓
CHO5	12	86,420.99	7% ↓
CHO6	7	104,885.61	1% ↓
CHO7	11	156,370.64	8% ↑
CHO8	12	128,618.99	13% ↓
CHO9	12	139,578.77	6% ↓
Total	91	1,135,334.03	5% ↓

Therapy Hours Breakdown per Network

Table 3: 2022 Therapy hours broken down by CDNT and CHO subtotals with variances

CHO	CDNT	Therapy Hours	% Change from 2021
CHO1	Cavan	12,476.10	22% ↓
CHO1	Donegal East & Inishowen	12,476.10	0% →
CHO1	Donegal North	10,076.85	4% ↓
CHO1	Donegal South West	10,364.76	0% →
CHO1	Leitrim - West Cavan	9,740.96	29% ↑
CHO1	Monaghan	11,036.55	27% ↓
CHO1	Sligo Donegal South	23,147.96	5% ↓
CHO1 Total		89,319.28	7% ↓
CHO2	East Galway and South Roscommon	13,934.84	55% ↑
CHO2	Galway City East	24,389.82	6% ↑
CHO2	Galway City West	11,737.13	15% ↓
CHO2	Galway North East	16,996.29	12% ↓
CHO2	Galway West	12,092.22	17% ↑
CHO2	Mayo North	17,629.69	3% ↓
CHO2	Mayo South	18,466.84	9% ↑
CHO2	Mayo West	13,407.01	25% ↓
CHO2	Roscommon	12,831.19	26% ↓
CHO2 Total		141,485.02	3% ↓
CHO3	Blackberry Park	12,764.01	3% ↓
CHO3	Clare	20,787.10	19% ↓
CHO3	East Limerick	19,155.61	14% ↓
CHO3	Limerick South City	5,758.20	465% ↑
CHO3	North Tipperary	19,481.91	26% ↑
CHO3	Treehouse	17,370.57	34% ↓
CHO3	West Limerick	11,996.25	24% ↓
CHO3 Total		107,313.65	10% ↓

Therapy Hours Breakdown per Network (contd.)

CHO	CDNT	Therapy Hours	% Change from 2021	
CHO4	Bandon-Carrigaline-Kinsale	15,028.90	12%	↓
CHO4	Central Cork	9,692.97	9%	↓
CHO4	East Central Cork	9,021.18	16%	↓
CHO4	East Cork City	12,111.41	16%	↓
CHO4	North Cork City & Blarney	8,733.27	16%	↑
CHO4	North East Cork	8,253.42	1%	↑
CHO4	North Kerry	13,339.83	9%	↓
CHO4	North West Cork	13,963.64	3%	↑
CHO4	South Cork City	9,097.96	6%	↓
CHO4	South East Cork City	13,096.07	3%	↑
CHO4	South Kerry	21,602.85	12%	↓
CHO4	West Central Cork	18,061.55	0%	→
CHO4	West Cork	15,048.10	24%	↓
CHO4	West Kerry	14,289.93	26%	↑
CHO4 Total		181,341.07	6%	↓
CHO5	Carlow	10,364.76	13%	↓
CHO5	Cashel	7,859.94	21%	↓
CHO5	Clonmel	9,136.34	6%	↑
CHO5	Dungarvan - West Waterford	8,810.05	107%	↑
CHO5	Enniscorthy	5,700.62	31%	↓
CHO5	Gorey	2,619.98	43%	↓
CHO5	Kilkenny	11,938.67	1%	↓
CHO5	New Ross	5,470.29	68%	↑
CHO5	Thomastown	5,374.32	29%	↓
CHO5	Waterford North City	4,865.68	37%	↓
CHO5	Waterford South City	7,524.05	8%	↓
CHO5	Wexford	6,756.29	6%	↑
CHO5 Total		86,420.99	7%	↓
CHO6	Leopardstown 3	13,042.32	2%	↑
CHO6	Leopardstown 4	11,804.31	9%	↓
CHO6	Mid Wicklow 6	11,967.46	9%	↓
CHO6	North Wicklow 5	24,990.59	5%	↑
CHO6	Sandymount 1	17,274.60	0%	→
CHO6	Sandymount 2	15,566.33	16%	↑
CHO6	South Wicklow 7	10,240.00	15%	↓
CHO6 Total		104,885.61	1%	↓
CHO7	Ballyboden	10,460.73	1%	↓
CHO7	Brú Chaoimhin	15,355.20	79%	↑
CHO7	Chamber House	14,875.35	7%	↑
CHO7	Clondalkin	13,435.80	32%	↑
CHO7	Mid Kildare	19,075.96	24%	↓
CHO7	North Kildare	19,232.39	5%	↓
CHO7	Palmerstown	11,996.25	21%	↑
CHO7	Rosse Court	13,915.65	65%	↑
CHO7	South Kildare West Wicklow	18,090.35	9%	↓
CHO7	St Columba's	6,429.99	9%	↑
CHO7	Tymon	13,502.98	17%	↑
CHO7 Total		156,370.64	8%	↑

Therapy Hours Breakdown per Network (contd.)

CHO	CDNT	Therapy Hours	% Change from 2021	
CHO8	Athlone	6,334.02	17%	↓
CHO8	Dunshaughlin-East Meath	11,458.82	34%	↓
CHO8	Kells	4,990.44	30%	↓
CHO8	Longford	7,389.69	15%	↓
CHO8	Mullingar	12,850.38	39%	↑
CHO8	Navan-Slane	12,207.38	14%	↓
CHO8	North Louth	15,835.05	2%	↓
CHO8	Portarlington-Edenderry	8,829.24	7%	↑
CHO8	Portlaoise	9,405.06	23%	↓
CHO8	South Louth	17,754.45	7%	↓
CHO8	Trim	10,048.06	22%	↓
CHO8	Tullamore	11,516.40	25%	↓
CHO8 Total		128,618.99	13%	↓
CHO9	Balbriggan	10,153.63	27%	↓
CHO9	Ballymun	9,990.48	13%	↓
CHO9	Blakestown	14,203.56	12%	↓
CHO9	Blanchardstown	15,681.50	11%	↑
CHO9	Cabra-Grangegorman	14,395.50	5%	↓
CHO9	Clontarf	14,971.32	43%	↑
CHO9	Coastal Area	10,076.85	14%	↑
CHO9	Coolock	8,541.33	15%	↑
CHO9	Finglas	7,101.78	33%	↓
CHO9	Kilbarrack	11,228.49	37%	↓
CHO9	North Inner City	8,637.30	6%	↑
CHO9	Swords	14,597.04	8%	↑
CHO9 Total		139,578.77	6%	↓
Total		1,135,334.03	5%	↓

3. Census and Workforce Review Results

Summary by CHO

The below graph shows the breakdown of WTE (Filled and Vacant) in each CHO. The following are key points of note:

- The average vacancy rate nationally is 34%.
- The vacancy rate ranges from a low of 19% (n=31.30) in CHO3 to a high of 43% (n=121.08) in CHO8.
- CHO4 have the largest Allocation and number of Filled WTE.
- CHO3 have the lowest Allocation of WTE but CHO5 have the lowest number of Filled WTE.

Summary by CHO

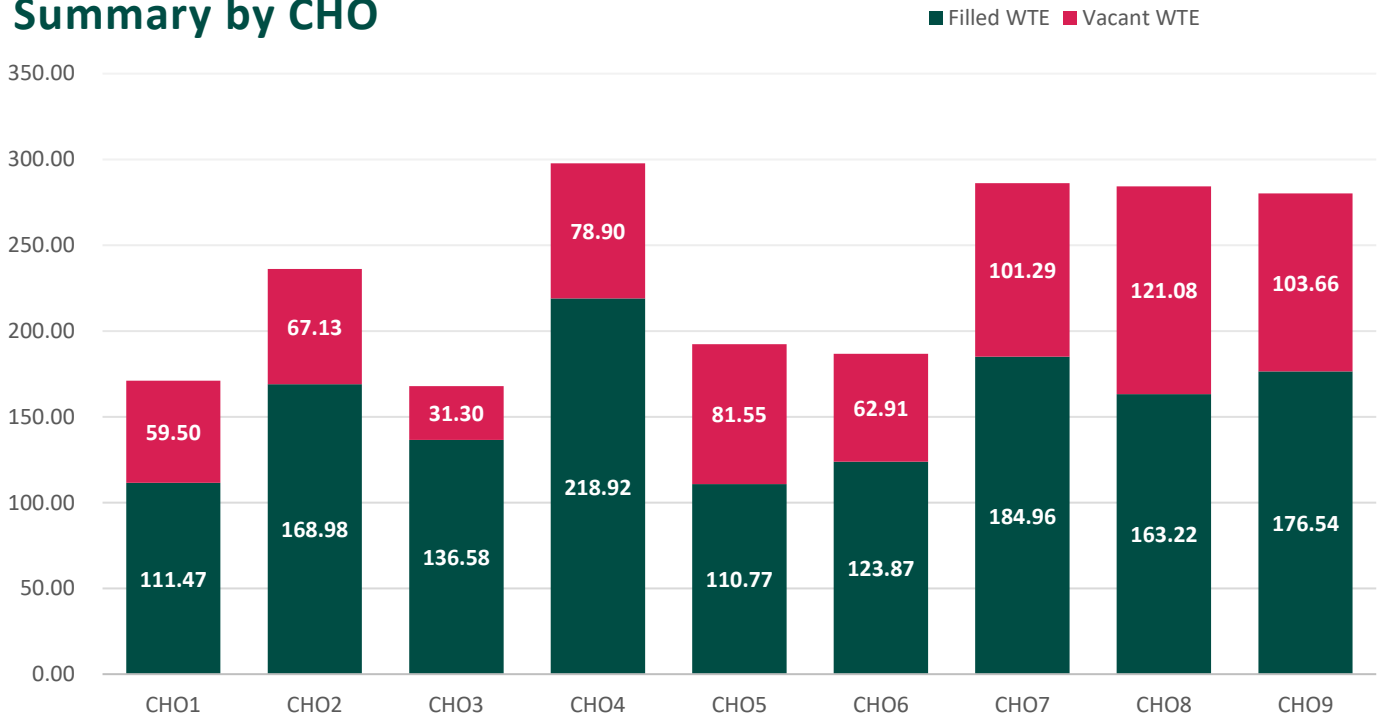


Table 4: 2022 WTE Allocation by CHO

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	170.97	111.47	59.50	65%	35%
CHO2	236.11	168.98	67.13	72%	28%
CHO3	167.88	136.58	31.30	81%	19%
CHO4	297.82	218.92	78.90	74%	26%
CHO5	192.32	110.77	81.55	58%	42%
CHO6	186.78	123.87	62.91	66%	34%
CHO7	286.25	184.96	101.29	65%	35%
CHO8	284.30	163.22	121.08	57%	43%
CHO9	280.20	176.54	103.66	63%	37%
Total	2,102.62	1,395.30	707.32	66%	34%
Average	233.62	155.03	78.59	66%	34%

Summary by CHO (Contd.)

Table 5 below demonstrates the % change between the 2021 and 2022 CDNT Census and Workforce Review data.

Table 5: Variance table for WTEs by CHO

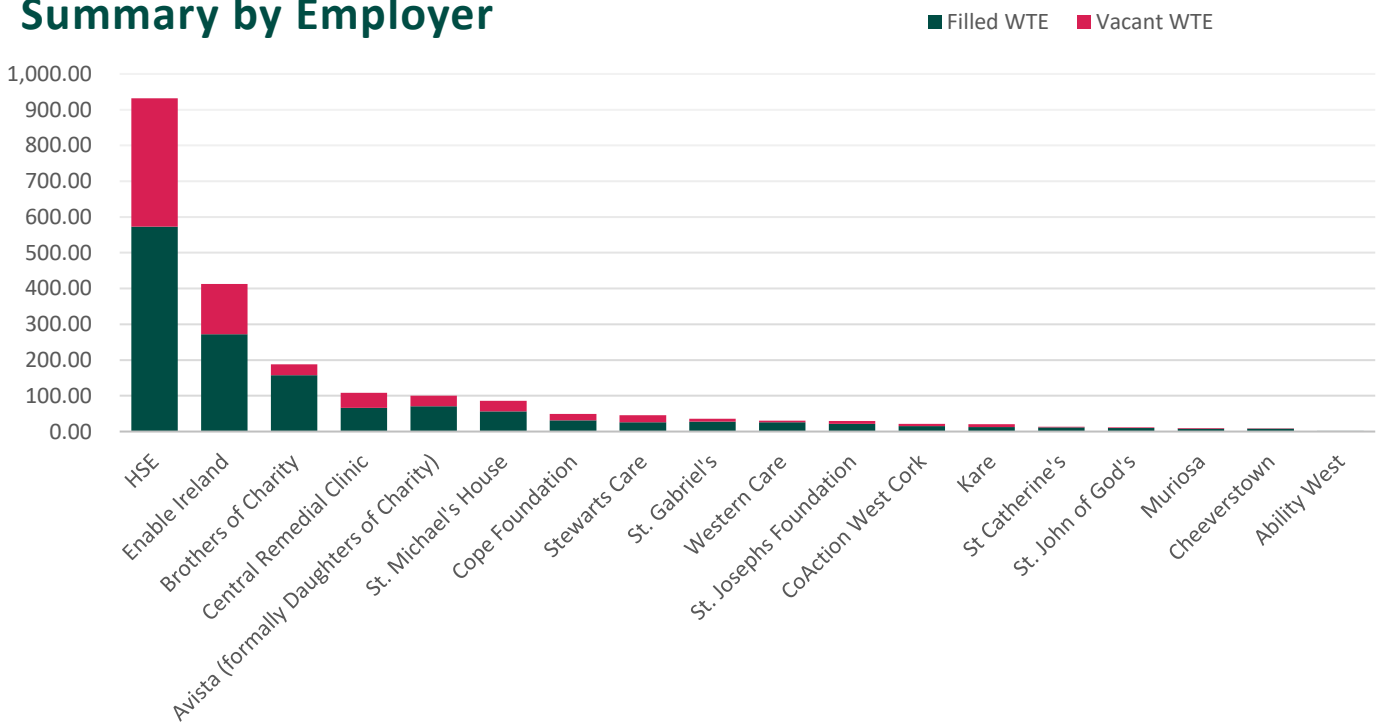
CHO	% Change	
	Approved WTE	Filled WTE
2022	11% ↑	2% ↑
CHO1	6% ↑	0% →
CHO2	8% ↑	4% ↑
CHO3	0% →	-3% ↓
CHO4	7% ↑	-1% ↓
CHO5	16% ↑	0% →
CHO6	7% ↑	4% ↑
CHO7	23% ↑	15% ↑
CHO8	13% ↑	-7% ↓
CHO9	17% ↑	7% ↑

Summary by Employer

The below graph shows the breakdown of WTE (Filled and Vacant) by employer.

- The largest employer of CDNT staff is the HSE.
- The HSE manage 41 CDNTs and have 572.94 filled WTE positions and 359.32 vacant WTE positions (932.26 total).
- Ability West are the smallest employer and have 1.4 filled WTE positions and 0 vacant WTE position (1.4 total).
- There are 18 employers in total across the 91 CDNTs.

Summary by Employer



Summary by Employer (Contd.)

Table 6: 2022 WTE Allocation by Employer

Employer	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
HSE	932.26	572.94	359.32	61%	39%
Enable Ireland	413.04	272.15	140.88	66%	34%
Brothers of Charity	187.60	157.19	30.41	84%	16%
Central Remedial Clinic	108.70	66.32	42.38	61%	39%
Avista (formally Daughters of Charity)	99.90	70.90	29.00	71%	29%
St. Michael's House	85.48	56.18	29.30	66%	34%
Cope Foundation	48.82	31.42	17.40	64%	36%
Stewarts Care	45.30	25.90	19.40	57%	43%
St. Gabriel's	35.86	28.16	7.70	79%	21%
Western Care	29.98	26.27	3.71	88%	12%
St. Josephs Foundation	29.67	21.89	7.78	74%	26%
CoAction West Cork	21.42	14.98	6.44	70%	30%
Kare	20.58	12.50	8.08	61%	39%
St Catherine's	13.06	11.44	1.62	88%	12%
St. John of God's	11.80	9.60	2.20	81%	19%
Muriosa	9.55	8.05	1.50	84%	16%
Cheeverstown	8.20	8.00	0.20	98%	2%
Ability West	1.40	1.40	0.00	100%	-
Total	2,102.62	1,395.30	707.32	66%	34%

Table 7 below demonstrates the % change between the 2021 and 2022 CDNT Census and Workforce Review data.

Table 7: Variance table for WTEs by employer

Employer	% Change	
	Approved WTE	Filled WTE
2022	11%	2%
Ability West	-53%	-30%
Avista (formally Daughters of Charity)	28%	11%
Brothers of Charity	4%	0%
Central Remedial Clinic	29%	34%
Cheeverstown	-13%	-15%
CoAction West Cork	32%	-7%
Cope Foundation	4%	-13%
Enable Ireland	22%	12%
HSE	8%	-3%
Kare	14%	0%
Muriosa	12%	3%
St Catherine's	-33%	-31%
St. Gabriel's	-6%	-6%
St. John of God's	-29%	-37%
St. Josephs Foundation	-4%	-7%
St. Michael's House	9%	6%
Stewarts Care	74%	85%
Western Care	-9%	-11%

Summary by Children's Disability Network Teams

The following represents a high-level snapshot of CDNTs. If further clarity is required on a specific CDNT there are 91 individual staff census and workforce review reports available, one for each CDNT.

- North Wicklow has the largest number of WTE with 28.91 WTE filled and 11.4 WTE vacant (40.31 total). The Lead Agency for this Network is Enable Ireland.

Table 8: 2022 Summary of Therapy Hours, Lead Agencies and Vacancy Rates by CDNT

CHO	CDNT	Lead Agency	Vacancy Rate	Therapy Hours
CHO1	Cavan	Enable Ireland	41%	12,476.10
CHO1	Donegal East & Inishowen	HSE	43%	12,476.10
CHO1	Donegal North	HSE	40%	10,076.85
CHO1	Donegal South West	HSE	26%	10,364.76
CHO1	Leitrim - West Cavan	HSE	20%	9,740.96
CHO1	Monaghan	HSE	47%	11,036.55
CHO1	Sligo Donegal South	HSE	23%	23,147.96
CHO1 Total			35%	89,319.28
CHO2	East Galway and South Roscommon	HSE	27%	13,934.84
CHO2	Galway City East	Brothers of Charity	12%	24,389.82
CHO2	Galway City West	Enable Ireland	25%	11,737.13
CHO2	Galway North East	HSE	27%	16,996.29
CHO2	Galway West	HSE	40%	12,092.22
CHO2	Mayo North	HSE	33%	17,629.69
CHO2	Mayo South	HSE	28%	18,466.84
CHO2	Mayo West	HSE	31%	13,407.01
CHO2	Roscommon	HSE	33%	12,831.19
CHO2 Total			28%	141,485.02
CHO3	Blackberry Park	Enable Ireland	17%	12,764.01
CHO3	Clare	HSE	20%	20,787.10
CHO3	East Limerick	Avista (formally Daughters of Charity)	15%	19,155.61
CHO3	Limerick South City	St. Gabriel's	33%	5,758.20
CHO3	North Tipperary	Enable Ireland	23%	19,481.91
CHO3	Treehouse	St. Gabriel's	14%	17,370.57
CHO3	West Limerick	Brothers of Charity	15%	11,996.25
CHO3 Total			19%	107,313.65

Summary by Children's Disability Network Teams (contd.)

CHO	CDNT	Lead Agency	Vacancy Rate	Therapy Hours
CHO4	Bandon-Carrigaline-Kinsale	Brothers of Charity	33%	15,028.90
CHO4	Central Cork	Cope Foundation	38%	9,692.97
CHO4	East Central Cork	Cope Foundation	29%	9,021.18
CHO4	East Cork City	Brothers of Charity	29%	12,111.41
CHO4	North Cork City & Blarney	Cope Foundation	31%	8,733.27
CHO4	North East Cork	St. Josephs Foundation	25%	8,253.42
CHO4	North Kerry	Brothers of Charity	19%	13,339.83
CHO4	North West Cork	St. Josephs Foundation	33%	13,963.64
CHO4	South Cork City	Enable Ireland	34%	9,097.96
CHO4	South East Cork City	Enable Ireland	27%	13,096.07
CHO4	South Kerry	Brothers of Charity	7%	21,602.85
CHO4	West Central Cork	Enable Ireland	29%	18,061.55
CHO4	West Cork	CoAction West Cork	30%	15,048.10
CHO4	West Kerry	Enable Ireland	14%	14,289.93
CHO4 Total			26%	181,341.07
CHO5	Carlow	HSE	30%	10,364.76
CHO5	Cashel	HSE	39%	7,859.94
CHO5	Clonmel	HSE	37%	9,136.34
CHO5	Dungarvan - West Waterford	HSE	32%	8,810.05
CHO5	Enniscorthy	HSE	56%	5,700.62
CHO5	Gorey	HSE	68%	2,619.98
CHO5	Kilkenny	Enable Ireland	36%	11,938.67
CHO5	New Ross	HSE	36%	5,470.29
CHO5	Thomastown	HSE	43%	5,374.32
CHO5	Waterford North City	HSE	55%	4,865.68
CHO5	Waterford South City	Central Remedial Clinic	40%	7,524.05
CHO5	Wexford	HSE	46%	6,756.29
CHO5 Total			42%	86,420.99
CHO6	Leopardstown 3	Enable Ireland	43%	13,042.32
CHO6	Leopardstown 4	HSE	49%	11,804.31
CHO6	Mid Wicklow 6	Enable Ireland	32%	11,967.46
CHO6	North Wicklow 5	Enable Ireland	28%	24,990.59
CHO6	Sandymount 1	Enable Ireland	32%	17,274.60
CHO6	Sandymount 2	Enable Ireland	28%	15,566.33
CHO6	South Wicklow 7	Enable Ireland	14%	10,240.00
CHO6 Total			34%	104,885.61

Summary by Children's Disability Network Teams (contd.)

CHO	CDNT	Lead Agency	Vacancy Rate	Therapy Hours
CHO7	Ballyboden	Enable Ireland	23%	10,460.73
CHO7	Brú Chaoimhin	HSE	29%	15,355.20
CHO7	Chamber House	HSE	49%	14,875.35
CHO7	Clondalkin	Central Remedial Clinic	41%	13,435.80
CHO7	Mid Kildare	Enable Ireland	34%	19,075.96
CHO7	North Kildare	HSE	27%	19,232.39
CHO7	Palmerstown	Stewarts Care	34%	11,996.25
CHO7	Rosse Court	Stewarts Care	43%	13,915.65
CHO7	South Kildare West Wicklow	Kare	33%	18,090.35
CHO7	St Columba's	HSE	45%	6,429.99
CHO7	Tymon	Enable Ireland	25%	13,502.98
CHO7 Total			35%	156,370.64
CHO8	Athlone	HSE	43%	6,334.02
CHO8	Dunshaughlin-East Meath	Enable Ireland	51%	11,458.82
CHO8	Kells	HSE	65%	4,990.44
CHO8	Longford	HSE	47%	7,389.69
CHO8	Mullingar	HSE	32%	12,850.38
CHO8	Navan-Slane	Enable Ireland	28%	12,207.38
CHO8	North Louth	HSE	36%	15,835.05
CHO8	Portarlington-Edenderry	HSE	36%	8,829.24
CHO8	Portlaoise	HSE	54%	9,405.06
CHO8	South Louth	HSE	38%	17,754.45
CHO8	Trim	HSE	48%	10,048.06
CHO8	Tullamore	HSE	40%	11,516.40
CHO8 Total			43%	128,618.99
CHO9	Balbriggan	Central Remedial Clinic	55%	10,153.63
CHO9	Ballymun	St. Michael's House	29%	9,990.48
CHO9	Blakestown	Avista (formally Daughters of Charity)	39%	14,203.56
CHO9	Blanchardstown	Avista (formally Daughters of Charity)	20%	15,681.50
CHO9	Cabra-Grangegorman	Avista (formally Daughters of Charity)	41%	14,395.50
CHO9	Clontarf	Central Remedial Clinic	19%	14,971.32
CHO9	Coastal Area	St. Michael's House	35%	10,076.85
CHO9	Coolock	St. Michael's House	32%	8,541.33
CHO9	Finglas	HSE	57%	7,101.78
CHO9	Kilbarrack	St. Michael's House	44%	11,228.49
CHO9	North Inner City	HSE	27%	8,637.30
CHO9	Swords	Central Remedial Clinic	32%	14,597.04
CHO9 Total			37%	139,578.77
Total				1,135,334.03

Summary by Children's Disability Network Teams (contd.)

- Across the CDNTs vacancy as a result of maternity leave equates to 95.98 WTE (71.52 WTE on paid maternity leave and 24.46 WTE on unpaid maternity leave). As maternity leave cover is unfunded it is not custom and practice to backfill these vacancies.
- Of the 91 CDNTs, 57 CDNTs had a vacancy rate equal to or greater than 30% of their WTE. See detail below:

Table 9: 2022 Summary of CDNTs with Vacancy Rates equal to or greater than 30%

CHO	CDNT	Lead Agency	Vacancy Rate
CHO1	Cavan	Enable Ireland	41%
CHO1	Donegal East & Inishowen	HSE	43%
CHO1	Donegal North	HSE	40%
CHO1	Monaghan	HSE	47%
CHO2	Galway West	HSE	40%
CHO2	Mayo North	HSE	33%
CHO2	Mayo West	HSE	31%
CHO2	Roscommon	HSE	33%
CHO3	Limerick South City	St. Gabriel's	33%
CHO4	Bandon-Carrigaline-Kinsale	Brothers of Charity	33%
CHO4	Central Cork	Cope Foundation	38%
CHO4	North Cork City & Blarney	Cope Foundation	31%
CHO4	North West Cork	St. Josephs Foundation	33%
CHO4	South Cork City	Enable Ireland	34%
CHO4	West Cork	CoAction West Cork	30%
CHO5	Carlow	HSE	30%
CHO5	Cashel	HSE	39%
CHO5	Clonmel	HSE	37%
CHO5	Dungarvan - West Waterford	HSE	32%
CHO5	Enniscorthy	HSE	56%
CHO5	Gorey	HSE	68%
CHO5	Kilkenny	Enable Ireland	36%
CHO5	New Ross	HSE	36%
CHO5	Thomastown	HSE	43%
CHO5	Waterford North City	HSE	55%
CHO5	Waterford South City	Central Remedial Clinic	40%
CHO5	Wexford	HSE	46%
CHO6	Leopardstown 3	Enable Ireland	43%
CHO6	Leopardstown 4	HSE	49%
CHO6	Mid Wicklow 6	Enable Ireland	32%
CHO6	Sandymount 1	Enable Ireland	32%
CHO7	Chamber House	HSE	49%
CHO7	Clondalkin	Central Remedial Clinic	41%
CHO7	Mid Kildare	Enable Ireland	34%
CHO7	Palmerstown	Stewarts Care	34%
CHO7	Rosse Court	Stewarts Care	43%
CHO7	South Kildare West Wicklow	Kare	33%
CHO7	St Columba's	HSE	45%

CHO	CDNT	Lead Agency	Vacancy Rate
CHO8	Athlone	HSE	43%
CHO8	Dunshaughlin-East Meath	Enable Ireland	51%
CHO8	Kells	HSE	65%
CHO8	Longford	HSE	47%
CHO8	Mullingar	HSE	32%
CHO8	North Louth	HSE	36%
CHO8	Portarlington-Edenderry	HSE	36%
CHO8	Portlaoise	HSE	54%
CHO8	South Louth	HSE	38%
CHO8	Trim	HSE	48%
CHO8	Tullamore	HSE	40%
CHO9	Balbriggan	Central Remedial Clinic	55%
CHO9	Blakestown	Avista (formally Daughters of Charity)	39%
CHO9	Cabra-Grangegorman	Avista (formally Daughters of Charity)	41%
CHO9	Coastal Area	St. Michael's House	35%
CHO9	Coolock	St. Michael's House	32%
CHO9	Finglas	HSE	57%
CHO9	Kilbarrack	St. Michael's House	44%
CHO9	Swords	Central Remedial Clinic	32%

Summary by Provider Type

See below for a summary of provider by CDNT. The largest provider nationally is the HSE where there are 572.94 filled WTE positions and 359.32 vacant WTE positions (932.26 total). See below for a list of each CDNT with its lead agency and provider.

- The HSE has the highest vacancy rate at 39% which is to be expected as they are the largest employer of staff
- 73% of staff are employed by statutory (HSE / S38) providers
- 27% of staff are employed by S39 service providers

Summary by Provider

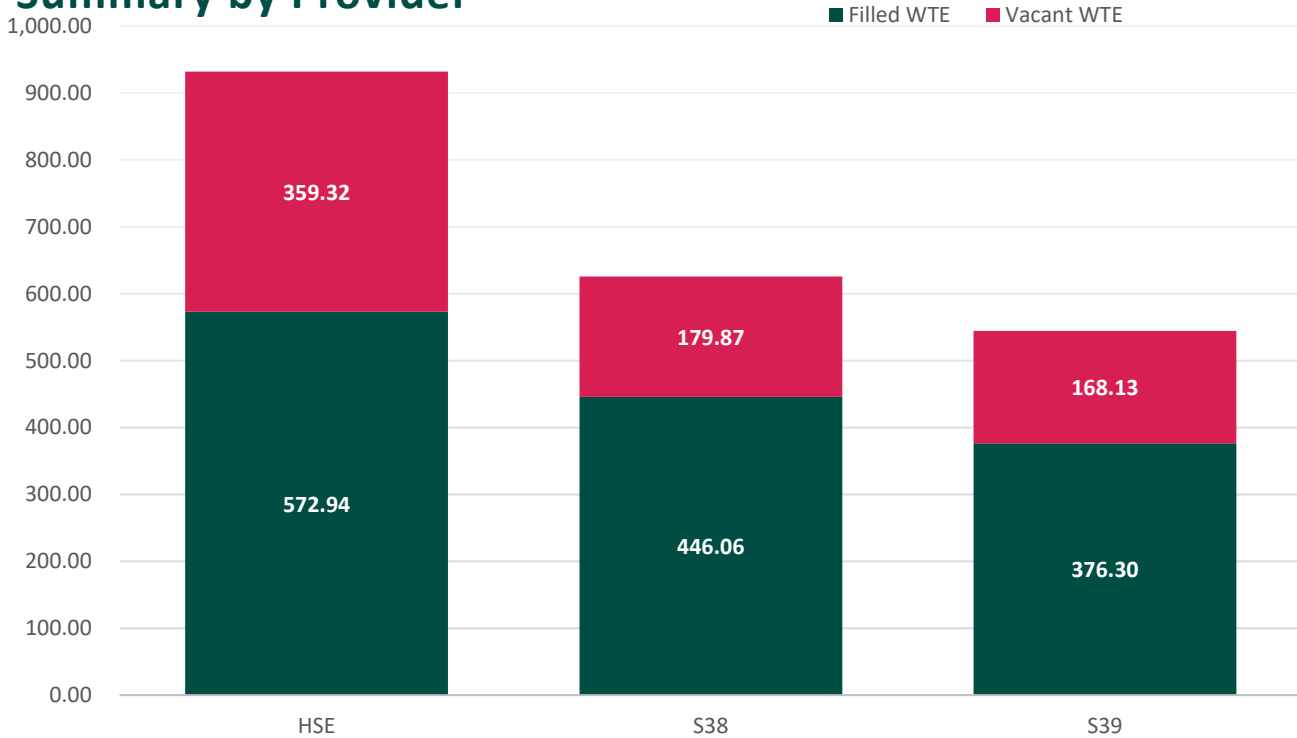


Table 10: 2022 WTE Allocation by Provider Type

Provider	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
HSE	932.26	572.94	359.32	61%	39%
S38	625.93	446.06	179.87	71%	29%
S39	544.43	376.30	168.13	69%	31%
Total	2,102.62	1,395.30	707.32	66%	34%

Table 11 below demonstrates the % change between the 2021 and 2022 CDNT Census and Workforce Review data.

Table 11: Variance Table for WTEs by Provider Type

Provider	% Change	
	Approved WTE	Filled WTE
2022	11% ↑	2% ↑
HSE	8% ↑	-3% ↓
S38	14% ↑	7% ↑
S39	14% ↑	4% ↑

Summary by Provider Type (Contd.)

See below for a list of each CDNT with its lead agency and provider.

Table 12: Variance Table for WTEs by Provider Type

CHO	CDNT	Lead Agency	Provider
CHO1	Cavan	Enable Ireland	S39
CHO1	Donegal East & Inishowen	HSE	HSE
CHO1	Donegal North	HSE	HSE
CHO1	Donegal South West	HSE	HSE
CHO1	Leitrim - West Cavan	HSE	HSE
CHO1	Monaghan	HSE	HSE
CHO1	Sligo Donegal South	HSE	HSE
CHO2	East Galway and South Roscommon	HSE	HSE
CHO2	Galway City East	Brothers of Charity	S38
CHO2	Galway City West	Enable Ireland	S39
CHO2	Galway North East	HSE	HSE
CHO2	Galway West	HSE	HSE
CHO2	Mayo North	HSE	HSE
CHO2	Mayo South	HSE	HSE
CHO2	Mayo West	HSE	HSE
CHO2	Roscommon	HSE	HSE
CHO3	Blackberry Park	Enable Ireland	S39
CHO3	Clare	HSE	HSE
CHO3	East Limerick	Avista (formally Daughters of Charity)	S38
CHO3	Limerick South City	St. Gabriel's	S39
CHO3	North Tipperary	Enable Ireland	S39
CHO3	Treehouse	St. Gabriel's	S39
CHO3	West Limerick	Brothers of Charity	S38
CHO4	Bandon-Carrigaline-Kinsale	Brothers of Charity	S38
CHO4	Central Cork	Cope Foundation	S38
CHO4	East Central Cork	Cope Foundation	S38
CHO4	East Cork City	Brothers of Charity	S38
CHO4	North Cork City & Blarney	Cope Foundation	S38
CHO4	North East Cork	St. Josephs Foundation	S39
CHO4	North Kerry	Brothers of Charity	S38
CHO4	North West Cork	St. Josephs Foundation	S39
CHO4	South Cork City	Enable Ireland	S39
CHO4	South East Cork City	Enable Ireland	S39
CHO4	South Kerry	Brothers of Charity	S38
CHO4	West Central Cork	Enable Ireland	S39
CHO4	West Cork	CoAction West Cork	S39
CHO4	West Kerry	Enable Ireland	S39
CHO5	Carlow	HSE	HSE
CHO5	Cashel	HSE	HSE
CHO5	Clonmel	HSE	HSE
CHO5	Dungarvan - West Waterford	HSE	HSE
CHO5	Enniscorthy	HSE	HSE
CHO5	Gorey	HSE	HSE
CHO5	Kilkenny	Enable Ireland	S39

Summary by Provider Type (Contd.)

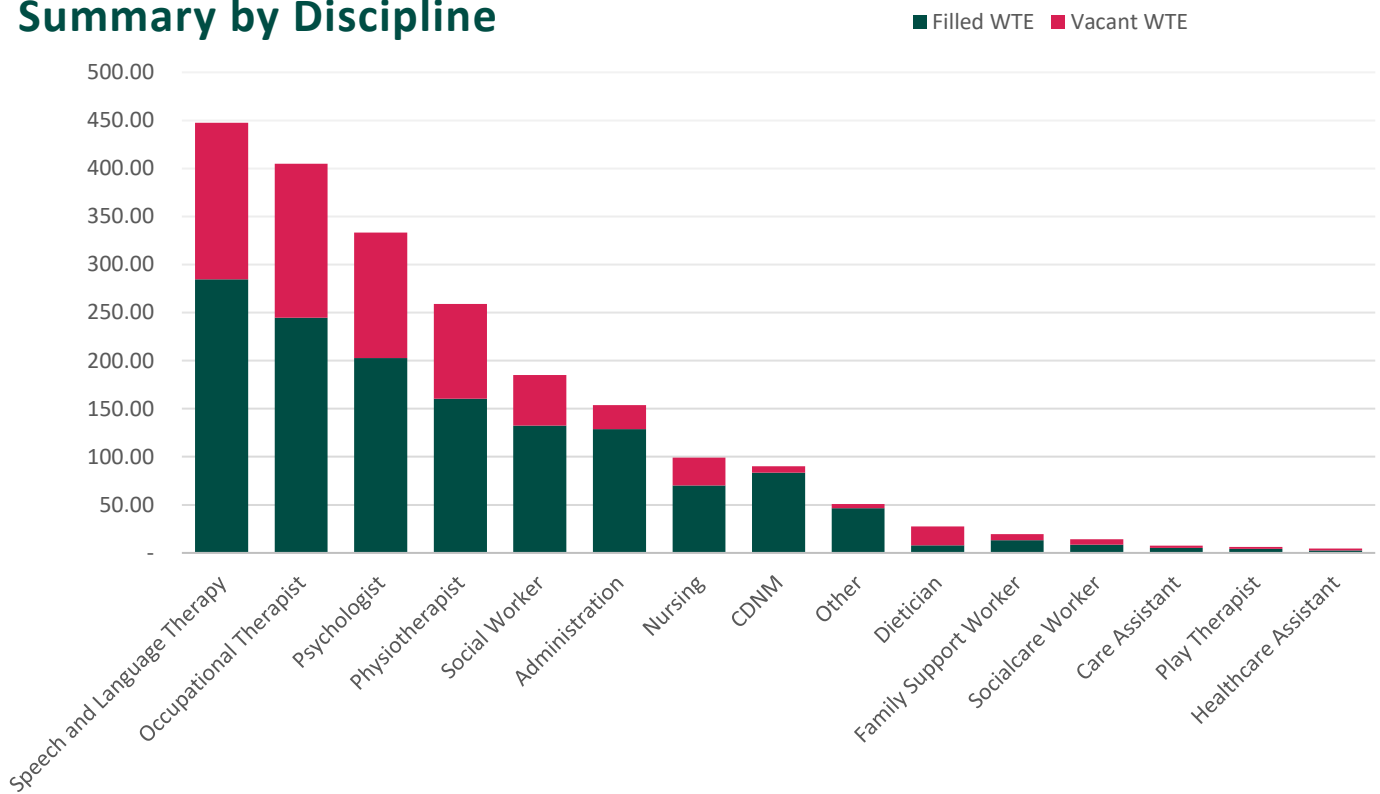
CHO	CDNT	Lead Agency	Provider
CHO5	New Ross	HSE	HSE
CHO5	Thomastown	HSE	HSE
CHO5	Waterford North City	HSE	HSE
CHO5	Waterford South City	Central Remedial Clinic	S38
CHO5	Wexford	HSE	HSE
CHO6	Leopardstown 3	Enable Ireland	S39
CHO6	Leopardstown 4	HSE	HSE
CHO6	Mid Wicklow 6	Enable Ireland	S39
CHO6	North Wicklow 5	Enable Ireland	S39
CHO6	Sandymount 1	Enable Ireland	S39
CHO6	Sandymount 2	Enable Ireland	S39
CHO6	South Wicklow 7	Enable Ireland	S39
CHO7	Ballyboden	Enable Ireland	S39
CHO7	Brú Chaoimhin	HSE	HSE
CHO7	Chamber House	HSE	HSE
CHO7	Clondalkin	Central Remedial Clinic	S38
CHO7	Mid Kildare	Enable Ireland	S39
CHO7	North Kildare	HSE	HSE
CHO7	Palmerstown	Stewarts Care	S38
CHO7	Rosse Court	Stewarts Care	S38
CHO7	South Kildare West Wicklow	Kare	S38
CHO7	St Columba's	HSE	HSE
CHO7	Tymon	Enable Ireland	S39
CHO8	Athlone	HSE	HSE
CHO8	Dunshaughlin-East Meath	Enable Ireland	S39
CHO8	Kells	HSE	HSE
CHO8	Longford	HSE	HSE
CHO8	Mullingar	HSE	HSE
CHO8	Navan-Slane	Enable Ireland	S39
CHO8	North Louth	HSE	HSE
CHO8	Portarlington-Edenderry	HSE	HSE
CHO8	Portlaoise	HSE	HSE
CHO8	South Louth	HSE	HSE
CHO8	Trim	HSE	HSE
CHO8	Tullamore	HSE	HSE
CHO9	Balbriggan	Central Remedial Clinic	S38
CHO9	Ballymun	St. Michael's House	S38
CHO9	Blakestown	Avista (formally Daughters of Charity)	S38
CHO9	Blanchardstown	Avista (formally Daughters of Charity)	S38
CHO9	Cabra-Grangegorman	Avista (formally Daughters of Charity)	S38
CHO9	Clontarf	Central Remedial Clinic	S38
CHO9	Coastal Area	St. Michael's House	S38
CHO9	Coolock	St. Michael's House	S38
CHO9	Finglas	HSE	HSE
CHO9	Kilbarrack	St. Michael's House	S38
CHO9	North Inner City	HSE	HSE
CHO9	Swords	Central Remedial Clinic	S38

Summary by Discipline

The below graph shows the breakdown of WTE (Filled and Vacant) by discipline. The largest discipline is Speech and Language Therapy (SLT) where there are 284.55 filled and 162.81 vacant WTE positions (447.36 total). While the numbers are low (n=19.60), the discipline with the highest vacancy rate is Dietician (71% vacancy rate).

The vacancy rate in SLT, Occupational Therapy and Psychology are of particular concern to the HSE as these grades of staff are essential for the delivery of legislative obligations for Assessment of Need as determined in the Disability Act 2005. To alleviate the challenges this presents for CDNMs and their staff, the HSE has secured funding to commence procurement of private assessments in 2023.

Summary by Discipline



Summary by Discipline (contd.)

Table 13: 2022 WTE Allocation by Discipline

Discipline	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
Speech and Language Therapy	447.36	284.55	162.81	64%	36%
Occupational Therapist	404.85	244.57	160.28	60%	40%
Psychologist	333.27	202.59	130.68	61%	39%
Physiotherapist	258.85	160.47	98.37	62%	38%
Social Worker	184.95	132.59	52.36	72%	28%
Administration	153.64	128.76	24.88	84%	16%
Nursing	99.19	70.12	29.07	71%	29%
CDNM	90.00	83.53	6.47	93%	7%
Other	51.01	46.50	4.51	91%	9%
Dietician	27.50	7.90	19.60	29%	71%
Family Support Worker	19.61	13.20	6.41	67%	33%
Socialcare Worker	14.15	8.55	5.60	60%	40%
Care Assistant	7.55	5.12	2.43	68%	32%
Play Therapist	6.16	4.31	1.85	70%	30%
Healthcare Assistant	4.53	2.53	2.00	56%	44%
Total	2,102.62	1,395.30	707.32	66%	34%

Table 14 below demonstrates the % change between the 2021 and 2022 CDNT Census and Workforce Review data.

Table 14: Variance Table for WTEs by Discipline

Discipline	% Change	
	Approved WTE	Filled WTE
2022	11%	2%
Administration	19%	15%
Care Assistant	-59%	-62%
CDNM	1%	1%
Dietician	30%	16%
Healthcare Assistant	76%	336%
Nursing	-3%	-18%
Occupational Therapist	9%	-2%
Other	795%	716%
Physiotherapist	9%	-1%
Play Therapist	-36%	-48%
Psychologist	13%	1%
Social Worker	16%	13%
Socialcare Worker	-32%	-48%
Family Support Worker	-18%	-26%
Speech and Language Therapy	10%	-2%

CHO Detail by Discipline

Speech and Language Therapy

Table 15: WTE detail per CHO for Speech and Language Therapy

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	34.22	21.42	12.80	63%	37%
CHO2	50.40	33.80	16.60	67%	33%
CHO3	32.20	26.60	5.60	83%	17%
CHO4	61.28	42.40	18.88	69%	31%
CHO5	45.29	24.59	20.70	54%	46%
CHO6	39.99	23.73	16.26	59%	41%
CHO7	67.35	42.17	25.18	63%	37%
CHO8	63.73	36.54	27.19	57%	43%
CHO9	52.90	33.30	19.60	63%	37%
Total	447.36	284.55	162.81	64%	36%
Average	49.71	31.62	18.09	64%	36%

Occupational Therapist

Table 16: WTE detail per CHO for Occupational Therapist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	30.30	18.90	11.40	62%	38%
CHO2	37.66	26.65	11.01	71%	29%
CHO3	27.80	20.80	7.00	75%	25%
CHO4	54.53	42.31	12.22	78%	22%
CHO5	38.09	19.22	18.87	50%	50%
CHO6	41.99	23.05	18.94	55%	45%
CHO7	65.21	33.45	31.76	51%	49%
CHO8	62.17	31.29	30.88	50%	50%
CHO9	47.10	28.90	18.20	61%	39%
Total	404.85	244.57	160.28	60%	40%
Average	44.98	27.17	17.81	60%	40%

Psychologist

Table 17: WTE detail per CHO for Psychologist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	18.75	11.25	7.50	60%	40%
CHO2	34.20	22.40	11.80	65%	35%
CHO3	30.56	22.96	7.60	75%	25%
CHO4	46.50	33.32	13.18	72%	28%
CHO5	28.68	15.05	13.63	52%	48%
CHO6	30.21	21.51	8.70	71%	29%
CHO7	52.10	27.70	24.40	53%	47%
CHO8	45.96	25.60	20.36	56%	44%
CHO9	46.31	22.80	23.51	49%	51%
Total	333.27	202.59	130.68	61%	39%
Average	37.03	22.51	14.52	61%	39%

CHO Detail by Discipline (Contd.)

Physiotherapist

Table 18: WTE detail per CHO for Physiotherapist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	20.00	10.50	9.50	53%	48%
CHO2	33.10	20.70	12.40	63%	37%
CHO3	19.90	14.90	5.00	75%	25%
CHO4	34.31	21.12	13.19	62%	38%
CHO5	21.29	12.19	9.10	57%	43%
CHO6	27.64	18.70	8.94	68%	32%
CHO7	34.72	24.38	10.34	70%	30%
CHO8	31.88	17.58	14.30	55%	45%
CHO9	36.01	20.41	15.60	57%	43%
Total	258.85	160.47	98.37	62%	38%
Average	28.76	17.83	10.93	62%	38%

Social Worker

Table 19: WTE detail per CHO for Social Worker

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	11.50	6.50	5.00	57%	43%
CHO2	16.64	12.21	4.43	73%	27%
CHO3	15.00	13.90	1.10	93%	7%
CHO4	26.38	19.15	7.23	73%	27%
CHO5	16.66	10.86	5.80	65%	35%
CHO6	16.30	11.60	4.70	71%	29%
CHO7	27.58	24.77	2.81	90%	10%
CHO8	21.90	11.26	10.64	51%	49%
CHO9	32.99	22.34	10.65	68%	32%
Total	184.95	132.59	52.36	72%	28%
Average	20.55	14.73	5.82	72%	28%

Administration

Table 20: WTE detail per CHO for Administration

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	13.70	11.50	2.20	84%	16%
CHO2	19.08	15.55	3.53	81%	19%
CHO3	18.76	17.76	1.00	95%	5%
CHO4	19.46	17.96	1.50	92%	8%
CHO5	12.07	9.72	2.35	81%	19%
CHO6	8.85	8.75	0.10	99%	1%
CHO7	14.52	11.02	3.50	76%	24%
CHO8	23.20	17.20	6.00	74%	26%
CHO9	24.00	19.30	4.70	80%	20%
Total	153.64	128.76	24.88	84%	16%
Average	17.07	14.31	2.76	84%	16%

CHO Detail by Discipline (Contd.)

Nursing

Table 21: WTE detail per CHO for Nursing

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	17.90	12.80	5.10	72%	28%
CHO2	9.53	8.68	0.85	91%	9%
CHO3	4.75	3.75	1.00	79%	21%
CHO4	14.84	13.12	1.72	88%	12%
CHO5	11.24	7.14	4.10	64%	36%
CHO6	5.30	2.30	3.00	43%	57%
CHO7	6.20	5.50	0.70	89%	11%
CHO8	16.94	8.04	8.90	47%	53%
CHO9	12.49	8.79	3.70	70%	30%
Total	99.19	70.12	29.07	71%	29%
Average	11.02	7.79	3.23	71%	29%

CDNM

Table 22: WTE detail per CHO for CDNM

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	7.00	6.90	0.10	99%	1%
CHO2	8.00	6.00	2.00	75%	25%
CHO3	7.00	7.00	-	100%	-
CHO4	14.00	12.00	2.00	86%	14%
CHO5	11.00	11.00	-	100%	-
CHO6	7.00	5.83	1.17	83%	17%
CHO7	11.00	11.00	-	100%	-
CHO8	12.00	12.00	-	100%	-
CHO9	13.00	11.80	1.20	91%	9%
Total	90.00	83.53	6.47	93%	7%
Average	10.00	9.28	0.72	93%	7%

Other

Table 23: WTE detail per CHO for Other

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	6.90	6.90	-	100%	-
CHO2	18.12	16.61	1.51	92%	8%
CHO3	2.30	2.30	-	100%	-
CHO4	3.02	3.02	-	100%	-
CHO5	-	-	-	-	-
CHO6	7.97	7.47	0.50	94%	6%
CHO7	3.80	3.80	-	100%	-
CHO8	2.00	1.00	1.00	50%	50%
CHO9	6.90	5.40	1.50	78%	22%
Total	51.01	46.50	4.51	91%	9%
Average	5.67	5.17	0.50	91%	9%

CHO Detail by Discipline (Contd.)

Dietician

Table 24: WTE detail per CHO for Dietician

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	2.50	1.00	1.50	40%	60%
CHO2	2.00	2.00	-	100%	-
CHO3	-	-	-	-	-
CHO4	3.00	-	3.00	-	100%
CHO5	8.00	1.00	7.00	13%	88%
CHO6	1.00	0.40	0.60	40%	60%
CHO7	2.00	-	2.00	-	100%
CHO8	3.50	2.00	1.50	57%	43%
CHO9	5.50	1.50	4.00	27%	73%
Total	27.50	7.90	19.60	29%	71%
Average	3.06	0.88	2.18	29%	71%

Family Support Worker

Table 25: WTE detail per CHO for Family Support Worker

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	4.20	1.80	2.40	43%	57%
CHO2	-	-	-	-	-
CHO3	1.40	1.40	-	100%	-
CHO4	10.49	7.79	2.70	74%	26%
CHO5	-	-	-	-	-
CHO6	-	-	-	-	-
CHO7	0.50	0.50	-	100%	-
CHO8	1.02	0.71	0.31	70%	30%
CHO9	2.00	1.00	1.00	50%	50%
Total	19.61	13.20	6.41	67%	33%
Average	2.18	1.47	0.71	67%	33%

Socialcare Worker

Table 26: WTE detail per CHO for Socialcare Worker

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	4.00	2.00	2.00	50%	50%
CHO2	6.57	3.57	3.00	54%	46%
CHO3	-	-	-	-	-
CHO4	1.31	1.31	-	100%	-
CHO5	-	-	-	-	-
CHO6	-	-	-	-	-
CHO7	1.27	0.67	0.60	53%	47%
CHO8	-	-	-	-	-
CHO9	1.00	1.00	-	100%	-
Total	14.15	8.55	5.60	60%	40%
Average	1.57	0.95	0.62	60%	40%

CHO Detail by Discipline (Contd.)

Care Assistant

Table 27: WTE detail per CHO for Care Assistant

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	-	-	-	-	-
CHO2	0.80	0.80	-	100%	-
CHO3	-	-	-	-	-
CHO4	6.75	4.32	2.43	64%	36%
CHO5	-	-	-	-	-
CHO6	-	-	-	-	-
CHO7	-	-	-	-	-
CHO8	-	-	-	-	-
CHO9	-	-	-	-	-
Total	7.55	5.12	2.43	68%	32%
Average	0.84	0.57	0.27	68%	32%

Play Therapist

Table 28: WTE detail per CHO for Play Therapist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	-	-	-	-	-
CHO2	-	-	-	-	-
CHO3	4.21	3.21	1.00	76%	24%
CHO4	1.95	1.10	0.85	56%	44%
CHO5	-	-	-	-	-
CHO6	-	-	-	-	-
CHO7	-	-	-	-	-
CHO8	-	-	-	-	-
CHO9	-	-	-	-	-
Total	6.16	4.31	1.85	70%	30%
Average	0.68	0.48	0.21	70%	30%

Healthcare Assistant

Table 29: WTE detail per CHO for Healthcare Assistant

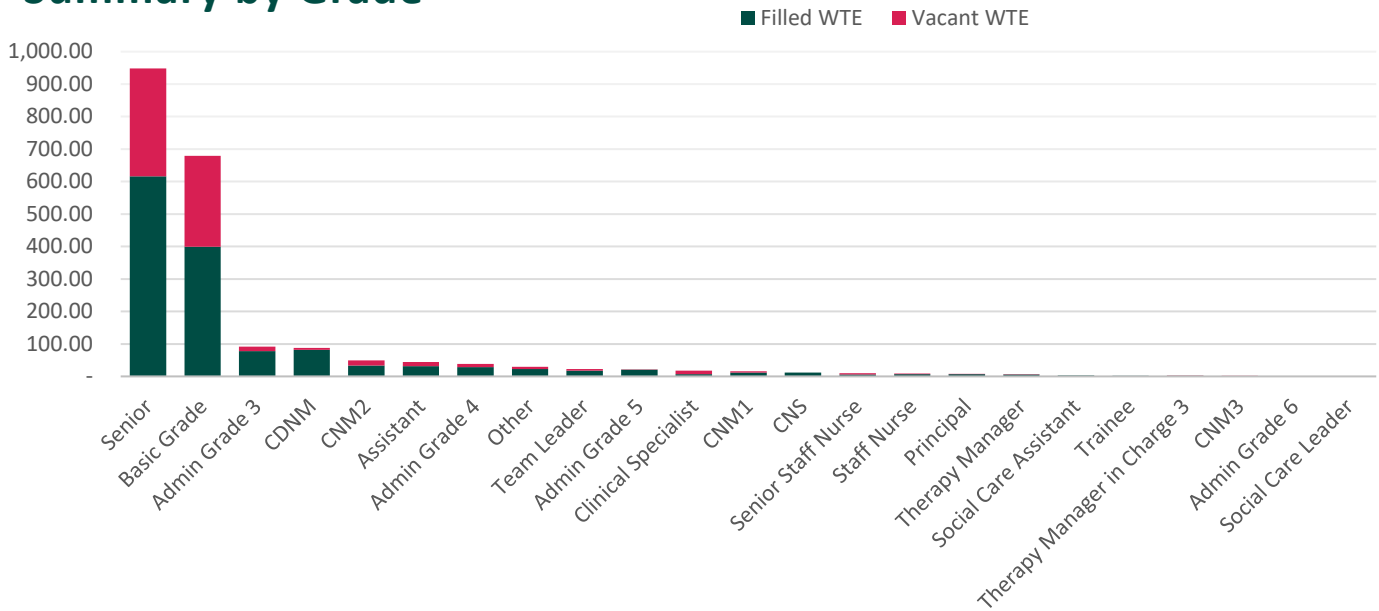
CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	-	-	-	-	-
CHO2	-	-	-	-	-
CHO3	4.00	2.00	2.00	50%	50%
CHO4	-	-	-	-	-
CHO5	-	-	-	-	-
CHO6	0.53	0.53	-	100%	-
CHO7	-	-	-	-	-
CHO8	-	-	-	-	-
CHO9	-	-	-	-	-
Total	4.53	2.53	2.00	56%	44%
Average	0.50	0.28	0.22	56%	44%

Summary by Grade

The below graph shows the breakdown of WTE (Filled and Vacant) by grade. The largest allocated grade is at Senior level where there are 616.37 filled WTE and 331.43 vacant WTE positions (947.80 total). While the number is small (n=1.0), the grade with the highest vacancy rate is Social Care Leader (100% vacancy).

- The two largest grades of staff are Senior and Basic Grade.
- The vacancy rate for senior grades of staff is 35%.
- The vacancy rate for basic grades of staff is 41%

Summary by Grade



Summary by Grade (Contd.)

Table 30: 2022 WTE Allocation by Grade

Grade	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
Senior	947.80	616.37	331.43	65%	35%
Basic Grade	679.20	398.91	280.29	59%	41%
Admin Grade 3	91.45	78.30	13.15	86%	14%
CDNM	88.00	81.63	6.37	93%	7%
CNM2	49.67	33.12	16.55	67%	33%
Assistant	44.10	31.85	12.25	72%	28%
Admin Grade 4	38.06	28.33	9.73	74%	26%
Other	29.64	23.14	6.50	78%	22%
Team Leader	22.94	17.31	5.63	75%	25%
Admin Grade 5	21.63	20.63	1.00	95%	5%
Clinical Specialist	17.90	6.80	11.10	38%	62%
CNM1	15.45	11.45	4.00	74%	26%
CNS	12.10	12.10	-	100%	-
Senior Staff Nurse	9.90	5.90	4.00	60%	40%
Staff Nurse	8.53	7.31	1.22	86%	14%
Principal	8.00	7.00	1.00	88%	13%
Therapy Manager	7.05	6.05	1.00	86%	14%
Social Care Assistant	2.80	2.80	-	100%	-
Trainee	2.00	2.00	-	100%	-
Therapy Manager in Charge 3	2.00	1.90	0.10	95%	5%
CNM3	1.90	0.90	1.00	47%	53%
Admin Grade 6	1.50	1.50	-	100%	-
Social Care Leader	1.00	-	1.00	-	100%
Total	2,102.62	1,395.30	707.32	66%	34%

Summary by Grade (Contd.)

Table 31 below demonstrates the % change between the 2021 and 2022 CDNT Census and Workforce Review data.

Table 31: 2022 Variance Table for WTEs by discipline

Grade	% Change	
	Approved WTE	Filled WTE
2022	11% ↑	2% ↑
Admin Grade 3	13% ↑	14% ↑
Admin Grade 4	3% ↑	-16% ↓
Admin Grade 5	148% ↑	185% ↑
Admin Grade 6	-29% ↓	-29% ↓
Assistant	175% ↑	154% ↑
Basic Grade	-2% ↓	-13% ↓
CDNM	-1% ↓	-1% ↓
Clinical Specialist	198% ↑	423% ↑
CNM1	25% ↑	17% ↑
CNM2	23% ↑	0% →
CNS	-32% ↓	-2% ↓
Other	-30% ↓	-28% ↓
Principal	60% ↑	133% ↑
Senior	21% ↑	10% ↑
Staff Nurse	-30% ↓	-38% ↓
Team Leader	21% ↑	-1% ↓
Trainee	10% ↑	10% ↑
Therapy Manager in Charge 3	5% ↑	27% ↑
Senior Staff Nurse	41% ↑	-16% ↓
Therapy Manager	-27% ↓	-5% ↓
Manager	0% →	0% →
Social Care Leader	0% →	0% →
Social Care Assistant	0% →	0% →
CNM3	0% →	0% →

Reason for Vacancy

As part of this census and workforce review, the reason for vacancies were recorded for any vacant WTE. The below graph shows the breakdown of the reasons for vacancies at the National level. The largest vacancy is due to Unfilled Post at 444.28 WTE.

Vacant WTE by Reason for Vacancy

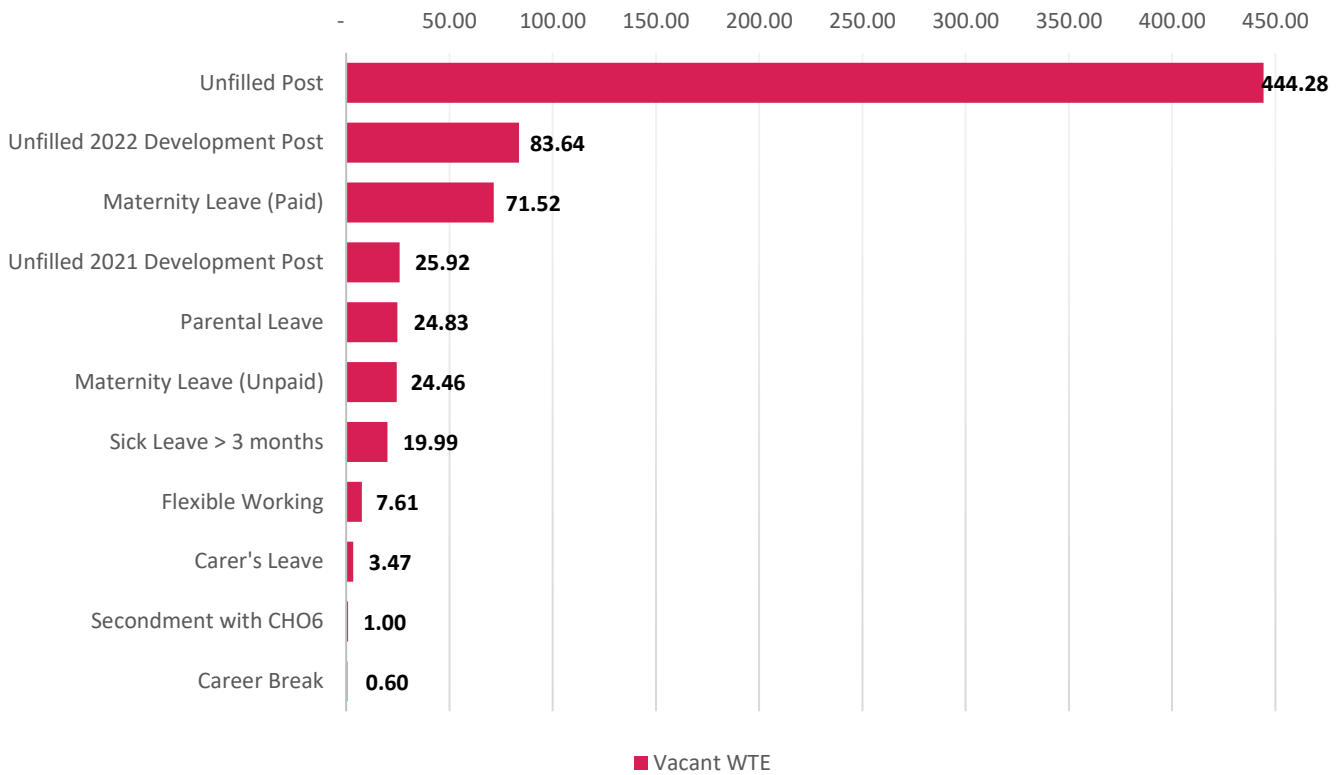


Table 32: 2022 WTE allocation by reason for vacancy with variances

Reason for Vacancy	Vacant WTE	% Change
Unfilled Post	444.28	22% ↑
Unfilled 2022 Development Post	83.64	0% →
Maternity Leave (Paid)	71.52	1% ↑
Unfilled 2021 Development Post	25.92	0% →
Parental Leave	24.83	-19% ↓
Maternity Leave (Unpaid)	24.46	68% ↑
Sick Leave > 3 months	19.99	62% ↑
Flexible Working	7.61	49% ↑
Carer's Leave	3.47	-37% ↓
Secondment with CHO6	1.00	0% →
Career Break	0.60	-40% ↓
Total	707.32	35% ↑

Reason not on duty

As part of this CDNT Staff Census and Workforce Review, the reasons for staff not on duty was captured.

- The below graph shows the breakdown of filled WTE by the reason not on duty. There were 206.55 WTE absent on this day.
- This 206.55 WTE represents 15% of the total filled WTE.
- The largest reason for absences on the survey date was Annual Leave at 75.86 WTE.
- Sick leave accounted for 26% of the total reasons not on duty.

Reason not on duty 11/10/2022

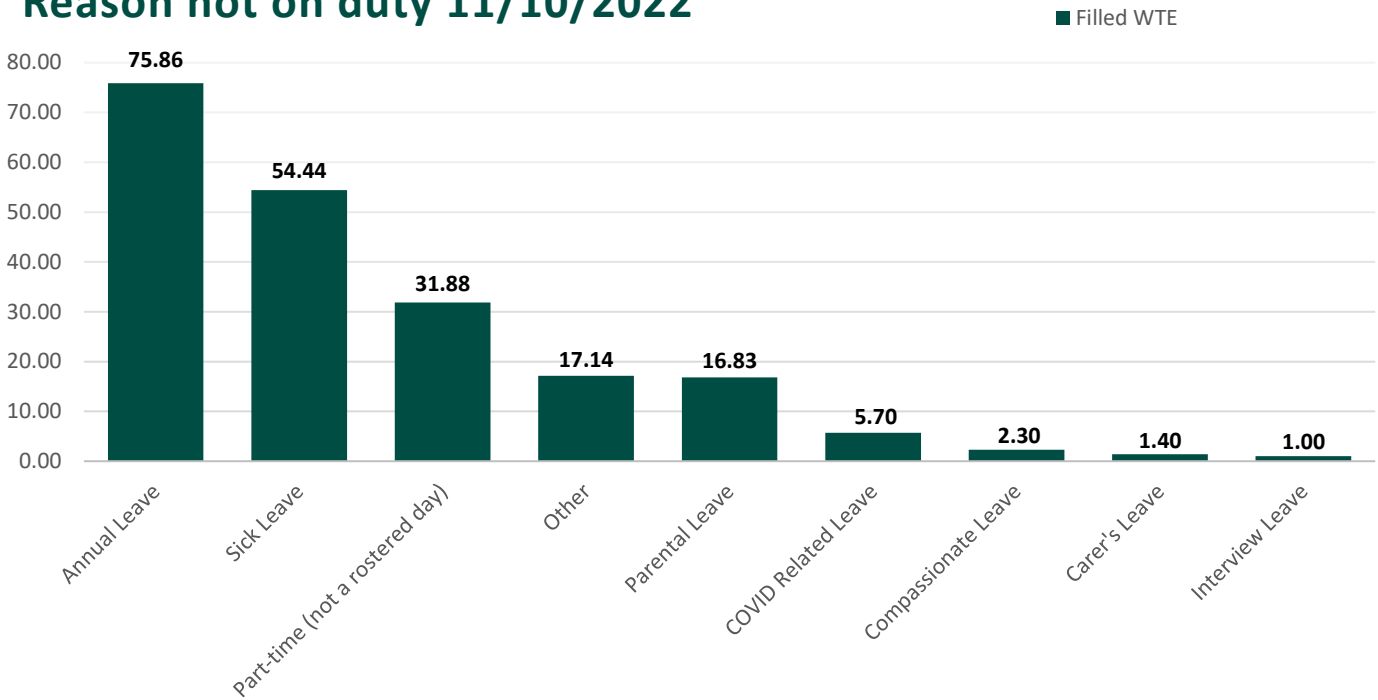


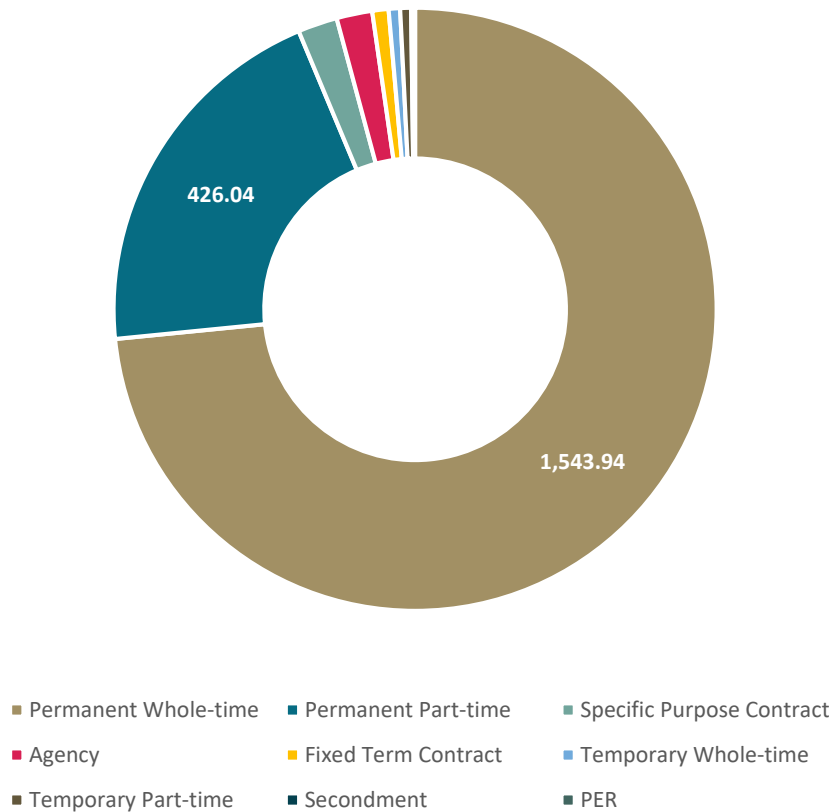
Table 33: 2022 WTE allocation by reason not on duty with variances

Reason not on Duty	Filled WTE	% Change
Annual Leave	75.86	72% ↑
Sick Leave	54.44	53% ↑
Part-time (not a rostered day)	31.88	15% ↑
Other	17.14	-82% ↓
Parental Leave	16.83	4108% ↑
COVID Related Leave	5.70	-33% ↓
Compassionate Leave	2.30	-23% ↓
Carer's Leave	1.40	19% ↑
Interview Leave	1.00	0% →
Total	206.55	-9% ↓

WTE by Contract Type

The below graph shows the breakdown of approved WTE by Contract Type for National. The largest contract type for 2022 is Permanent Whole-time which makes up 73% of the total approved WTE allocation in 2022.

Approved WTE by Contract Type



The table below outlines the changing pattern of contract type awarded to staff working in CDNT's. It would be useful to monitor this trend and establish if changes to contract type collate positively to recruitment and retention figures.

Table 34: 2022 WTE allocation by contract type not on duty with variances

Contract Type	Approved WTE	% Approved	% Change
Permanent Whole-time	1,543.94	73%	12% ↑
Permanent Part-time	426.04	20%	14% ↑
Specific Purpose Contract	44.51	2%	43% ↑
Agency	40.22	2%	96% ↑
Fixed Term Contract	18.38	1%	85% ↑
Temporary Whole-time	12.85	1%	0% →
Temporary Part-time	12.28	1%	-8% ↓
Secondment	4.00	0%	300% ↑
PER	0.40	0%	0% →
Total	2,102.62	100%	11% ↑

Recruitment Stage for Vacant WTEs

A new analytic added to this year's report is a graph and table to capture if vacant WTE's are in a recruitment process or not. If in a recruitment process, a further breakdown was requested to establish at what stage they are at in that process.

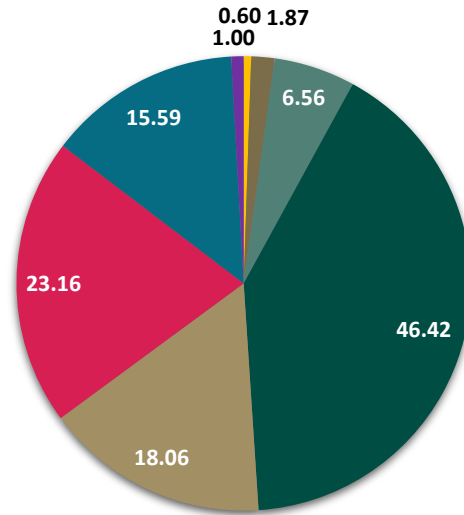
There were 707.32 WTE vacant on 12 October (Census day) and 560.62 WTE were subject to a recruitment process. 151.81 WTE is categorised as at advertisement.

As stated earlier in this report, for the purposes of this CDNT Staff Census & Workforce Review vacancies include those posts that are vacant as a result of maternity leave, parental leave, sick leave > 3 months etc. that are not backfilled.

Table 35: 2022 WTE allocation showing recruitment and stages that are ongoing as of survey date (12/10/22)

Recruitment Commenced?	Recruitment Stage	Vacant WTE	% Vacant
Yes	At Advertisement	151.81	21%
	In Recruitment - Stage not Specified	121.37	17%
	Unable to Fill	99.28	14%
	Interview Pending	39.83	6%
	Job Offer Accepted (Start Date Agreed)	35.22	5%
	Job Offer Accepted (Awaiting Start Date)	29.42	4%
	Job Offer Accepted (In-Pre Employment)	27.81	4%
	Job Offer Issued	22.61	3%
	Contract Issued	20.07	3%
	Interview Complete	13.20	2%
No	Recruitment has not Commenced	33.44	5%
N/A		113.26	16%
Total		707.32	100%


Breakdown of N/A WTE's



- Career Break
- Carer's Leave
- Flexible Working
- Maternity Leave (Paid)
- Maternity Leave (Unpaid)
- Parental Leave
- Sick Leave > 3 months
- Secondment with CHO6

4. Appendix

Appendix A: Data Collection Template

																		
CDNT Name Lead Agency CDNM Name Name of Person Completing Form Role of Person Completing Form CHO																		
Employer	Discipline	Grade	Number of Years in this Grade	If Other Please State Job Title, Grade & Qualifications required for same	Working As where applicable	Approved VTE	Filled VTE	Vacant VTE	Reason for Vacancy	Post Filled by - Employee Initials	Contract Type	Reason for Specific Purpose/Temporary Contract ONLY	If Other please specify reason	Employee on duty today (12/10/22)	Reason not on duty 12/10/22	If other, please state	Has recruitment commenced for unfilled posts?	If yes, at what stage is the recruitment process at?
<i>Example</i>	<i>HSE</i>	<i>Nursing</i>	<i>Staff Nurse</i>	<i>< 1 year</i>		<i>1</i>	<i>0.8</i>	<i>0.2</i>	<i>Sick Leave > 3 months</i>		<i>Permanent Whole-time</i>	<i>Maternity Leave Cover</i>		<i>Yes</i>	<i>Force Majeure</i>		<i>Yes</i>	<i>Job Offer Issued</i>

Appendix B: Therapy Hours Calculation

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
National	2,102.62	1,395.30	707.32	66%	34%
Total	2,102.62	1,395.30	707.32	66%	34%

Discipline	Filled WTE	Vacant WTE	% Filled	% Vacant
Administration	128.76	24.88	84%	16%
CDNM	83.53	6.47	93%	7%
Total therapy / clinical net of admin / management	212.29	31.35	87%	13%

Total therapy / clinical net of admin / management	1,183.01*
---	------------------

Ratio of therapy / clinical to admin / management filled WTE	5.57*
---	--------------

Methodology	Hours
35 hours per week * 42 weeks per year (52 less AL / PH etc.)	1470.00
Break per day @ 20 min per day	69.30
Admin (20% Total Hours)	294.00
Training / Planning (10% Total Hours)	147.00
Total Deductions	510.30
(A) Total number of therapy hours available per WTE	959.70
(B) Total therapy / clinical net of admin / management	1,183.01
(A * B) Total number of therapy hours available per annum	1,135,334.03*

*For reporting purposes, the data analysed was rounded to the nearest two decimal points.



National Report 2023
Children's Disability Network Team
Staff Census and Workforce Review



**Children's
Disability
Network
Team**

October 2023 data published June 2024

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1. Introduction and Context

The HSE and partnering Lead Agencies have reconfigured Children’s Disability Services in Ireland into ninety-one Children’s Disability Network Teams (CDNT). On 11th October 2023, the HSE undertook a census and workforce review of all staff working in the CDNTs and a review of all vacant posts. For the purpose of this exercise vacant posts will include those posts which have not been backfilled when the post holder was on maternity, parental, sick leave (>3 months) etc.

Each Children’s Disability Network Manager (CDNM) was required to complete a data collection template (Appendix A) for their team. The attached information is an analysis of the validated information for all 91 CDNTs. The delivery of the 2023 data and related reports has been delayed by an industrial relations process which impacted the return of data captured in October 2023.

An analysis of the data from 2022 and 2023 demonstrates an increase of 7% in the number of approved posts and a 3% increase in the CDNT workforce. This reflects the significant Government investment in WTEs across both years with an additional 137.92 WTE allocated to Children’s Disability Services.

Year	Approved WTE	Filled WTE	% Change Approved WTE	% Change Filled WTE
2021	1,892.38	1,367.88	100%	100%
2022	2,102.62	1,395.30	11%	2%
2023	2,255.14	1,437.91	7%	3%

The HSE and partnering lead agencies have been working across multiple workforce planning groups in the past year to deliver on staff retention initiatives and proposals to increase supply of suitably qualified staff to work on our teams. There is an acknowledged shortage of personnel with the necessary qualifications, experience or skills to fill vacant posts on CDNTs. Seven of the disciplines working on our teams have been included on the Critical Skills Occupations List¹. Despite this challenge the HSE and partnering Lead Agencies have increased the capacity of CDNTs by 3% which excludes recruitment required to manage a turnover rate of 10.8% for health and social care professionals.

The data collated as part of the CDNT Staff Census and Workforce Review is informing fora and the initiatives that are being developed under the [Roadmap for Service Improvement 2023 – 2026, Disability Services for Children and Young People](#).

At a National level, and in response to the challenges, there are rolling recruitment campaigns with employers’ talent searching in both the Irish and International markets for staff.

The CDNT Staff Census and Workforce Review is an annual collation of approved, filled and vacant whole time equivalent (WTE). The next Census date will be Wednesday, 16th October 2024.

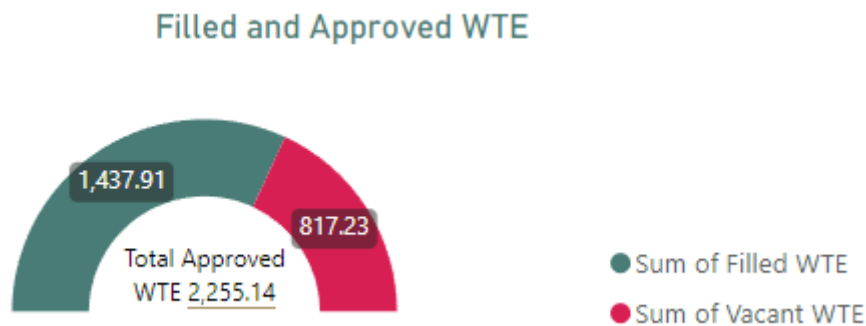
Table 1: List of Lead Agencies

Employer	Provider Type	No. of Teams
HSE	HSE	41
Enable Ireland	S39	20
Brothers of Charity	S38	6
Central Remedial Clinic	S38	5
Avista (formally Daughters of Charity)	S38	4
St. Michael's House	S38	4
Cope Foundation	S38	3
St. Gabriel's	S39	2
St. Josephs Foundation	S39	2
Stewarts Care	S38	2
CoAction West Cork	S39	1
Kare	S38	1
Total		91

¹ <https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/employment-permit-eligibility/highly-skilled-eligible-occupations-list/>

2. Overview

- There are 91 CDNTs located across 9 CHOs.
- The total number of approved WTE is 2,255.14
- This represents an increase of 152.52 WTE (7%) from 2022.
- There are 1,437.91 filled WTE, of which 1,179.34 are in a therapy / clinical role.
- There are 817.23 vacancies across the 91 teams.
- The ratio of therapy / clinical to administration / management filled WTE is 4.56:1. The HSE set a target of 5:1 therapy / clinical to administration / management between 2023 – 2024 to reduce the administrative duties for therapists / clinicians. This national average exceeds the target set. However we acknowledge that 37 CDNTs are still above this target.
- In line with approved WTE and funding limits the HSE and Lead Agencies will continue to work to ensure all CDNTs reach a 5:1 therapy / clinical to administration / management ratio.



The total therapy hours available nationally is 1,131,812.60 demonstrating a decrease of 3,522.1 hours on 2022 figures. This is detailed by CHO in the table below. The calculation methodology is outlined in Appendix B.

Table 2 below shows the breakdown of the therapy hours per CDNT. The table demonstrates a decrease in therapy hours available since 2022. Only 3 of the 9 CHOs have experienced an increase. CHO1 is most impacted with a 22% reduction in therapy hours.

Therapy Hours Breakdown per CHO

Table 2: 2023 Therapy hours broken down by CHO with variances

CHO	Number of Teams	Therapy Hours	% Change
CHO1	7	69,760.59	-22% ↓
CHO2	9	145,058.66	3% ↑
CHO3	7	105,231.11	-2% ↓
CHO4	14	199,915.11	10% ↑
CHO5	12	86,881.64	1% →
CHO6	7	101,603.44	-3% ↓
CHO7	11	144,338.88	-8% ↓
CHO8	12	118,340.61	-8% ↓
CHO9	12	160,682.57	15% ↑
Total	91	1,131,812.60	-0% →

Therapy Hours Breakdown per Network

Table 3: 2023 Therapy hours broken down by CDNT and CHO subtotals with variances

CHO	CDNT	Therapy Hours	% Change	
CHO1	Cavan	8,944.40	-28%	↓
	Donegal East & Inishowen	7,485.66	-40%	↓
	Donegal North	7,197.75	-29%	↓
	Donegal South West	12,764.01	23%	↑
	Leitrim	5,758.20	-41%	↓
	Monaghan	11,458.82	4%	↑
	Sligo South Donegal	16,151.75	-30%	↓
	Total	69,760.59	-22%	↓

CHO	CDNT	Therapy Hours	% Change	
CHO2	East Galway & South Roscommon Network 8	13,685.32	-2%	↓
	Galway City East - Network 6	25,249.71	4%	↑
	Galway City West - Network 5	17,456.94	49%	↑
	Galway North East - Network 7	14,059.61	-17%	↓
	Galway West - Network 4	12,668.04	5%	↑
	Mayo North - Network 1	18,205.51	3%	↑
	Mayo South - Network 2	18,723.75	1%	↑
	Mayo West - Network 3	13,464.59	0%	→
	Roscommon - Network 9	11,545.19	-10%	↓
	Total	145,058.66	3%	↑

CHO	CDNT	Therapy Hours	% Change	
CHO3	Blackberry Park	10,844.61	-15%	↓
	Clare	21,689.22	4%	↑
	East Limerick	16,497.24	-14%	↓
	Limerick South City	4,222.68	-27%	↓
	North Tipperary	16,986.69	-13%	↓
	Treehouse	24,913.81	43%	↑
	West Limerick	10,076.85	-16%	↓
	Total	105,231.11	-2%	↓

CHO	CDNT	Therapy Hours	% Change	
CHO4	Bandon-Carrigaline-Kinsale	15,336.01	2%	↑
	Central Cork	11,324.46	17%	↑
	East Central Cork	12,149.80	35%	↑
	East Cork City	17,178.63	42%	↑
	North Cork City and Blarney	9,692.97	11%	↑
	North East Cork	7,725.59	-6%	↓
	North Kerry	15,259.23	14%	↑
	North West Cork	16,650.80	19%	↑
	South Cork City	9,520.22	5%	↑
	South East Cork City	11,660.36	-11%	↓
	South Kerry	24,194.04	12%	↑
	West Central Cork	19,980.95	11%	↑
	West Cork	16,554.83	10%	↑
	West Kerry	12,687.23	-11%	↓
Total	199,915.11	10%	↑	

Therapy Hours Breakdown per Network (Contd.)

CHO	CDNT	Therapy Hours	% Change	
CHO5	Carlow	6,247.65	-40%	↓
	Cashel	5,854.17	-26%	↓
	Clonmel	5,566.26	-39%	↓
	Dungarvan - West Waterford	8,502.94	-3%	↓
	Enniscorthy	8,445.36	48%	↑
	Gorey	3,358.95	28%	↑
	Kilkenny	13,522.17	13%	↑
	New Ross	4,510.59	-18%	↓
	Thomastown	6,074.90	13%	↑
	Waterford North City	6,525.96	34%	↑
	Waterford South City	12,322.55	64%	↑
	Wexford	5,950.14	-12%	↓
	Total	86,881.64	1%	→

CHO	CDNT	Therapy Hours	% Change	
CHO6	Leopardstown 3	10,076.85	-23%	↓
	Leopardstown 4	14,395.50	22%	↑
	Mid Wicklow	12,284.16	3%	↑
	North Wicklow	29,366.82	18%	↑
	Sandymount 1	16,794.75	-3%	↓
	Sandymount 2	10,911.79	-30%	↓
	South Wicklow	7,773.57	-24%	↓
	Total	101,603.44	-3%	↓

CHO	CDNT	Therapy Hours	% Change	
CHO7	Ballyboden	12,456.91	19%	↑
	Brú Chaoimhin	16,372.48	7%	↑
	Chamber House	10,076.85	-32%	↓
	Clondalkin	15,297.62	14%	↑
	Mid Kildare	13,339.83	-30%	↓
	North Kildare	15,259.23	-21%	↓
	Palmerstown	14,673.81	22%	↑
	Rosse Court	12,380.13	-11%	↓
	South Kildare West Wicklow	17,236.21	-5%	↓
	St Columba's	4,702.53	-27%	↓
	Tymon	12,543.28	-7%	↓
	Total	144,338.88	-8%	↓

Therapy Hours Breakdown per Network (Contd.)

CHO	CDNT	Therapy Hours	% Change	
CHO8	Athlone	4,030.74	-36%	↓
	Dunshaughlin-East Meath	15,383.99	34%	↑
	Kells	7,965.51	60%	↑
	Longford	7,485.66	1%	↑
	Mullingar	10,105.64	-21%	↓
	Navan-Slane	15,489.56	27%	↑
	North Louth	11,036.55	-30%	↓
	Portarlington-Edenderry	11,612.37	32%	↑
	Portlaoise	11,420.43	21%	↑
	South Louth	8,579.72	-52%	↓
	Trim	3,522.10	-65%	↓
	Tullamore	11,708.34	2%	↑
	Total	118,340.61	-8%	↓

CHO	CDNT	Therapy Hours	% Change	
CHO9	Balbriggan	9,309.09	-8%	↓
	Ballymun	12,293.76	23%	↑
	Blakestown	11,756.33	-17%	↓
	Blanchardstown	18,704.55	19%	↑
	Cabra-Grangegorman	17,370.57	21%	↑
	Clontarf	12,859.98	-14%	↓
	Coastal Area	11,468.42	14%	↑
	Coolock	10,892.60	28%	↑
	Finglas	11,957.86	68%	↑
	Kilbarrack	17,082.66	52%	↑
	North Inner City	11,833.10	37%	↑
	Swords	15,153.66	4%	↑
	Total	160,682.57	15%	↑
Total		1,131,812.60	-0%	→

3. Census and Workforce Review Results

Summary by CHO

The below graph shows the breakdown of WTE (Filled and Vacant) in each CHO. The following are key points of note:

- The average vacancy rate nationally is 36%, up 2% on last year.
- The vacancy rate ranges from a low of 23% (n=41.70) in CHO3 to a high of 50% (n=91.88) in CHO1.
- CHO4 have the largest Allocation and number of Filled WTE.
- CHO3 have the lowest Allocation of WTE but CHO1 have the lowest number of Filled WTE.

Summary by CHO

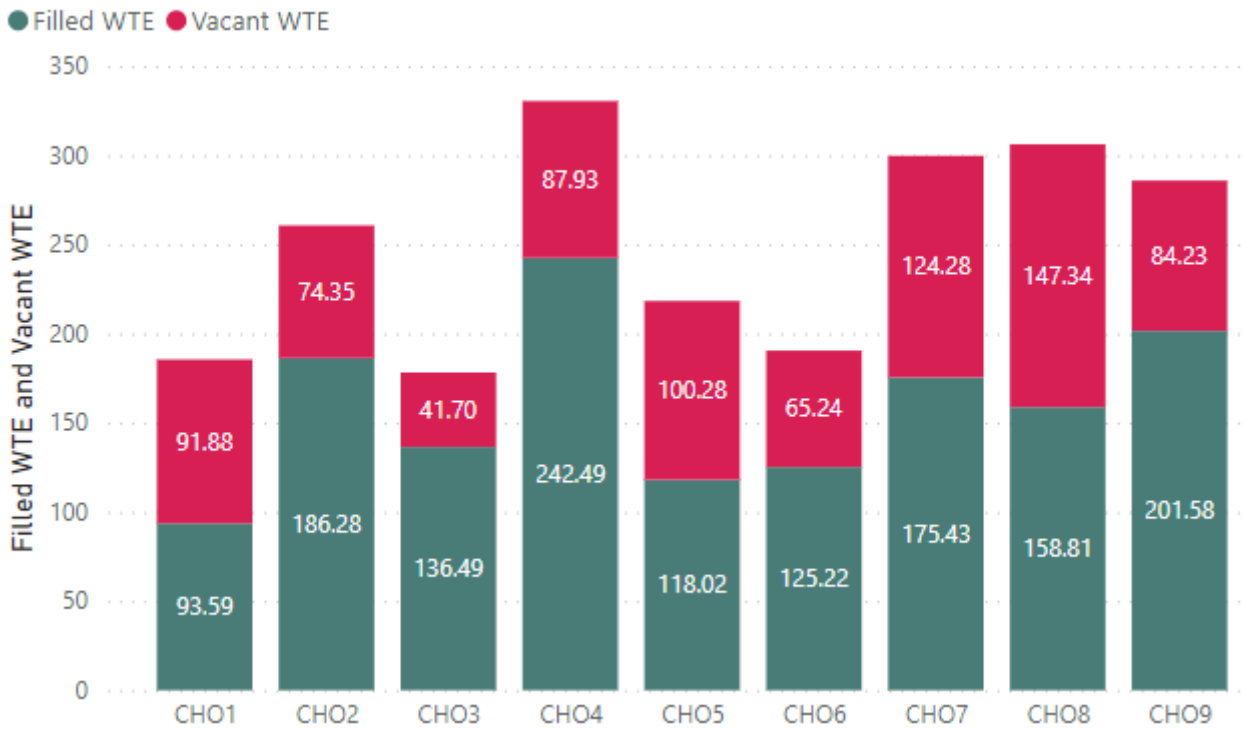


Table 4: 2023 WTE Allocation by CHO

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	185.47	93.59	91.88	50%	50%
CHO2	260.63	186.28	74.35	71%	29%
CHO3	178.19	136.49	41.70	77%	23%
CHO4	330.42	242.49	87.93	73%	27%
CHO5	218.30	118.02	100.28	54%	46%
CHO6	190.46	125.22	65.24	66%	34%
CHO7	299.71	175.43	124.28	59%	41%
CHO8	306.15	158.81	147.34	52%	48%
CHO9	285.81	201.58	84.23	71%	29%
Total	2,255.14	1,437.91	817.23	64%	36%
Average	250.57	159.77	90.80	64%	36%

Summary by CHO (Contd.)

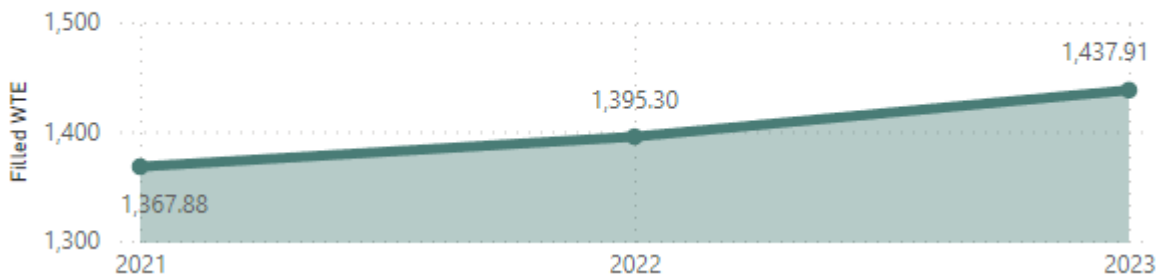
Table 5 below demonstrates the % change between the 2022 and 2023 CDNT Census and Workforce Review data.

Table 5: Variance table for WTEs by CHO

CHO	% Change Approved WTE	% Change Filled WTE
CHO1	8% ↑	-16% ↓
CHO2	10% ↑	10% ↑
CHO3	6% ↑	-0% →
CHO4	11% ↑	11% ↑
CHO5	14% ↑	7% ↑
CHO6	2% ↑	1% ↑
CHO7	5% ↑	-5% ↓
CHO8	8% ↑	-3% ↓
CHO9	2% ↑	14% ↑
Total	7% ↑	3% ↑

Trend Chart of Filled WTE by Year

Filled WTE by Year

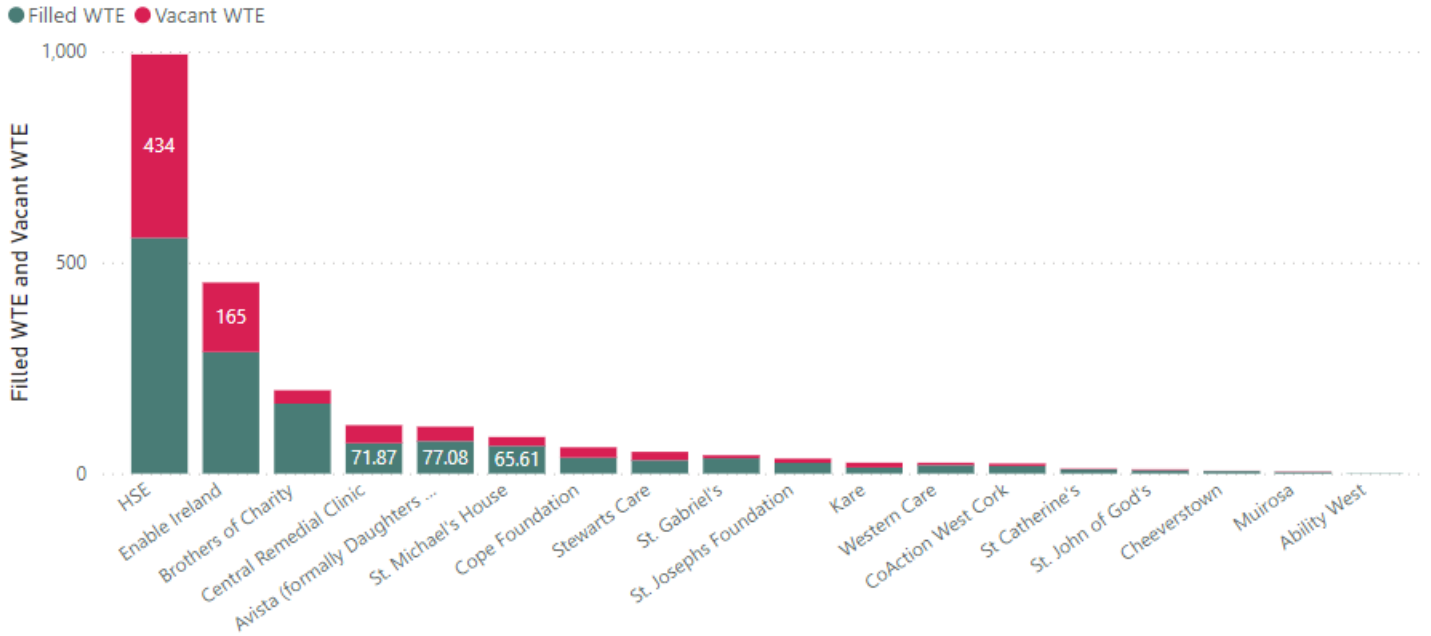


Summary by Employer

The below graph shows the breakdown of WTE (Filled and Vacant) by employer.

- The largest employer of CDNT staff is the HSE.
- The HSE manage 41 CDNTs and have 557.42 filled WTE positions and 434.48 vacant WTE positions (991.90 total).
- Ability West are the smallest employer and have 1.00 filled WTE positions and 0 vacant WTE position (1.00 total).
- There are 18 employers in total across the 91 CDNTs.

Summary by Employer



Summary by Employer (Contd.)

Table 6: 2023 WTE Allocation by Employer

Employer	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
HSE	991.90	557.42	434.48	56%	44%
Enable Ireland	452.46	287.87	164.59	64%	36%
Brothers of Charity	197.22	165.60	31.62	84%	16%
Central Remedial Clinic	114.55	71.87	42.68	63%	37%
Avista (formally Daughters of Charity)	110.98	77.08	33.90	69%	31%
St. Michael's House	86.66	65.61	21.05	76%	24%
Cope Foundation	62.15	37.80	24.35	61%	39%
Stewarts Care	51.38	31.75	19.63	62%	38%
St. Gabriel's	43.36	36.36	7.00	84%	16%
St. Josephs Foundation	35.42	25.29	10.13	71%	29%
Kare	25.74	14.24	11.50	55%	45%
Western Care	25.65	20.07	5.58	78%	22%
CoAction West Cork	23.75	18.05	5.70	76%	24%
St Catherine's	11.88	10.36	1.52	87%	13%
St. John of God's	9.95	7.95	2.00	80%	20%
Cheeverstown	6.34	5.84	0.50	92%	8%
Muirosa	4.75	3.75	1.00	79%	21%
Ability West	1.00	1.00	0.00	100%	0%
Total	2,255.14	1,437.91	817.23	64%	36%
Average	250.57	159.77	90.80	64%	36%

Table 7 below demonstrates the % change between the 2022 and 2023 CDNT Census and Workforce Review data.

Table 7: Variance table for WTEs by employer

Employer	% Change Approved WTE	% Change Filled WTE
Ability West	-29% ↓	-29% ↓
Avista (formally Daughters of Charity)	11% ↑	9% ↑
Brothers of Charity	5% ↑	5% ↑
Central Remedial Clinic	5% ↑	8% ↑
Cheeverstown	-23% ↓	-27% ↓
CoAction West Cork	11% ↑	20% ↑
Cope Foundation	27% ↑	20% ↑
Enable Ireland	10% ↑	6% ↑
HSE	6% ↑	-3% ↓
Kare	25% ↑	14% ↑
Muirosa	-50% ↓	-53% ↓
St Catherine's	-9% ↓	-9% ↓
St. Gabriel's	21% ↑	29% ↑
St. John of God's	-16% ↓	-17% ↓
St. Josephs Foundation	19% ↑	16% ↑
St. Michael's House	1% ↑	17% ↑
Stewarts Care	13% ↑	23% ↑
Western Care	-14% ↓	-24% ↓
Total	7% ↑	3% ↑

Summary by Children's Disability Network Teams

The following represents a high-level snapshot of CDNTs. If further clarity is required on a specific CDNT there are 91 individual staff census and workforce review reports available, one for each CDNT.

- North Wicklow has the largest number of WTE with 34.47 WTE filled and 5.44 WTE vacant (39.91 total). The Lead Agency for this Network is Enable Ireland.
- There are 43 CDNTs with a vacancy rate equal or above the national average of 36%.
- The vacancy rate of CDNTs ranges from 72% in Trim (n=17.00) to 0% in North Inner City.

Table 8: 2023 Summary of Therapy Hours, Lead Agencies and Vacancy Rates by CDNT

CHO	CDNT	Lead Agency	% Vacant	Therapy Hours
CHO1	Cavan	Enable Ireland	60%	8,944.40
	Donegal East & Inishowen	HSE	60%	7,485.66
	Donegal North	HSE	58%	7,197.75
	Donegal South West	HSE	28%	12,764.01
	Leitrim	HSE	45%	5,758.20
	Monaghan	HSE	51%	11,458.82
	Sligo South Donegal	HSE	41%	16,151.75
	Total		50%	69,760.59
CHO2	East Galway & South Roscommon Network 8	HSE	32%	13,685.32
	Galway City East - Network 6	Brothers of Charity	9%	25,249.71
	Galway City West - Network 5	Enable Ireland	14%	17,456.94
	Galway North East - Network 7	HSE	48%	14,059.61
	Galway West - Network 4	HSE	38%	12,668.04
	Mayo North - Network 1	HSE	23%	18,205.51
	Mayo South - Network 2	HSE	12%	18,723.75
	Mayo West - Network 3	HSE	32%	13,464.59
	Roscommon - Network 9	HSE	44%	11,545.19
Total		29%	145,058.66	
CHO3	Blackberry Park	Enable Ireland	33%	10,844.61
	Clare	HSE	10%	21,689.22
	East Limerick	Avista (formally Daughters of Charity)	30%	16,497.24
	Limerick South City	St. Gabriel's	21%	4,222.68
	North Tipperary	Enable Ireland	32%	16,986.69
	Treehouse	St. Gabriel's	14%	24,913.81
	West Limerick	Brothers of Charity	26%	10,076.85
Total		23%	105,231.11	

Summary by Children's Disability Network Teams (contd.)

CHO	CDNT	Lead Agency	% Vacant	Therapy Hours
CHO4	Bandon-Carrigaline-Kinsale	Brothers of Charity	34%	15,336.01
	Central Cork	Cope Foundation	55%	11,324.46
	East Central Cork	Cope Foundation	18%	12,149.80
	East Cork City	Brothers of Charity	17%	17,178.63
	North Cork City and Blarney	Cope Foundation	37%	9,692.97
	North East Cork	St. Josephs Foundation	28%	7,725.59
	North Kerry	Brothers of Charity	14%	15,259.23
	North West Cork	St. Josephs Foundation	25%	16,650.80
	South Cork City	Enable Ireland	23%	9,520.22
	South East Cork City	Enable Ireland	45%	11,660.36
	South Kerry	Brothers of Charity	3%	24,194.04
	West Central Cork	Enable Ireland	25%	19,980.95
	West Cork	CoAction West Cork	25%	16,554.83
	West Kerry	Enable Ireland	23%	12,687.23
	Total		27%	199,915.11
CHO5	Carlow	HSE	66%	6,247.65
	Cashel	HSE	59%	5,854.17
	Clonmel	HSE	56%	5,566.26
	Dungarvan - West Waterford	HSE	39%	8,502.94
	Enniscorthy	HSE	48%	8,445.36
	Gorey	HSE	55%	3,358.95
	Kilkenny	Enable Ireland	29%	13,522.17
	New Ross	HSE	51%	4,510.59
	Thomastown	HSE	33%	6,074.90
	Waterford North City	HSE	39%	6,525.96
	Waterford South City	Central Remedial Clinic	17%	12,322.55
	Wexford	HSE	58%	5,950.14
		Total		46%

Summary by Children's Disability Network Teams (contd.)

CHO	CDNT	Lead Agency	% Vacant	Therapy Hours	
CHO6	Leopardstown 3	Enable Ireland	56%	10,076.85	
	Leopardstown 4	HSE	41%	14,395.50	
	Mid Wicklow	Enable Ireland	21%	12,284.16	
	North Wicklow	Enable Ireland	14%	29,366.82	
	Sandymount 1	Enable Ireland	33%	16,794.75	
	Sandymount 2	Enable Ireland	44%	10,911.79	
	South Wicklow	Enable Ireland	35%	7,773.57	
	Total			34%	101,603.44
CHO7	Ballyboden	Enable Ireland	12%	12,456.91	
	Brú Chaoimhin	HSE	31%	16,372.48	
	Chamber House	HSE	64%	10,076.85	
	Clondalkin	Central Remedial Clinic	36%	15,297.62	
	Mid Kildare	Enable Ireland	50%	13,339.83	
	North Kildare	HSE	42%	15,259.23	
	Palmerstown	Stewarts Care	24%	14,673.81	
	Rosse Court	Stewarts Care	50%	12,380.13	
	South Kildare West Wicklow	Kare	34%	17,236.21	
	St Columba's	HSE	68%	4,702.53	
	Tymon	Enable Ireland	29%	12,543.28	
	Total			41%	144,338.88
CHO8	Athlone	HSE	63%	4,030.74	
	Dunshaughlin-East Meath	Enable Ireland	41%	15,383.99	
	Kells	HSE	41%	7,965.51	
	Longford	HSE	40%	7,485.66	
	Mullingar	HSE	51%	10,105.64	
	Navan-Slane	Enable Ireland	26%	15,489.56	
	North Louth	HSE	56%	11,036.55	
	Portlino-Edenderry	HSE	23%	11,612.37	
	Portlaoise	HSE	53%	11,420.43	
	South Louth	HSE	63%	8,579.72	
	Trim	HSE	72%	3,522.10	
	Tullamore	HSE	40%	11,708.34	
	Total			48%	118,340.61
	CHO9	Balbriggan	Central Remedial Clinic	52%	9,309.09
Ballymun		St. Michael's House	19%	12,293.76	
Blakestown		Avista (formally Daughters of Charity)	49%	11,756.33	
Blanchardstown		Avista (formally Daughters of Charity)	12%	18,704.55	
Cabra-Grangegorman		Avista (formally Daughters of Charity)	30%	17,370.57	
Clontarf		Central Remedial Clinic	28%	12,859.98	
Coastal Area		St. Michael's House	25%	11,468.42	
Coolock		St. Michael's House	17%	10,892.60	
Finglas		HSE	37%	11,957.86	
Kilbarrack		St. Michael's House	28%	17,082.66	
North Inner City		HSE	0%	11,833.10	
Swords		Central Remedial Clinic	35%	15,153.66	
Total				29%	160,682.57
Total				36%	1,131,812.60

Across the CDNTs vacancy as a result of maternity leave equates to 96.22 WTE (84.87 WTE on paid maternity leave, 11.35 on unpaid maternity leave). As maternity leave cover is unfunded it is not custom and practice to backfill these vacancies.

- Of the 91 CDNTs, 56 CDNTs had a vacancy rate equal to or greater than 30% of their WTE. See detail below:

Summary by Children's Disability Network Teams (contd.)

Table 9: 2023 Summary of CDNTs with Vacancy Rates equal to or greater than 30%

CHO	CDNT	Lead Agency	% Vacant
CHO1	Cavan	Enable Ireland	60%
CHO1	Donegal East & Inishowen	HSE	60%
CHO1	Donegal North	HSE	58%
CHO1	Leitrim	HSE	45%
CHO1	Monaghan	HSE	51%
CHO1	Sligo South Donegal	HSE	41%
CHO2	East Galway & South Roscommon Network 8	HSE	32%
CHO2	Galway North East - Network 7	HSE	48%
CHO2	Galway West - Network 4	HSE	38%
CHO2	Mayo West -Network 3	HSE	32%
CHO2	Roscommon - Network 9	HSE	44%
CHO3	Blackberry Park	Enable Ireland	33%
CHO3	East Limerick	Avista (formally Daughters of Charity)	30%
CHO3	North Tipperary	Enable Ireland	32%
CHO4	Bandon-Carrigaline-Kinsale	Brothers of Charity	34%
CHO4	Central Cork	Cope Foundation	55%
CHO4	North Cork City and Blarney	Cope Foundation	37%
CHO4	South East Cork City	Enable Ireland	45%
CHO5	Carlow	HSE	66%
CHO5	Cashel	HSE	59%
CHO5	Clonmel	HSE	56%
CHO5	Dungarvan - West Waterford	HSE	39%
CHO5	Enniscorthy	HSE	48%
CHO5	Gorey	HSE	55%
CHO5	New Ross	HSE	51%
CHO5	Thomastown	HSE	33%
CHO5	Waterford North City	HSE	39%
CHO5	Wexford	HSE	58%
CHO6	Leopardstown 3	Enable Ireland	56%
CHO6	Leopardstown 4	HSE	41%
CHO6	Sandymount 1	Enable Ireland	33%
CHO6	Sandymount 2	Enable Ireland	44%
CHO6	South Wicklow	Enable Ireland	35%
CHO7	Brú Chaoimhin	HSE	31%
CHO7	Chamber House	HSE	64%
CHO7	Clondalkin	Central Remedial Clinic	36%
CHO7	Mid Kildare	Enable Ireland	50%
CHO7	North Kildare	HSE	42%
CHO7	Rosse Court	Stewarts Care	50%

Summary by Children's Disability Network Teams (contd.)

CHO7	South Kildare West Wicklow	Kare	34%
CHO7	St Columba's	HSE	68%
CHO8	Athlone	HSE	63%
CHO8	Dunshaughlin-East Meath	Enable Ireland	41%
CHO8	Kells	HSE	41%
CHO8	Longford	HSE	40%
CHO8	Mullingar	HSE	51%
CHO8	North Louth	HSE	56%
CHO8	Portlaoise	HSE	53%
CHO8	South Louth	HSE	63%
CHO8	Trim	HSE	72%
CHO8	Tullamore	HSE	40%
CHO9	Balbriggan	Central Remedial Clinic	52%
CHO9	Blakestown	Avista (formally Daughters of Charity)	49%
CHO9	Cabra-Grangegorman	Avista (formally Daughters of Charity)	30%
CHO9	Finglas	HSE	37%
CHO9	Swords	Central Remedial Clinic	35%

Summary by Provider Type

See below for a summary of provider by CDNT. The largest provider nationally is the HSE where there are 557.42 filled WTE positions and 434.48 vacant WTE positions (991.90 total). See below for a list of each CDNT with its lead agency and provider.

- The HSE has the highest vacancy rate at 44% which is to be expected as they are the largest employer of staff
- 67% of staff are employed by statutory (HSE / S38) providers
- 33% of staff are employed by S39 service providers

Summary by Provider



Table 10: 2023 WTE Allocation by Provider Type

Provider	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
HSE	991.90	557.42	434.48	56%	44%
S38	669.72	481.49	188.23	72%	28%
S39	593.52	399.00	194.52	67%	33%
Total	2,255.14	1,437.91	817.23	64%	36%

Table 11 below demonstrates the % change between the 2022 and 2023 CDNT Census and Workforce Review data.

Table 11: Variance Table for WTEs by Provider Type

Provider	% Change Approved WTE	% Change Filled WTE
HSE	6% ↑	-3% ↓
S38	7% ↑	8% ↑
S39	9% ↑	6% ↑
Total	7% ↑	3% ↑

Summary by Provider Type (Contd.)

See below for a list of each CDNT with its lead agency and provider.

Table 12: Variance Table for WTEs by Provider Type

CHO	CDNT	Lead Agency	Provider	Vacancy Rate
CHO1	Cavan	Enable Ireland	S39	60%
CHO1	Donegal East & Inishowen	HSE	HSE	60%
CHO1	Donegal North	HSE	HSE	58%
CHO1	Donegal South West	HSE	HSE	28%
CHO1	Leitrim	HSE	HSE	45%
CHO1	Monaghan	HSE	HSE	51%
CHO1	Sligo South Donegal	HSE	HSE	41%
CHO2	East Galway & South Roscommon Network 8	HSE	HSE	32%
CHO2	Galway City East - Network 6	Brothers of Charity	S38	9%
CHO2	Galway City West - Network 5	Enable Ireland	S39	14%
CHO2	Galway North East - Network 7	HSE	HSE	48%
CHO2	Galway West - Network 4	HSE	HSE	38%
CHO2	Mayo North - Network 1	HSE	HSE	23%
CHO2	Mayo South - Network 2	HSE	HSE	12%
CHO2	Mayo West - Network 3	HSE	HSE	32%
CHO2	Roscommon - Network 9	HSE	HSE	44%
CHO3	Blackberry Park	Enable Ireland	S39	33%
CHO3	Clare	HSE	HSE	10%
CHO3	East Limerick	Avista (formally Daughters of Charity)	S38	30%
CHO3	Limerick South City	St. Gabriel's	S39	21%
CHO3	North Tipperary	Enable Ireland	S39	32%
CHO3	Treehouse	St. Gabriel's	S39	14%
CHO3	West Limerick	Brothers of Charity	S38	26%
CHO4	Bandon-Carrigaline-Kinsale	Brothers of Charity	S38	34%
CHO4	Central Cork	Cope Foundation	S38	55%
CHO4	East Central Cork	Cope Foundation	S38	18%
CHO4	East Cork City	Brothers of Charity	S38	17%
CHO4	North Cork City and Blarney	Cope Foundation	S38	37%
CHO4	North East Cork	St. Josephs Foundation	S39	28%
CHO4	North Kerry	Brothers of Charity	S38	14%
CHO4	North West Cork	St. Josephs Foundation	S39	25%
CHO4	South Cork City	Enable Ireland	S39	23%
CHO4	South East Cork City	Enable Ireland	S39	45%
CHO4	South Kerry	Brothers of Charity	S38	3%
CHO4	West Central Cork	Enable Ireland	S39	25%
CHO4	West Cork	CoAction West Cork	S39	25%
CHO4	West Kerry	Enable Ireland	S39	23%
CHO5	Carlow	HSE	HSE	66%
CHO5	Cashel	HSE	HSE	59%
CHO5	Clonmel	HSE	HSE	56%
CHO5	Dungarvan - West Waterford	HSE	HSE	39%
CHO5	Enniscorthy	HSE	HSE	48%
CHO5	Gorey	HSE	HSE	55%
CHO5	Kilkenny	Enable Ireland	S39	29%
CHO5	New Ross	HSE	HSE	51%
CHO5	Thomastown	HSE	HSE	33%

Summary by Provider Type (Contd.)

CHO5	Waterford North City	HSE	HSE	39%
CHO5	Waterford South City	Central Remedial Clinic	S38	17%
CHO5	Wexford	HSE	HSE	58%
CHO6	Leopardstown 3	Enable Ireland	S39	56%
CHO6	Leopardstown 4	HSE	HSE	41%
CHO6	Mid Wicklow	Enable Ireland	S39	21%
CHO6	North Wicklow	Enable Ireland	S39	14%
CHO6	Sandymount 1	Enable Ireland	S39	33%
CHO6	Sandymount 2	Enable Ireland	S39	44%
CHO6	South Wicklow	Enable Ireland	S39	35%
CHO7	Ballyboden	Enable Ireland	S39	12%
CHO7	Brú Chaoimhin	HSE	HSE	31%
CHO7	Chamber House	HSE	HSE	64%
CHO7	Clondalkin	Central Remedial Clinic	S38	36%
CHO7	Mid Kildare	Enable Ireland	S39	50%
CHO7	North Kildare	HSE	HSE	42%
CHO7	Palmerstown	Stewarts Care	S38	24%
CHO7	Rosse Court	Stewarts Care	S38	50%
CHO7	South Kildare West Wicklow	Kare	S38	34%
CHO7	St Columba's	HSE	HSE	68%
CHO7	Tymon	Enable Ireland	S39	29%
CHO8	Athlone	HSE	HSE	63%
CHO8	Dunshaughlin-East Meath	Enable Ireland	S39	41%
CHO8	Kells	HSE	HSE	41%
CHO8	Longford	HSE	HSE	40%
CHO8	Mullingar	HSE	HSE	51%
CHO8	Navan-Slane	Enable Ireland	S39	26%
CHO8	North Louth	HSE	HSE	56%
CHO8	Portarlington-Edenderry	HSE	HSE	23%
CHO8	Portlaoise	HSE	HSE	53%
CHO8	South Louth	HSE	HSE	63%
CHO8	Trim	HSE	HSE	72%
CHO8	Tullamore	HSE	HSE	40%
CHO9	Balbriggan	Central Remedial Clinic	S38	52%
CHO9	Ballymun	St. Michael's House	S38	19%
CHO9	Blakestown	Avista (formally Daughters of Charity)	S38	49%
CHO9	Blanchardstown	Avista (formally Daughters of Charity)	S38	12%
CHO9	Cabra-Grangegorman	Avista (formally Daughters of Charity)	S38	30%
CHO9	Clontarf	Central Remedial Clinic	S38	28%
CHO9	Coastal Area	St. Michael's House	S38	25%
CHO9	Coolock	St. Michael's House	S38	17%
CHO9	Finglas	HSE	HSE	37%
CHO9	Kilbarrack	St. Michael's House	S38	28%
CHO9	North Inner City	HSE	HSE	0%
CHO9	Swords	Central Remedial Clinic	S38	35%

Summary by Discipline

The below graph shows the breakdown of WTE (Filled and Vacant) by discipline. The largest discipline is Speech and Language Therapy (SLT) where there are 270.63 filled and 205.46 vacant WTE positions (476.09 total). While the numbers are low (n=1.50), the discipline with the highest vacancy rate is Paediatric Link Worker (67% vacancy rate).

The vacancy rate in SLT, Occupational Therapy and Psychology are of particular concern to the HSE as these grades of staff are essential for the delivery of legislative obligations for Assessment of Need as determined in the Disability Act 2005.

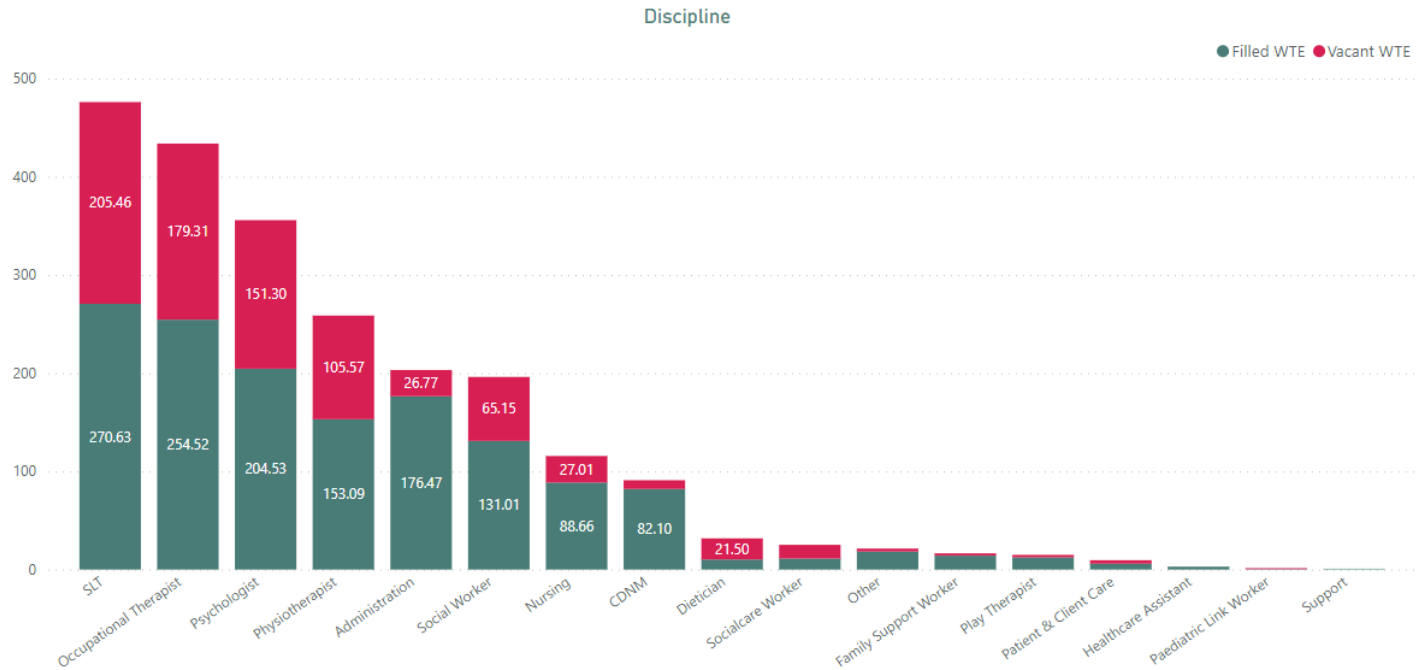


Table 13: 2023 WTE Allocation by Discipline

Discipline	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
SLT	476.09	270.63	205.46	57%	43%
Occupational Therapist	433.83	254.52	179.31	59%	41%
Psychologist	355.83	204.53	151.30	57%	43%
Physiotherapist	258.66	153.09	105.57	59%	41%
Administration	203.24	176.47	26.77	87%	13%
Social Worker	196.16	131.01	65.15	67%	33%
Nursing	115.67	88.66	27.01	77%	23%
CDNM	91.00	82.10	8.90	90%	10%
Dietician	31.80	10.30	21.50	32%	68%
Socialcare Worker	25.22	11.35	13.87	45%	55%
Other	21.41	18.39	3.02	86%	14%
Family Support Worker	16.55	14.19	2.36	86%	14%
Play Therapist	14.96	12.48	2.48	83%	17%
Patient & Client Care	9.56	6.03	3.53	63%	37%
Healthcare Assistant	3.00	3.00	0.00	100%	0%
Paediatric Link Worker	1.50	0.50	1.00	33%	67%
Support	0.66	0.66	0.00	100%	0%
Total	2,255.14	1,437.91	817.23	64%	36%

Summary by Discipline (Cont'd)

Table 14 below demonstrates the % change between the 2022 and 2023 CDNT Census and Workforce Review data.

Table 14: Variance Table for WTEs by Discipline

Discipline	% Change Approved WTE	% Change Filled WTE
Administration	32% ↑	37% ↑
CDNM	1% ↑	-2% ↓
Dietician	16% ↑	30% ↑
Family Support Worker	-16% ↓	8% ↑
Healthcare Assistant	-34% ↓	19% ↑
Nursing	10% ↑	18% ↑
Occupational Therapist	7% ↑	4% ↑
Other	-28% ↓	-35% ↓
Paediatric Link Worker	100% ↑	100% ↑
Patient & Client Care	12% ↑	-2% ↓
Physiotherapist	-0% →	-5% ↓
Play Therapist	83% ↑	98% ↑
Psychologist	6% ↑	-1% →
SLT	6% ↑	-5% ↓
Social Worker	7% ↑	-0% →
Socialcare Worker	21% ↑	-21% ↓
Support	450% ↑	450% ↑
Total	7% ↑	3% ↑

CHO Detail by Discipline

Speech and Language Therapy

Table 15: WTE detail per CHO for Speech and Language Therapy

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	36.84	15.64	21.20	42%	58%
CHO2	53.10	35.30	17.80	66%	34%
CHO3	33.20	25.20	8.00	76%	24%
CHO4	69.03	48.97	20.06	71%	29%
CHO5	47.95	21.31	26.64	44%	56%
CHO6	40.62	23.39	17.23	58%	42%
CHO7	70.57	32.32	38.25	46%	54%
CHO8	70.30	34.87	35.43	50%	50%
CHO9	54.48	33.63	20.85	62%	38%
Total	476.09	270.63	205.46	57%	43%
Average	52.90	30.07	22.83	57%	43%

Occupational Therapist

Table 16: WTE detail per CHO for Occupational Therapist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	32.30	14.80	17.50	46%	54%
CHO2	44.55	33.84	10.71	76%	24%
CHO3	35.21	25.71	9.50	73%	27%
CHO4	58.52	42.32	16.20	72%	28%
CHO5	41.45	19.76	21.69	48%	52%
CHO6	40.78	22.26	18.52	55%	45%
CHO7	65.49	35.79	29.70	55%	45%
CHO8	67.68	26.34	41.34	39%	61%
CHO9	47.85	33.70	14.15	70%	30%
Total	433.83	254.52	179.31	59%	41%
Average	48.20	28.28	19.92	59%	41%

Psychologist

Table 17: WTE detail per CHO for Psychologist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	20.05	7.60	12.45	38%	62%
CHO2	36.80	25.95	10.85	71%	29%
CHO3	27.50	17.10	10.40	62%	38%
CHO4	51.32	33.31	18.01	65%	35%
CHO5	30.28	12.40	17.88	41%	59%
CHO6	30.42	19.95	10.47	66%	34%
CHO7	59.70	34.50	25.20	58%	42%
CHO8	51.66	23.34	28.32	45%	55%
CHO9	48.10	30.38	17.72	63%	37%
Total	355.83	204.53	151.30	57%	43%
Average	39.54	22.73	16.81	57%	43%

CHO Detail by Discipline (Contd.)

Physiotherapist

Table 18: WTE detail per CHO for Physiotherapist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	24.13	10.50	13.63	44%	56%
CHO2	28.92	19.01	9.91	66%	34%
CHO3	16.16	11.56	4.60	72%	28%
CHO4	35.73	22.63	13.10	63%	37%
CHO5	25.59	13.59	12.00	53%	47%
CHO6	25.24	16.80	8.44	67%	33%
CHO7	32.67	19.07	13.60	58%	42%
CHO8	33.37	17.53	15.84	53%	47%
CHO9	36.85	22.40	14.45	61%	39%
Total	258.66	153.09	105.57	59%	41%
Average	28.74	17.01	11.73	59%	41%

Social Worker

Table 19: WTE detail per CHO for Social Worker

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	10.50	4.46	6.04	42%	58%
CHO2	17.74	10.21	7.53	58%	42%
CHO3	15.10	12.50	2.60	83%	17%
CHO4	32.05	26.75	5.30	83%	17%
CHO5	21.17	11.70	9.47	55%	45%
CHO6	17.30	11.80	5.50	68%	32%
CHO7	27.87	18.77	9.10	67%	33%
CHO8	21.40	9.69	11.71	45%	55%
CHO9	33.03	25.13	7.90	76%	24%
Total	196.16	131.01	65.15	67%	33%
Average	21.80	14.56	7.24	67%	33%

Administration

Table 20: WTE detail per CHO for Administration

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	19.70	13.90	5.80	71%	29%
CHO2	30.59	26.13	4.46	85%	15%
CHO3	21.04	20.04	1.00	95%	5%
CHO4	25.96	21.38	4.58	82%	18%
CHO5	19.69	18.49	1.20	94%	6%
CHO6	15.35	13.35	2.00	87%	13%
CHO7	19.56	15.03	4.53	77%	23%
CHO8	26.50	25.50	1.00	96%	4%
CHO9	24.85	22.65	2.20	91%	9%
Total	203.24	176.47	26.77	87%	13%
Average	22.58	19.61	2.97	87%	13%

CHO Detail by Discipline (Contd.)

Nursing

Table 21: WTE detail per CHO for Nursing

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	20.80	13.33	7.47	64%	36%
CHO2	10.49	9.55	0.94	91%	9%
CHO3	11.07	10.07	1.00	91%	9%
CHO4	16.87	13.07	3.80	77%	23%
CHO5	11.47	9.77	1.70	85%	15%
CHO6	7.70	6.40	1.30	83%	17%
CHO7	5.34	4.84	0.50	91%	9%
CHO8	18.84	10.14	8.70	54%	46%
CHO9	13.09	11.49	1.60	88%	12%
Total	115.67	88.66	27.01	77%	23%
Average	12.85	9.85	3.00	77%	23%

CDNM

Table 22: WTE detail per CHO for CDNM

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	7.00	7.00	0.00	100%	0%
CHO2	9.00	9.00	0.00	100%	0%
CHO3	7.00	6.80	0.20	97%	3%
CHO4	14.00	12.80	1.20	91%	9%
CHO5	12.00	9.00	3.00	75%	25%
CHO6	7.00	6.00	1.00	86%	14%
CHO7	11.00	10.00	1.00	91%	9%
CHO8	12.00	10.00	2.00	83%	17%
CHO9	12.00	11.50	0.50	96%	4%
Total	91.00	82.10	8.90	90%	10%
Average	10.11	9.12	0.99	90%	10%

Other

Table 23: WTE detail per CHO for Other

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	0.00	0.00	0.00	0.00	0%
CHO2	12.15	9.79	2.36	0%	19%
CHO3	1.00	1.00	0.00	100%	0%
CHO4	2.00	2.00	0.00	100%	0%
CHO5	0.00	0.00	0.00	0%	0%
CHO6	2.00	2.00	0.00	100%	0%
CHO7	2.00	2.00	0.00	100%	0%
CHO8	0.50	0.00	0.50	0%	100%
CHO9	1.76	1.60	0.16	91%	9%
Total	21.41	18.39	3.02	86 %	14%
Average	3.06	2.63	0.43	86%	14%

CHO Detail by Discipline (Contd.)

Dietician

Table 24: WTE detail per CHO for Dietician

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	4.50	1.00	3.50	22%	78%
CHO2	5.50	3.50	2.00	64%	36%
CHO3	0.00	0.00	0.00	0%	0%
CHO4	3.50	1.50	2.00	43%	57%
CHO5	7.70	2.00	4.70	30%	70%
CHO6	1.10	0.40	0.70	36%	64%
CHO7	2.00	0.60	1.40	30%	70%
CHO8	2.50	1.00	1.50	40%	60%
CHO9	5.00	0.30	4.70	6%	94%
Total	31.80	10.30	20.50	32%	68%
Average	3.98	1.29	2.69	32%	68%

Family Support Worker

Table 25: WTE detail per CHO for Family Support Worker

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	3.95	2.36	1.59	60%	40%
CHO2	0.00	0.00	0.00	0%	0%
CHO3	0.60	0.60	0.00	100%	0%
CHO4	11.10	10.33	0.77	93%	7%
CHO5	0.00	0.00	0.00	0%	0%
CHO6	0.00	0.00	0.00	0%	0%
CHO7	0.50	0.50	0.00	100%	0%
CHO8	0.40	0.40	0.00	100%	0%
CHO9	0.00	0.00	0.00	0%	0%
Total	16.55	14.19	2.36	86%	14%
Average	3.31	2.84	0.47	86%	14%

Socialcare Worker

Table 26: WTE detail per CHO for Socialcare Worker

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	5.70	3.00	2.70	53%	47%
CHO2	0.00	0.00	0.00	0%	0%
CHO3	11.79	4.00	7.79	34%	66%
CHO4	1.31	0.93	0.38	71%	29%
CHO5	1.00	0.00	1.00	0%	100%
CHO6	0.95	0.95	0.00	100%	0%
CHO7	2.47	1.47	1.00	60%	40%
CHO8	1.00	0.00	1.00	0%	100%
CHO9	1.00	1.00	0.00	100%	0%
Total	25.22	11.35	13.87	45%	55%
Average	3.15	1.42	1.73	45%	55%

CHO Detail by Discipline (Contd.)

Support

Table 27: WTE detail per CHO for Support

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	0.00	0.00	0.00	0%	0%
CHO2	0.00	0.00	0.00	0%	0%
CHO3	0.00	0.00	0.00	0%	0%
CHO4	0.12	0.12	0.00	100%	0%
CHO5	0.00	0.00	0.00	0%	0%
CHO6	0.00	0.00	0.00	100%	0%
CHO7	0.54	0.54	0.00	100%	0%
CHO8	0.00	0.00	0.00	0%	0%
CHO9	0.00	0.00	0.00	0%	0%
Total	0.66	0.66	0.00	100%	0.00%
Average	0.33	0.33	0.00	100%	0.00%

Play Therapist

Table 28: WTE detail per CHO for Play Therapist

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	0.00	0.00	0.00	0%	0%
CHO2	0.00	0.00	0.00	0%	0%
CHO3	4.81	2.41	2.40	50%	50%
CHO4	2.35	2.35	0.00	100%	0%
CHO5	0.00	0.00	0.00	0%	0%
CHO6	2.00	1.92	0.08	96%	4%
CHO7	0.00	0.00	0.00	0%	0%
CHO8	0.00	0.00	0.00	0%	0%
CHO9	5.80	5.80	0.00	100%	0%
Total	14.96	12.48	2.48	83%	17%
Average	3.74	3.12	0.62	83%	17%

Healthcare Assistant

Table 29: WTE detail per CHO for Healthcare Assistant

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	0.00	0.00	0.00	0%	0%
CHO2	0.00	0.00	0.00	0%	0%
CHO3	2.00	2.00	0.00	100%	0%
CHO4	0.00	0.00	0.00	0%	0%
CHO5	0.00	0.00	0.00	0%	0%
CHO6	0.00	0.00	0.00	0%	0%
CHO7	0.00	0.00	0.00	0%	0%
CHO8	0.00	0.00	0.00	0%	0%
CHO9	1.00	1.00	0.00	100%	0%
Total	3.00	3.00	0.00	100%	0.00%
Average	1.50	1.50	0.00	100%	0.00%

CHO Detail by Discipline (Contd.)

Paediatric Link Worker

Table 30: WTE detail per CHO for Paediatric Link Worker

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	0.00	0.00	0.00	0%	0%
CHO2	0.00	0.00	0.00	0%	0%
CHO3	1.50	0.50	1.00	33%	67%
CHO4	0.00	0.00	0.00	0%	0%
CHO5	0.00	0.00	0.00	0%	0%
CHO6	0.00	0.00	0.00	0%	0%
CHO7	0.00	0.00	0.00	0%	0%
CHO8	0.00	0.00	0.00	0%	0%
CHO9	0.00	0.00	0.00	0%	0%
Total	1.50	0.50	1.00	33%	67%
Average	1.50	0.50	1.00	33%	67%

Patient & Client Care

Table 31: WTE detail per CHO for Patient & Client Care

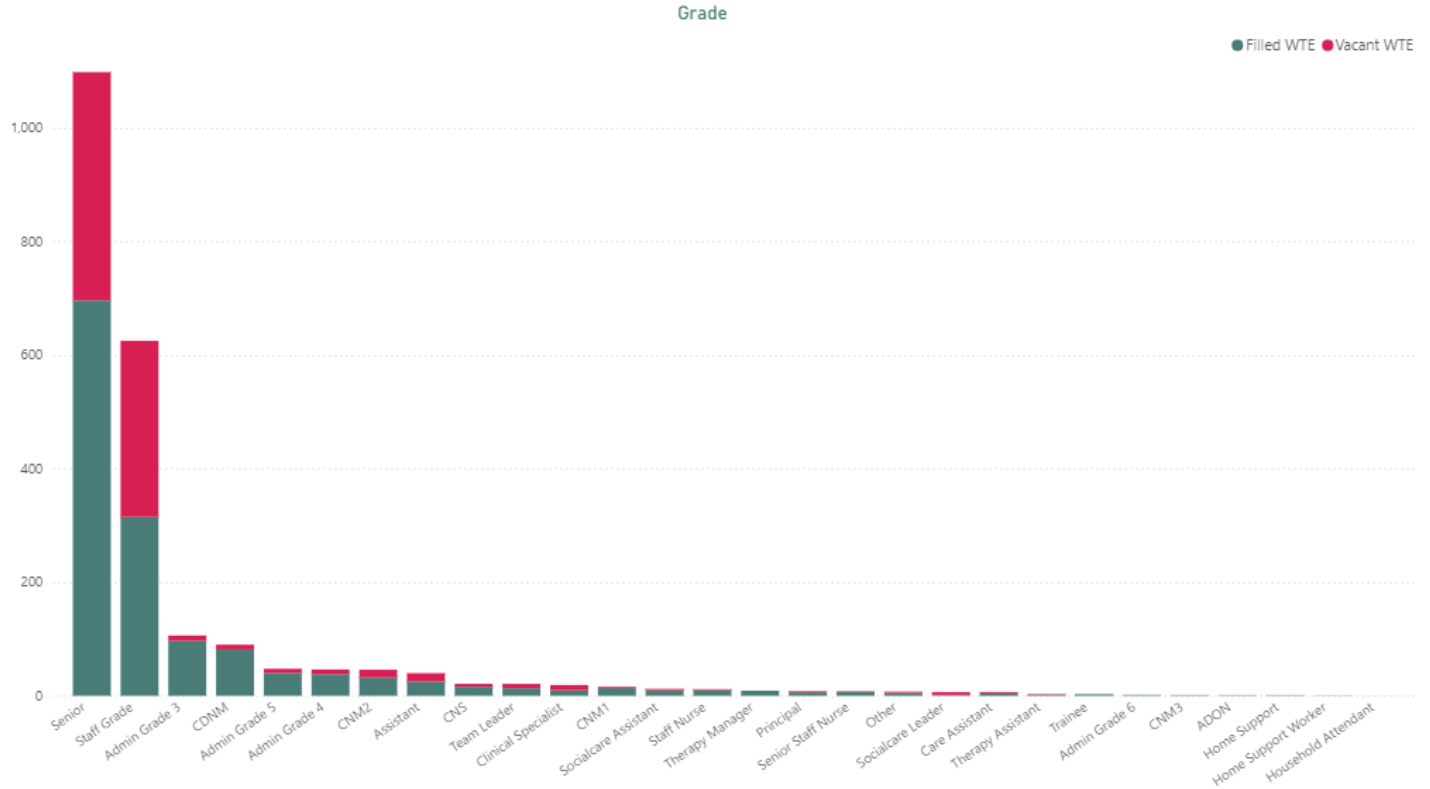
CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	0.00	0.00	0.00	0%	0%
CHO2	0.00	0.00	0.00	0%	0%
CHO3	2.00	1.00	1.00	50%	50%
CHO4	6.56	4.03	2.53	61%	39%
CHO5	0.00	0.00	0.00	0%	0%
CHO6	0.00	0.00	0.00	0%	0%
CHO7	0.00	0.00	0.00	0%	0%
CHO8	0.00	0.00	0.00	0%	0%
CHO9	1.00	1.00	0.00	100%	0%
Total	9.56	6.03	3.53	63%	37%
Average	3.19	2.01	1.18	63%	37%

Summary by Grade

The below graph shows the breakdown of WTE (Filled and Vacant) by grade. The largest allocated grade is at senior level where there are 693.10 filled WTE and 395.53 vacant WTE positions (1088.63 total). While the number is small (n=6.57), the grade with the highest vacancy rate is Socialcare Leader (75% vacancy).

- The two largest grades of staff are Senior and Staff Grade.
- The vacancy rate for Senior grades of staff is 36%.
- The vacancy rate for Staff grades of staff is 50%

Summary by Grade



Summary by Grade (Contd.)

Table 32: 2023 WTE Allocation by Grade

Grade	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
Senior	1,097.93	695.90	402.03	63%	37%
Staff Grade	624.98	314.90	310.08	50%	50%
Admin Grade 3	106.06	96.56	9.50	91%	9%
CDNM	90.00	81.10	8.90	90%	10%
Admin Grade 5	47.58	39.78	7.80	84%	16%
Admin Grade 4	46.27	37.80	8.47	82%	18%
CNM2	45.79	31.98	13.81	70%	30%
Assistant	39.70	25.17	14.53	63%	37%
CNS	20.98	15.78	5.20	75%	25%
Team Leader	20.87	13.20	7.67	63%	37%
Clinical Specialist	18.99	9.74	9.25	51%	49%
CNM1	15.79	13.59	2.20	86%	14%
Socialcare Assistant	12.15	9.79	2.36	81%	19%
Staff Nurse	11.54	10.04	1.50	87%	13%
Therapy Manager	8.89	8.89	0.00	100%	0%
Principal	8.10	6.10	2.00	75%	25%
Senior Staff Nurse	8.05	7.05	1.00	88%	12%
Other	7.20	4.70	2.50	65%	35%
Socialcare Leader	6.57	1.67	4.90	25%	75%
Care Assistant	6.56	4.03	2.53	61%	39%
Therapy Assistant	3.00	2.00	1.00	67%	33%
Trainee	2.80	2.80	0.00	100%	0%
Admin Grade 6	1.53	1.53	0.00	100%	0%
CNM3	1.15	1.15	0.00	100%	0%
ADON	1.00	1.00	0.00	100%	0%
Home Support	1.00	1.00	0.00	100%	0%
Home Support Worker	0.54	0.54	0.00	100%	0%
Household Attendant	0.12	0.12	0.00	100%	0%
Total	2,255.14	1,437.91	817.23	64%	36%
Average	250.57	159.77	90.80	64%	36%

Summary by Grade (Contd.)

Table 33 below demonstrates the % change between the 2022 and 2023 CDNT Census and Workforce Review data.

Table 33: 2023 Variance Table for WTEs by discipline

Grade	% Change Approved WTE		% Change Filled WTE	
Admin Grade 3	16%	↑	23%	↑
Admin Grade 4	22%	↑	33%	↑
Admin Grade 5	120%	↑	93%	↑
Admin Grade 6	2%	↑	2%	↑
ADON	100%	↑	100%	↑
Assistant	2%	↑	-10%	↓
Care Assistant	-13%	↓	-21%	↓
CDNM	2%	↑	-1%	→
Clinical Specialist	6%	↑	43%	↑
CNM1	2%	↑	19%	↑
CNM2	-8%	↓	-3%	↓
CNM3	-39%	↓	28%	↑
CNS	73%	↑	30%	↑
Home Support	100%	↑	100%	↑
Home Support Worker	100%	↑	100%	↑
Household Attendant	0%	→	0%	→
Other	-63%	↓	-68%	↓
Principal	1%	↑	-13%	↓
Senior	16%	↑	13%	↑
Senior Staff Nurse	-19%	↓	19%	↑
Socialcare Assistant	100%	↑	100%	↑
Socialcare Leader	100%	↑	100%	↑
Staff Grade	-8%	↓	-21%	↓
Staff Nurse	27%	↑	28%	↑
Team Leader	-25%	↓	-37%	↓
Therapy Assistant	200%	↑	100%	↑
Therapy Manager	26%	↑	47%	↑
Trainee	40%	↑	40%	↑
Total	7%	↑	3%	↑

Reason for Vacancy

As part of this census and workforce review, the reason for vacancies were recorded for any vacant WTE. The below graph shows the breakdown of the reasons for vacancies at the National level. The largest vacancy is due to Unfilled Post Replacement at 479.60 WTE.

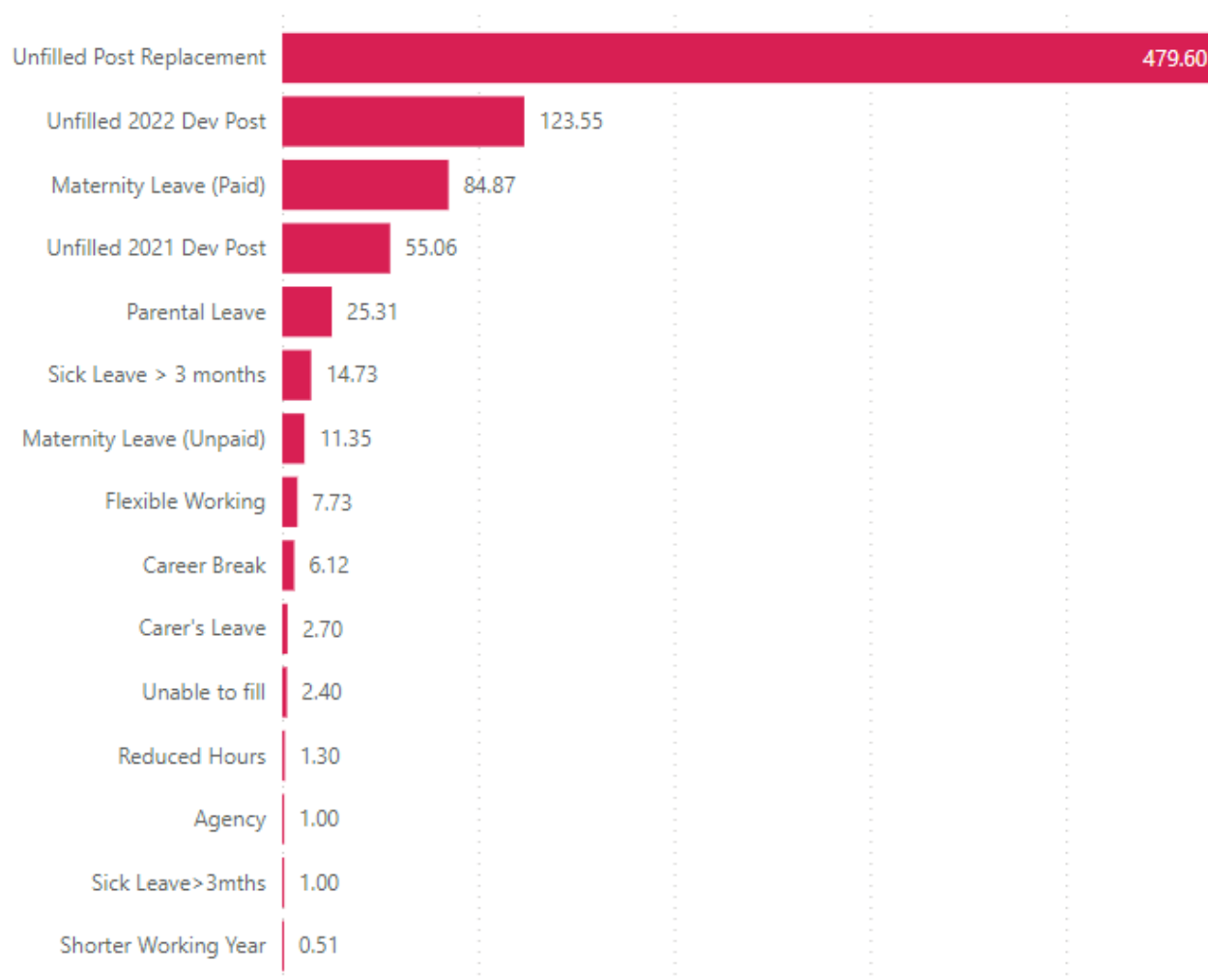


Table 33: 2023 WTE allocation by reason for vacancy with variances

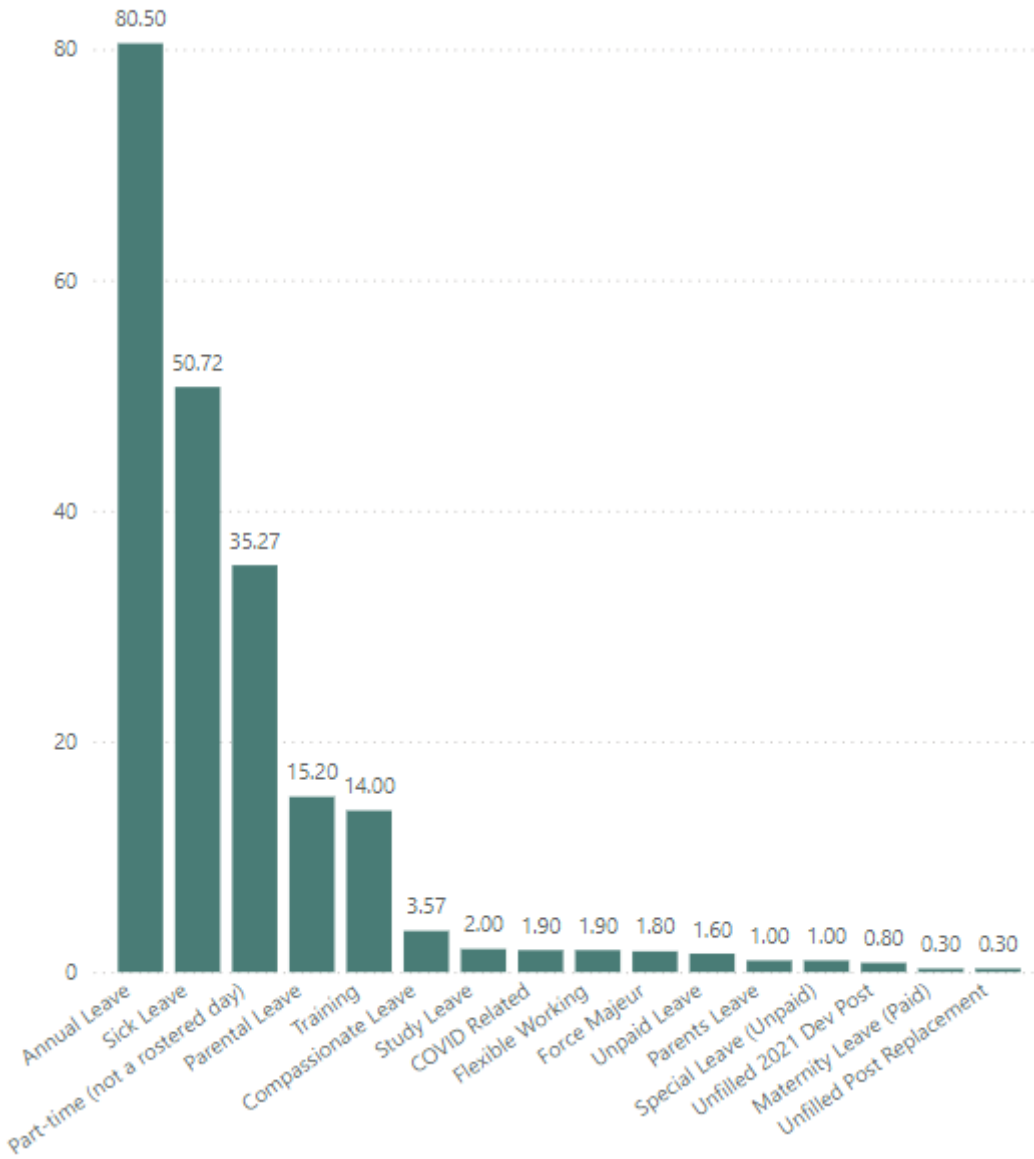
Reason for Vacancy	Vacant WTE	% Change Filled WTE
Unfilled Post Replacement	479.60	100% ↑
Unfilled 2022 Dev Post	123.55	100% ↑
Maternity Leave (Paid)	84.87	-50% ↓
Unfilled 2021 Dev Post	55.06	100% ↑
Parental Leave	25.31	-16% ↓
Sick Leave > 3 months	14.73	-100% ↓
Maternity Leave (Unpaid)	11.35	100% ↑
Flexible Working	7.73	28% ↑
Career Break	6.12	100% ↑
Carer's Leave	2.70	-100% ↓
Unable to fill	2.40	100% ↑
Reduced Hours	1.30	100% ↑
Agency	1.00	100% ↑
Sick Leave > 3mths	1.00	100% ↑
Shorter Working Year	0.51	100% ↑
Total	817.23	1% →

Reason not on duty

As part of this CDNT Staff Census and Workforce Review, the reasons for staff not on duty was captured.

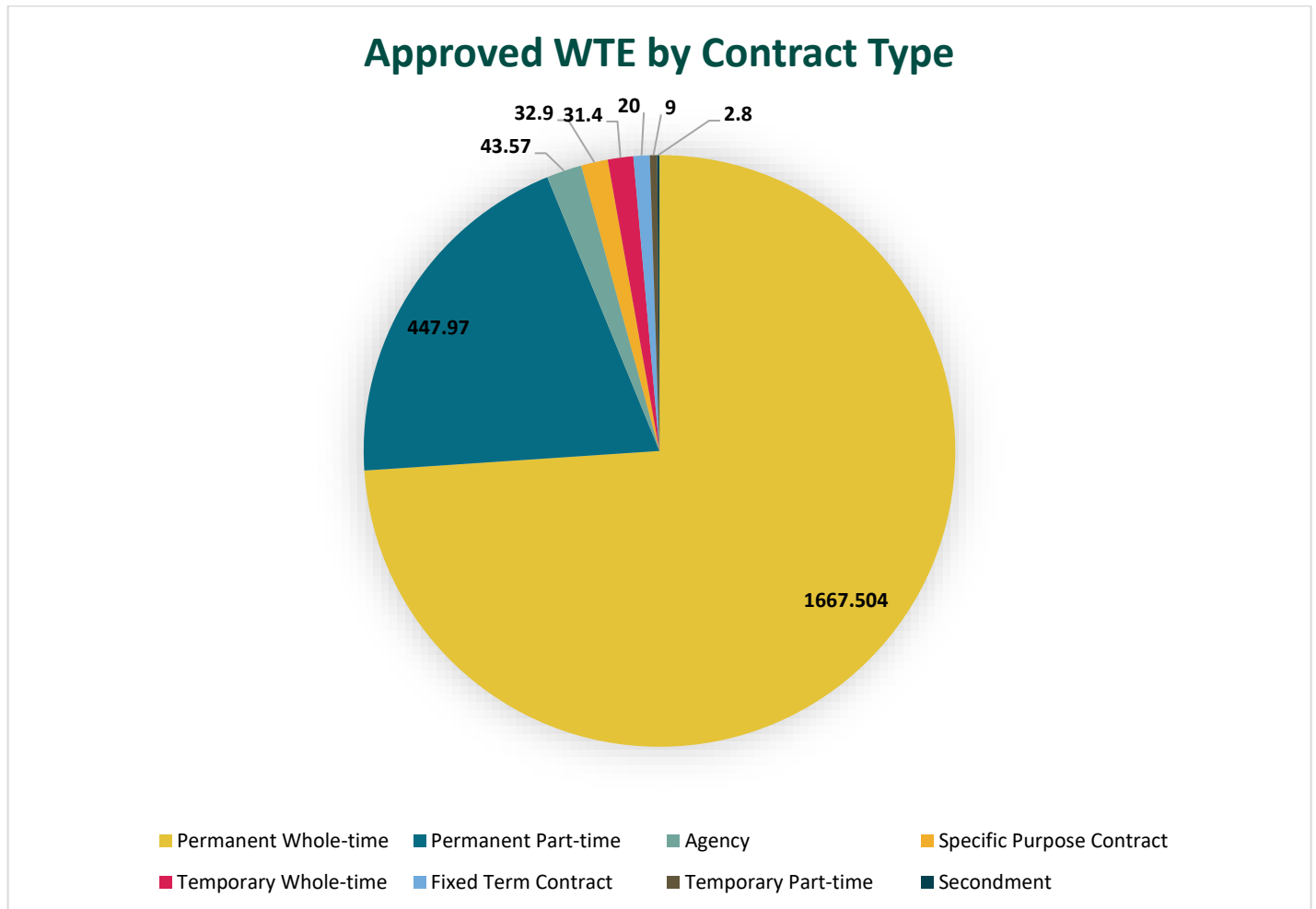
- The below graph shows the breakdown of filled WTE by the reason not on duty. There were 211.86 WTE absent on this day.
- This 211.86 WTE represents 15% of the total filled WTE.
- The largest reason for absences on the survey date was Annual Leave at 80.50 WTE.
- Sick leave accounted for 24% of the total reasons not on duty.

Reason not on duty



WTE by Contract Type

The below graph shows the breakdown of approved WTE by Contract Type for all CDNTs. The largest contract type for 2023 is Permanent Whole-time which makes up 74% of the total approved WTE allocation in 2023.



The table below outlines the changing pattern of contract type awarded to staff working in CDNTs. It would be useful to monitor this trend and establish if changes to contract type collate positively to recruitment and retention figures.

Table 34: 2023 WTE allocation by contract type not on duty with variances

Contract Type	Approved WTE	% Approved	% Change
Permanent Whole-time	1,667.50	73.94%	8% ↑
Permanent Part-time	447.97	19.86%	5% ↑
Agency	43.57	1.93%	8% ↑
Specific Purpose Contract	32.90	1.46%	-26% ↓
Temporary Whole-time	31.40	1.39%	144% ↑
Fixed Term Contract	20.00	0.89%	9% ↑
Temporary Part-time	9.00	0.40%	-27% ↓
Secondment	2.80	0.12%	-30% ↓
Total	2,255.14	100.00%	7% ↑

Recruitment Stage for Vacant WTEs

There were 817.23 WTE vacant on 11th October 2023 (Census day) and 665.60 WTE were subject to a recruitment process. 225.85 WTE is categorised as Unable to Fill.

As stated earlier in this report, for the purposes of this CDNT Staff Census & Workforce Review vacancies include those posts that are vacant as a result of maternity leave, parental leave, and sick leave > 3 months etc. Many are not be backfilled.

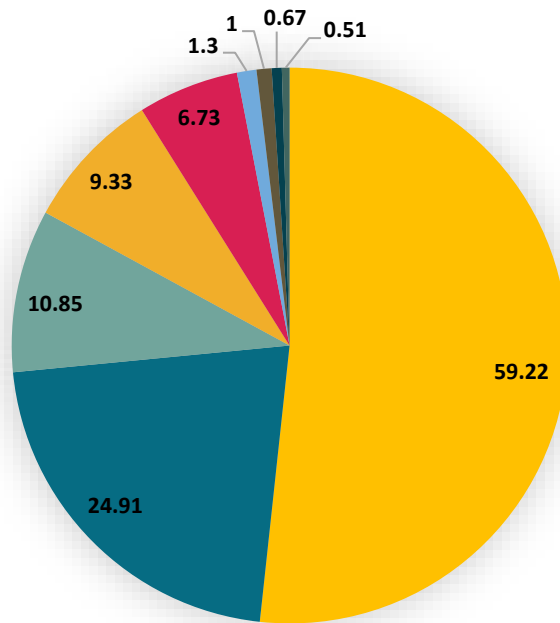
Table 35: 2023 WTE allocation showing recruitment and stages that are ongoing as of survey date (11/10/23)

Has recruitment commenced for unfilled posts?	Vacant WTE	% Vacant
<input type="checkbox"/> Yes	665.60	81%
Unable to Fill	225.85	28%
In Recruitment (stage not specified)	160.67	20%
At Advertisement	132.78	16%
Awaiting Start Date	37.29	5%
Job Offer Issued	29.42	4%
In Pre Employment Clearances	29.04	4%
Offered to Panel	21.85	3%
Recruitment Complete	9.90	1%
Contract Issue	7.60	1%
To be Expressed	4.80	1%
Interview Pending	3.00	0%
Start Date Agreed	2.00	0%
Job Offer Accepted (Start Date Agreed)	1.00	0%
Contract Issue(Final Stage of Recruitment)	0.40	0%
<input type="checkbox"/> N/A	114.52	14%
	114.52	14%
<input type="checkbox"/> No	37.11	5%
	37.11	5%
Total	817.23	100%

Table 36: Breakdown Unable to Fill

Has recruitment commenced for unfilled posts?	Vacant WTE	% Vacant
<input type="checkbox"/> Yes	225.85	28%
<input type="checkbox"/> Unable to Fill	225.85	28%
Occupational Therapist	59.72	7%
Psychologist	52.08	6%
SLT	48.99	6%
Physiotherapist	30.19	4%
Social Worker	12.60	2%
Dietician	9.90	1%
Nursing	6.90	1%
Socialcare Worker	3.39	0%
Administration	2.00	0%
Play Therapist	0.08	0%
Total	225.85	28%


Breakdown of N/A WTE



- Maternity Leave (Paid)
- Parental Leave
- Maternity Leave (Unpaid)
- Sick Leave > 3 months
- Flexible Working
- Reduced Hours
- Sick Leave > 3mths
- Carer's Leave
- Shorter Working Year

4. Appendices

Appendix A: Data Collection Template

																		
CDNT Name Lead Agency CDNM Name Name of Person Completing Form Role of Person Completing Form CHO																		
Employer	Discipline	Grade	Number of Years in this Grade	If Other Please State Job Title, Grade & Qualifications required for same	Working As where applicable	Approved VTE	Filled VTE	Vacant VTE	Reason for Vacancy	Post Filled by - Employee Initials	Contract Type	Reason for Specific Purpose/Temporary Contract ONLY	If Other please specify reason	Employee on duty today (12/10/22)	Reason not on duty 12/10/22	If other, please state	Has recruitment commenced for unfilled posts?	If yes, at what stage is the recruitment process at?
<i>Example</i>	<i>HSE</i>	<i>Nursing</i>	<i>Staff Nurse</i>	<i>< 1 year</i>		<i>1</i>	<i>0.8</i>	<i>0.2</i>	<i>Sick Leave > 3 months</i>		<i>Permanent Whole-time</i>	<i>Maternity Leave Cover</i>		<i>Yes</i>	<i>Force Majeure</i>		<i>Yes</i>	<i>Job Offer Issued</i>

Appendix B: Therapy Hours Calculation

CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
National	2255.14	1437.91	817.23	64%	36%
Total	2255.14	1437.91	817.23	64%	36%

Discipline	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CDNM	91.00	82.10	8.90	90%	10%
Administration	203.24	176.47	26.77	87%	13%
Total	294.24	258.57	35.67	88%	12%

Total therapy / clinical net of admin / management **1179.34**

Ratio of therapy / clinical to admin / management filled WTE **4.56**

Time Allocation	Hours
Training / Planning (10% Total Hours)	-147.00
Break per day @ 20 min per day	-69.30
Admin (20% Total Hours)	-294.00
35 hours per week * 42 weeks per year (52 less AL / PH etc.)	1,470.00
(A) Total number of therapy hours available per WTE	959.70

(B) Total therapy / clinical net of admin / management **1,179.34**

(A * B) Total number of therapy hours available per annum **1,131,812.60**

*For reporting purposes, the data analysed was rounded to the nearest two decimal points.