



**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.

29<sup>th</sup> October 2024

Deputy Roisin Shortall,  
Dail Eireann,  
Leinster House,  
Kildare Street,  
Dublin 2.  
E-mail: [roisin.shortall@oireachtas.ie](mailto:roisin.shortall@oireachtas.ie)

Dear Deputy Shortall,

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: 41320/24**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the number of persons on a waiting list for initial contact from a CDNT, by CHO, age category and time waiting, in tabular form.*

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

The CDNTs are currently providing services and supports for over 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



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### 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, now in its implementation phase, has established 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 developing a recruitment strategy for all CDNTs regardless of the Lead Agency; Retention of existing CDNT staff; Deployment of Students/Trainees/New Graduates; and Development of Existing Staff.

### Waiting List for the Childrens Disability Services

Historically the number of children waitlisted for children’s disability services provided by section 38 and section 39 providers has not been available nationally. The establishment of CDNTs in 2021 has facilitated the collection of this data. A National Management Information System for all 93 CDNTs is being rolled out and when implemented, will provide current data on waiting lists and other details for all CDNTs.

Pending full roll-out, manual data collection is on-going. The table below is the most recent validated data available. - end of September 2024 activity reports. This shows the number of children that are waiting for an initial contact with a CDNT in the 9 CHO Areas.

Status report	CHO 1	CHO 2	CHO 3	CHO 4	CHO 5	CHO 6	CHO 7	CHO 8	CHO 9
No of children waiting 0-3 months for an initial contact @month end	97	172	216	164	99	47	154	232	56
No of children waiting 4-6 months for an initial contact @month end	61	146	208	122	90	88	181	176	57
No of children waiting 7-12 months for an initial contact @month end	29	188	334	147	134	118	340	370	200
No of children waiting over 12 months for an initial contact @month end	266	386	546	369	1213	1207	1928	916	2364

Please also note that this is an interim dataset as we await the roll out of the National Information Management System and some individual CDNTs indicate that they do not have a system in place to capture this level of activity, therefore there are gaps in data returns for some of the CHO Areas.

### 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/>

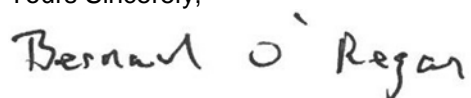
These webinars were well attended with all participants encouraged to register their interest for a job within Children's Disability Network Teams through [Childrens Disability Network - HSE Career Hub](#)

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**

