



Oifig an Stiúirthóir 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.

17th September 2024

Deputy Pauline Tully,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.
E-mail: pauline.tully@oireachtas.ie

Dear Deputy Tully,

The Health Service Executive has been requested to reply directly to you in the context of the following parliamentary question³, which were submitted to this department for response.

PQ: 34628/24

To ask the Minister for Children; Equality; Disability; Integration and Youth if action 3.1 of the Roadmap for Service Improvement 2023-2026 was delivered within the timeframe set; and if so, the outcomes from the delivery of this action.

PQ: 34629/24

To ask the Minister for Children; Equality; Disability; Integration and Youth if action 3.2 of the Roadmap for Service Improvement 2023-2026 was delivered within the timeframe set.

PQ: 34630/24

To ask the Minister for Children; Equality; Disability; Integration and Youth if action 3.3 of the Roadmap for Service Improvement 2023-2026 was delivered within the timeframe set; and the number of student placements that have been established in each CDNT to date as a result of this action.

PQ: 34631/24

To ask the Minister for Children; Equality; Disability; Integration and Youth if action 3.4 of the Roadmap for Service Improvement 2023-2026 was delivered within the timeframe set; and the number of new graduates that have been employed in each CDNT as a result of this action to date.

PQ: 34632/24

To ask the Minister for Children; Equality; Disability; Integration and Youth if action 3.5 of the Roadmap for Service Improvement 2023-2026 was delivered within the timeframe set



PQ: 34633/24

To ask the Minister for Children; Equality; Disability; Integration and Youth if action 3.6 of the Roadmap for Service Improvement 2023-2026 was delivered within the timeframe set; and the number of administrative staff that have been recruited to CDNTs as a result of this action to date.

PQ: 34634/24

To ask the Minister for Children; Equality; Disability; Integration and Youth if action 3.7 of the Roadmap for Service Improvement 2023-2026 was delivered within the timeframe set.

PQ: 34635/24

To ask the Minister for Children; Equality; Disability; Integration and Youth if action 3.8 of the Roadmap for Service Improvement 2023-2026 was delivered within the timeframe set; the number of graduates commencing in a CDNT in June 2024 as a result of this action; and the amount of funding made available to date to resource this action

PQ: 34636/24

To ask the Minister for Children; Equality; Disability; Integration and Youth if action 3.9 of the Roadmap for Service Improvement 2023-2026 was delivered within the timeframe set; to detail is this proposal was deemed viable; and if so, the timeframe within which staff will be given this option.

PQ: 34637/24

To ask the Minister for Children; Equality; Disability; Integration and Youth to detail the work that has been carried out to implement action 3.10 of the Roadmap for Service Improvement 2023-2026, including the number of therapy assistants in CDNTs to return to education to qualify as therapists; the number of eligible staff to complete a masters to qualify as therapists; the number of therapists retired in recent years who have incentivised to return to work through the return-to-work programme; and the number of additional undergraduate places that have been created on existing courses for occupational therapy, physiotherapy and speech and language therapy.

PQ: 34638/24

To ask the Minister for Children; Equality; Disability; Integration and Youth the number of posts that have been upgraded to a clinical specialist post on CDNTs as part of action 3.12 of the Roadmap for Service Improvement 2023-2026.

HSE Response

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, approved by the HSE Board and launched by the Government and the HSE in October 2023 is a targeted Service Improvement Programme to achieve a quality, accessible, equitable and timely service for all children with complex needs as a result of a disability and their families.

It sets out the overall aim for Children's Disability Services, provided by the HSE and its partner agencies, for every child to have a childhood of inclusive experiences where they can have fun, learn, develop interests and skills, and form positive relationships with others in a range of different settings.

The Roadmap, which is 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, Anne Rabbitte.

The WGs have wide membership including HSE, Section 38 and 39 front line disabilities staff and management, parent voices, staff reps, Primary Care, CAMHS and Department of Children, Equality, Disability Integration and Youth. The WGs have agreed their Terms of Reference and their Project Charters for the Roadmap Actions within their scope.



These Charters define:

- Key activities to be delivered in order to achieve their Roadmap Actions
- Risks
- Assumptions,
- Interdependencies/dependencies
- Deliveries.

A series of CHO Roadmap workshops were delivered in February with collated feedback used to inform development of the Working Group's above activities required to deliver on the Roadmap Actions.

Working Group 1 Integrated Children's Services – has responsibility for the implementation of National Access Policy and the Primary Care, Disability, CAMHS Joint Working Protocol, Equity of Access to Aids and Appliances across all CHOs; and the Review of HSE Tusla Joint Protocol.

Working Group 2: Service Access and Improvement – has responsibility for Waitlist Management and Services; Optimising Teams Efficiencies, Effectiveness and Governance; AONs overdue for completion; and the development of a National Capital plan to enable all staff of a CDNT to be co-located.

Working Group 3: Workforce – has responsibility for developing and ensuring the delivery of 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.

Working Group 4: Communication and Engagement – has responsibility for developing and ensuring the delivery of a rolling Communication Plan for the Roadmap and CDNT service, which is a key priority; review and updating the HSE PDS Website to meet information needs of families, further Staff Engagement and Workshop days and ensuring sustainability of the Family Forums and Family Representative Groups.

A 5th group: will focus on optimising integration between Education and Health and support for special schools. Discussions are ongoing between DCEDIY and Department of Education in regard to its set up and shared leadership.

The Roadmap contains 60 actions Some actions are completed and the majority of remaining actions are in train. These include a robust suite of 21 staff retention and recruitment actions.

With regard to the questions asked, please see the table below.

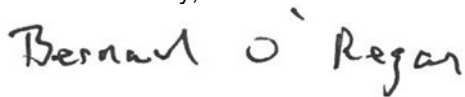
3.1	Confined Senior Grade competition was completed last summer. Action completed.
3.2	45 new clinical psychology trainee places commenced in Sept '23, with a further 45 commencing in Sept '24 and in Sept '25 for all healthcare settings. Disabilities has submitted a business case for 20 clinical psychology trainee placements funding to the Estimates process and is working with National Psychology Placement Lead to develop a traction strategy to optimise their uptake in disability services.
3.3	243 student placements provided in CDNTs for 2022/2023 academic year. Minimum target of 1 student per 2 WTE HSCPs in post on CDNTs is set for incoming academic year, increasing total number nationally by 39% from 243 to 337 minimum as a recruitment and retention strategy. (Action ongoing)
3.4	Due to challenges in establishing a new Grade Code, as advised by DCEDIY, this Roadmap Action has been superseded by CORU refocus on expediting the CORU registration timeline from 80 in Q1 to 47 days in July-Aug.
3.5	New AND HR Disabilities is working with Heads of Service and Lead Agencies on the governance and roles of Therapy Assistants in CDNTs.
3.6	Recruitment of vacant CDNT Administration posts on hold due to recruitment pause.
3.7	CHOs Service Improvement Plans in development – template include CHO's CDNT Retention Plan (In progress).



3.8	Student sponsorship programme – €2.79m has been allocated to provide 297 student placements over a 3 year programme. A standardised Student Contract and Guidance is being developed to support the programme launch in October.
3.9	Exploring viability of 4 years' salary over 5 for new graduates to facilitate a career break in year 5 in progress and nearing completion.
3.10	Launch programmes to support : <ul style="list-style-type: none"> i) therapy assistants in CDNTs return to education to qualify as therapists: in place in CHO 1, for roll out nationally, ii) eligible staff to apply for Masters to qualify as therapists, iii) Return to Work incentivised programmes for recent retirees. This is currently under review in regard to impact of pending regulatory changes and Pension Abatement.
3.12	Some of 6 Clinical Specialists/CHO approved in 2022/23 are filled, others are in derogation process.

The HSE is fully committed to the delivery of the Roadmap actions over the lifetime of the plan.

Yours Sincerely,



Bernard O'Regan
Assistant National Director
National Disability Team

