

Children's Disability Network Team (CDNT)

2024 CDNT Workforce Report

January 2025

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Executive Summary

Executive Summary*

The Health Service Executive (HSE) wish to present to present this workforce report, detailing current workforce levels within our 93 Children's Disability Network Teams. Our multidisciplinary Children's Disability Network Teams include therapists, social workers, nurses, and administrative staff who work collaboratively to provide comprehensive and individualised support to children with disabilities and their families.

A Children's Disability Network Teams workforce survey was conducted on 16th October 2024. The survey captured staffing levels across various disciplines and grades, providing a snapshot of the current workforce across 93 teams. The 2024 Children's Disability Network Team Workforce Report is based on the outputs of the survey.

The 2024 report details an overall national increase of an additional 17% in staffing in Children's Disability Network Teams (CDNTs) workforce. This is a welcome and needed increase, however there is an acute need for sustained improvement in the workforce profile to meet the needs of children with disabilities and their families and to address the lengthy waiting lists for services.

As of 16th October the national CDNT vacancy rate stands at 22.1%. This is a reduction on the 2023 vacancy rate of 29%. Despite the progress made, this high vacancy rate points to continued and systemic challenges with recruitment and retention which require intensive efforts across the Lead Agencies and Health Regions.

There is a wide disparity in vacancy levels across the country, with the highest vacancy levels in the Dublin & South East Region which impacts significantly on children and families accessing the services they need. During 2025 the data from this report will be used to support focused recruitment and retention initiatives in the areas with the highest vacancy rates, taking learning and related actions from areas with lower levels of vacancies.

While the CDNTs have made improvements in service delivery due to the increase of 272+ WTE in the CDNT workforce, ongoing efforts to address workforce challenges are essential to sustain and enhance the quality of care provided in response to growing unmet need for children with disabilities.

Tailored approaches to attract and retain CDNT staff are being developed and implemented at a multi- agency level to build and recruit a pipeline of talent for CDNTs. These initiatives include active and sustained engagement with the employment market and students to improve the perception of and interest in working in CDNTs- boosted by an increase in clinical placements in CDNTs and the development of pipeline initiatives to map relevant applicant pools directly into CDNT jobs.

These initiatives are further detailed in the "Vacancies & Recruitment" section of this report and through the implementation of the Roadmap for Service Improvement 2023–2026, which includes targeted actions to enhance staff retention, development, and recruitment.

The HSE remains dedicated to supporting CDNTs so that children with disabilities receive the comprehensive and individualised support which they deserve.

This report is prepared by the HSE's Disabilities Workforce & Resourcing Unit. Thank you sincerely to the CDNTs and the Health Regions and Lead Agencies for the work and efforts in providing the data.

**This report was republished in March 2025: correction of Tymon CDNT into Dublin & Midlands Health Region and changes to text in Executive Summary, Methodology, Context*

Methodology

Methodology

This report summarises the findings of a CDNT Workforce Survey conducted on 16th October 2024. Children's Disability Network Managers completed a "Data Capture Template" which documented staffing levels per discipline and grade (filled and unfilled) within their respective teams on that date. This data was submitted to the Disabilities Workforce & Resourcing Unit (via the Health Regions) for review and analysis. As part of this analysis the following individual reports were drafted:

- 1 x National Report
- 6 x Health Region Reports
- 9 x Community Healthcare Organisation Reports
- 93 x CDNTs Reports

The 2024 CDNT Workforce Report includes certain changes on 2023, 2022 and 2021 CDNT reports:

- Previously referred to as the "Children's Disability Network Team (CDNT) Staff Census and Workforce Review," this report is now titled the "Children's Disability Network Team (CDNT) Workforce Report."
- With the establishment of the Health Regions, 2024 is the last year that data is provided at CHO level.
- This report details "Filled" posts as those posts which are not vacant and do not require a recruitment action to fill the vacant post. Filled posts are posts which are filled by staff working and filled by staff on various types of leave, on 16th October 2024.
- Vacant posts are those posts that are not filled, on 16th October 2024.
- Paid/unpaid leave statutory entitlements and other non-statutory leave schemes are a beneficial asset to workforce staff retention and therefore are not appropriate to be included in vacancy numbers which require a recruitment action.
- Previous reports (2023, 2022, 2021) reported vacancies as: posts not filled + posts filled where staff were on leave = WTE vacancy rate. This means there was a higher reported vacancy rate.
- To ensure that there was a comparable baseline on which to measure year on year "Filled" posts, a retrospective analysis was conducted on 2023, 2022 and 2021 data to differentiate between Whole Time Equivalent (WTE) position due to staff leave entitlements (which are not usually backfilled) and WTE position resulting from vacant posts (which do require backfilling). This distinction offers a more accurate perspective on the recruitment needs of each team, Health Region, and nationally.
- The retrospective analysis modifies the vacancy rates reported for 2023, 2022 and 2021 to unfilled vacant posts only.
- The term "Approved WTE" has been updated to "Funded WTE" to more accurately reflect its meaning and align with the terminology used in the 2024 National Service Plan.
- Following feedback and consultations with CDNT and Health Region colleagues, the "Therapy Hours" calculation has been removed from the 2024 CDNT Workforce Report.
- Several formatting changes have been implemented to make the report and its data easier to understand.

Context

Context

As part of the Progressing Disability Services (PDS) programme, disability services were reorganised into 91 multi-disciplinary Children's Disability Network Teams (CDNTs). These teams provide services to all children with disabilities based on need, regardless of diagnosis, location, or school. In 2024, an additional 2 CDNTs were established.

CDNTs offer a family-centred model of support that:

- Focuses on the strengths, capacities, and skills of the child and family.
- Develops a partnership between the child, the family, and the team of health professionals.
- Increases family confidence in supporting their child's needs in everyday environments such as home, school, and the community.

This approach is achieved through exploring common challenges encountered in daily life, identifying family priorities and goals, and determining how the multi-disciplinary team can best support the child and family in achieving these goals.

The implementation of the CDNTs has not been without challenges, especially in relation to recruiting staff to fill vacancies and achieving higher levels of retention of existing staff. The increase of 17% in CDNT WTE achieved during 2024 requires continued improvement with additional embedded staff retention initiatives to develop the provision of high-quality, responsive, and timely services to meet the needs of all children with disabilities and their families.

This commitment is demonstrated through the ongoing implementation of the Roadmap for Service Improvement 2023–2026, which includes 60 actions under five headings, including 'Workforce'. The actions under 'Workforce' focus on improving staff retention, development, and recruitment all of which are viewed as critical enablers for the other Roadmap actions and the ultimate success of the CDNT model. Ultimately, these actions are intended to improve access to services for children and families.

In parallel to the reforms being implemented under the Progressing Disability Services (PDS) programme, the broader Health Service has been restructured through the establishment of 6 Health Regions. Each Health Region is responsible for providing hospital and community care, including disability services, for people in that area.

Workforce Review Results

Whole Time Equivalent (WTEs) - Overall: National

CDNTs are allocated funding to recruit and retain an agreed quantity of multidisciplinary WTEs to support the provision of high quality, responsive and timely services to meet the needs of all children with disabilities and their families in their locality. As team-members are onboarded, these posts are considered to be “Filled”.

On occasion, team members may avail of statutory and non-statutory leave options to which they are entitled. Some examples of these include sick leave, maternity/paternity leave, and a shorter working year. The resulting reduction on the team’s capacity is measured in WTEs and will have service provision implications. In addition, some posts may remain unfilled following unsuccessful recruitment due to a lack of suitably qualified/experienced candidates.

As of 16th October 2024, the total reported Funded WTE Posts across all 93 CDNTs was 2,396.06. This represents a 6% increase in Funded WTEs versus the 2023 figure. The total number of Filled WTEs increased by 17% to 1866.30 WTEs versus 2023 (a total 22% increase versus the 2021 figure). The quantity of WTEs reported as ‘Funded’, ‘Filled’, ‘Filled, on Leave’ and ‘Total Unfilled’ are illustrated in **Graph 1** below, with additional information (including vacancy rates) detailed below in **Table 1**.



Graph 1: 'Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled' WTEs

Table 1: Total WTEs in all CDNTs							
Year	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
2024	2,396.06	▲ 6%	1,866.30	▲ 17%	193.12	529.77	22%
2023	2,255.14		1,594.53		156.62	660.61	29%
2022	2,102.62		1,548.78		153.48	553.84	26%
2021	1,892.38		1,527.01		159.13	365.37	19%

Note: the above table denotes percentage increases/decreases in stated data points since October 2023 with

- ▲ GREEN triangle indicating a percentage increase, and a
- ▼ RED triangle indicating a percentage decrease

Whole Time Equivalents (WTEs) - Overall: National

The quantity of WTEs reported as 'Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled', broken down across the three provider types of the HSE, Section 38 providers and Section 39 providers, are illustrated in **Table 2** below alongside year on year trends in vacancy rates.

Year	Provider Type	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
2024	HSE	1068.38	▲ 8%	793.71	▲ 26%	93.38	274.67	26%
	Section 38	691.66	▲ 3%	568.88	▲ 8%	55.16	122.79	18%
	Section 39	636.02	▲ 7%	503.71	▲ 15%	44.58	132.31	21%
2023	HSE	991.90		630.90		73.48	361.00	36%
	Section 38	669.72		524.57		43.08	145.15	22%
	Section 39	593.52		439.06		40.06	154.46	26%
2022	HSE	932.26		639.69		66.75	292.57	31%
	Section 38	625.93		488.85		42.79	137.08	22%
	Section 39	544.43		420.24		43.94	124.19	23%
2021	HSE	866.21		682.63		94.16	183.58	21%
	Section 38	546.92		449.61		30.80	97.31	18%
	Section 39	479.25		394.77		34.17	84.48	18%

Note: the above table denotes percentage increases/decreases in stated data points since October 2023 with

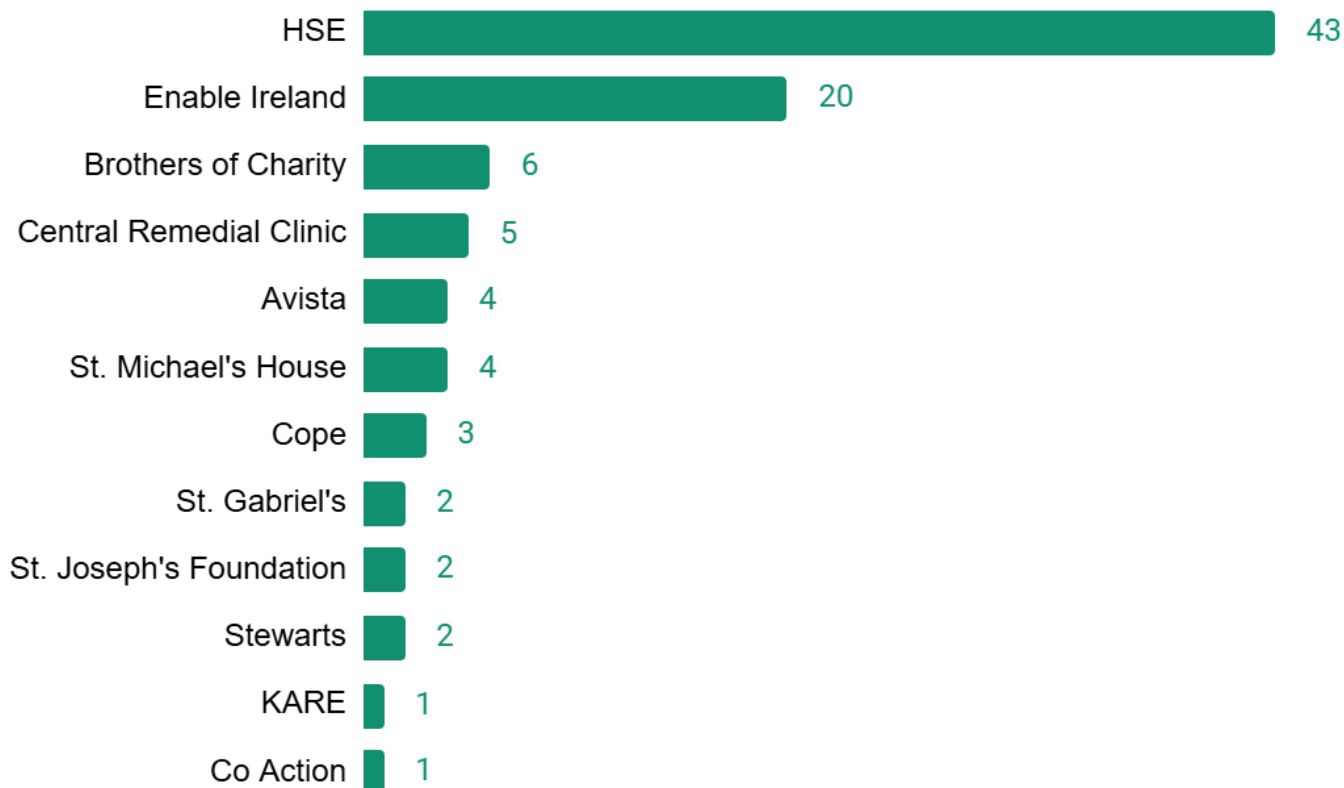
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Whole Time Equivalent (WTEs) - Lead Agencies

The Lead Agency Model is the agreed structure for service delivery of children’s disability services. Each lead agency has responsibility for the provision of services for children with complex disability within their respective CDNTs. The lead agency may be a HSE funded non-statutory organisation or the HSE’s Health Region.

As illustrated in **Graph 2** below, the Health Service Executive is the Lead Agency for 43 CDNTs, followed by Enable Ireland (20) and Brothers of Charity (6) and other agencies detailed below.



Graph 2: Number of CDNTs per Lead Agency

Employer	Provider Type	No. of CDNTs
HSE	HSE	43
Enable Ireland	S39	20
Brothers of Charity	S38	6
Central Remedial Clinic	S38	5
Avista	S38	4
St. Michael's House	S38	4
Cope	S38	3
St. Gabriel's	S39	2
St. Joseph's Foundation	S39	2
Stewarts	S38	2
KARE	S38	1
Co Action	S39	1
Total		93

Whole Time Equivalent (WTEs) - Employers

As documented in **Table 4** below, the HSE is the largest employer across the Children's Disability Network Teams (CDNTs) with funding for 1068.38 WTEs, as of 16 October 2024. There are 793.71 Total Filled WTEs.

- Enable Ireland is the largest of the Section 39 providers with a funding allocation for 492.59 WTEs, with 368.11 (75%) reported as Filled.
- Brothers of Charity is the largest Section 38 provider with a 209.06 funded WTEs, 185.30 (89%) of which are reported as Filled.

Any reduction in funded posts is explained by a WTE moving from an employer to another employer i.e. there is a reduction in WTE in one agency and an increase of WTE in another agency, in line with the Interagency Agreement.

Table 4: WTE Allocation by Employer								
Employer	Type	Funded		Total Filled		<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
HSE	HSE	1068.38	▲ 8%	793.71	▲ 26%	93.38	274.67	26%
Enable Ireland	S. 39	492.59	▲ 9%	368.11	▲ 17%	33.88	124.48	25%
Brothers of Charity	S. 38	209.06	▲ 6%	185.30	▲ 4%	22.36	23.76	11%
Avista	S. 38	113.36	▲ 2%	97.79	▲ 19%	6.80	15.57	14%
St. Michael's House	S. 38	84.31	▼ -3%	75.04	▲ 6%	5.63	9.28	11%
Central Remedial Clinic	S. 38	121.82	▲ 6%	77.44	▲ 2%	9.90	44.38	36%
Cope Foundation	S. 38	72.88	▲ 17%	57.98	▲ 26%	7.60	14.90	20%
Stewarts Care	S. 38	50.95	▼ -1%	41.55	▲ 16%	2.27	9.40	18%
St. Joseph's Foundation	S. 39	45.64	▲ 29%	41.31	▲ 51%	3.25	4.33	9%
St. Gabriel's	S. 39	40.87	▼ -6%	40.87	▲ 1%	4.35	0.00	0%
CoAction West Cork	S. 39	28.21	▲ 19%	25.71	▲ 26%	1.95	2.50	9%
Kare	S. 38	22.89	▼ -11%	20.39	▲ 30%	0.60	2.50	11%
Western Care	S. 39	19.63	▼ -23%	18.63	▼ -22%	0.00	1.00	5%
St. Catherines	S. 39	8.08	▼ -32%	8.08	▼ -32%	0.15	0.00	0%
Muirosa	S. 38	5.85	▲ 23%	5.85	▲ 56%	1.00	0.00	0%
St. John of God	S. 38	6.30	▼ -37%	4.30	▼ -57%	0.00	2.00	32%
Cheeverstown	S. 38	5.24	▼ -17%	4.24	▼ -27%	0.00	1.00	19%
Total		2396.06	▲ 6%	1866.30	▲ 17%	193.12	529.77	22%

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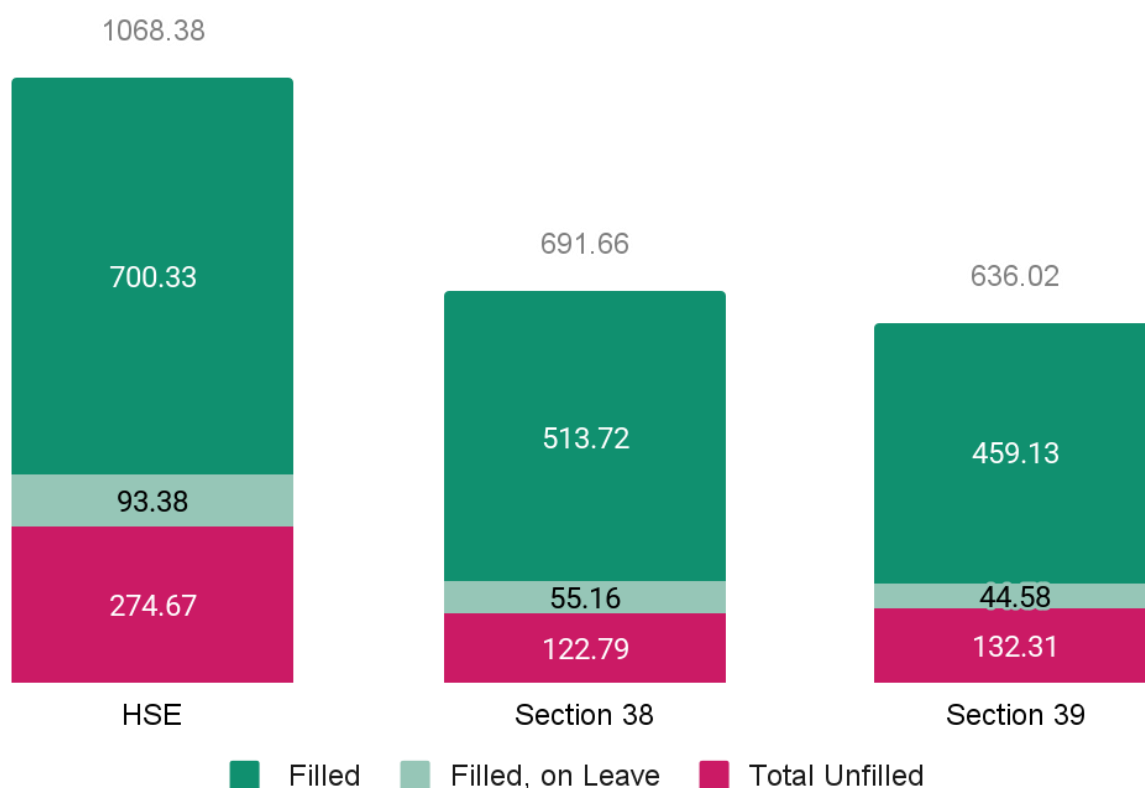
▼ RED triangle indicating a percentage decrease

Whole Time Equivalent (WTEs) - Provider Type

Section 38 and Section 39 organisations (as referenced under the Health Act 2004) refer to different types of bodies that receive public funding to provide health and social care services.

- **Section 38** organisations are voluntary bodies that are directly funded by the HSE to provide health and social care services on its behalf.
- **Section 39** organisations are also voluntary bodies but receive grants from the HSE to provide services.

Both types of organisations play a crucial role in providing a child and family centred model of support in CDNTs. **Graph 3** illustrates total Funded WTEs, broken-down into 'Filled', 'Filled, on Leave' and 'Total Unfilled' across the HSE, Section 38 and Section 39 organisations. Additional information including vacancy rates, and percentage changes versus the 2023 figures are contained in **Table 5**.



Graph 3: 'Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled' WTEs by Provider Type

Type	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
HSE	1068.38	▲8%	793.71	▲26%	93.38	274.67	26%
Section 38	691.66	▲3%	568.88	▲8%	55.16	122.79	18%
Section 39	636.02	▲7%	503.71	▲15%	44.58	132.31	21%
Total	2396.06	▲6%	1866.30	▲17%	193.12	529.77	22%

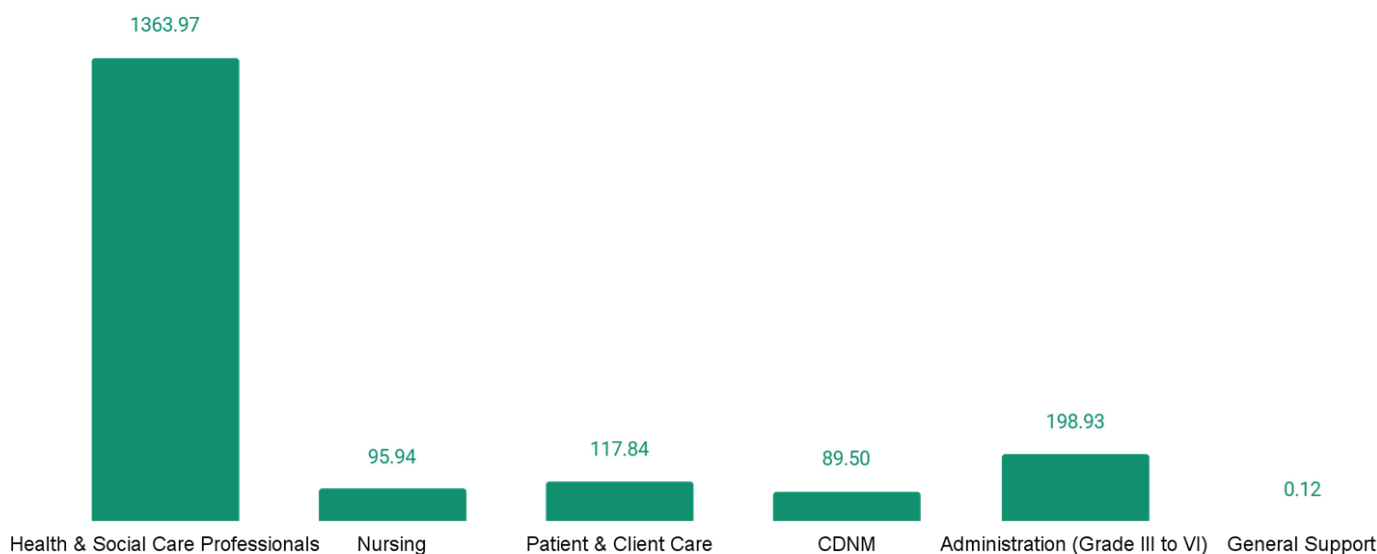
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Whole Time Equivalent (WTEs) - Staff Category

The effective operation of a CDNT requires an interdisciplinary blend of clinical and non-clinical colleagues working in partnership with children and their families, supporting them to identify and work towards achieving their key priorities. CDNT roles are categorised as ‘Health and Social Care Professional’, ‘Nursing’, ‘Patient & Client Care’, ‘Children’s Disability Network Manager (CDNM)’ or ‘Administration (Grade III-VI)’. There are changes year to year on the allocations per staff category as a result of CDNTs reconfiguring their staffing profile, e.g. reconfiguration of nursing posts into other staff categories such as Health & Social Care Professional or Patient & Client Care, in response to the unique workforce needs of an individual CDNT. In addition the 2024 report offered a wider range of grades for which CDNTs could select to document their staffing profile.

Graph 4 illustrates the Filled WTEs per Staff Category. **Table 6** provides further information including the percentage change in WTEs per Staff Category since the October 2023 workforce survey as well as the total Funded WTEs broken-down into; ‘Filled’, ‘Filled, on Leave’ and ‘Total Unfilled’ per staff category. A more detailed breakdown of each category per grade is contained in **Tables 7-12** on subsequent pages.



Graph 4: Total Filled WTEs by Staff Category

Table 6: WTE Allocation By Staff Category							
Staff Category	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
	Value	% Change	Value	% Change			
Health & Social Care Professionals	1807.45	▲ 3%	1363.97	▲ 18%	159.55	443.49	25%
Nursing	111.06	▼ -6%	95.94	▲ 1%	10.82	15.12	14%
Patient & Client Care	174.40	▲ 99%	117.84	▲ 71%	5.83	56.56	32%
CDNM	92.50	▲ 2%	89.50	▲ 4%	6.40	3.00	3%
Administration (Grade III to VI)	210.53	▲ 4%	198.93	▲ 8%	10.52	11.60	6%
General Support	0.12	–	0.12	–	0.00	0.00	0%
Total	2396.06	▲ 6%	1866.30	▲ 17%	193.12	529.77	22.11%

Note: the above table denotes percentage increases/decreases in stated data points since October 2023 with

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Whole Time Equivalent (WTEs) - Staff Category & Discipline

The tables below detail the growth in specific staff categories. Overall there has been an increase in staffing across CDNTs, however the discipline profile of team is dynamic and may change year on year.

The profile of disciplines in each team changes in response to service demands and the availability of workforce. When a team member leaves, the requirements of that role are reviewed prior to undertaking a recruitment campaign to ensure that it meets the unique workforce needs of that individual CDNT.

In some instances there will be reduction in the staff reported at a specific grade and discipline, but the vacancy rate may concurrently reduce as that WTE is allocated to a different staff category.

Table 7: WTE Allocation - Health and Social Care Professional								
Category / Discipline	Year	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
HSCP	2024	1807.45	▲ 3%	1363.97	▲ 18%	159.55	443.49	25%
	2023	1754.85		1159.90		135.16	594.95	34%
Dietitians	2024	34.50	▲ 8%	20.90	▲ 77%	0.70	13.60	39%
	2023	31.80		11.80		1.50	20.00	63%
Occupational Therapists	2024	435.86	▲ 2%	322.87	▲ 11%	40.43	113.00	26%
	2023	428.80		291.50		40.01	137.30	32%
Physiotherapists	2024	265.28	▲ 5%	200.10	▲ 22%	16.70	65.18	25%
	2023	251.52		164.46		16.01	87.06	35%
Play Therapists/ Specialists	2024	6.90	▼ -54%	5.91	▼ -60%	0.15	0.99	14%
	2023	14.96		14.88		2.40	0.08	1%
Psychologists	2024	339.01	▲ 1%	244.69	▲ 15%	23.15	94.32	28%
	2023	336.83		213.27		22.24	123.56	37%
Social Care	2024	32.05	▲ 27%	25.60	▲ 118%	1.80	6.45	20%
	2023	25.22		11.75		0.40	13.47	53%
Social Workers	2024	205.80	▲ 5%	174.23	▲ 23%	17.59	31.57	15%
	2023	196.16		141.91		10.90	54.25	28%
Speech & Language Therapists	2024	488.05	▲ 4%	369.67	▲ 19%	59.04	118.38	24%
	2023	469.56		310.33		41.71	159.23	34%

Note: the above table denotes percentage increases/decreases in stated data points since October 2023 with

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Whole Time Equivalent (WTEs) - Staff Category & Discipline

Table 8: WTE Allocation - Nursing								
Category / Discipline	Year	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
Nursing	2024	111.06	▼-6%	95.94	▲1%	10.82	15.12	14%
	2023	118.17		95.03		4.87	23.14	20%
Clinical Nurse/ Midwife Manager 1	2024	16.62	▲5%	15.62	▲11%	3.06	1.00	6%
	2023	15.79		14.09		0.50	1.70	11%
Clinical Nurse/ Midwife Manager 2	2024	46.67	▲2%	37.97	▲11%	3.57	8.70	19%
	2023	45.79		34.15		2.17	11.64	25%
Clinical Nurse/ Midwife Manager 3	2024	0.00	▼-100%	0.00	▼-100%	0.00	0.00	0%
	2023	1.15		1.15		0.00	0.00	0%
Clinical Nurse/ Midwife Spec., Candidate	2024	1.25	▲100%	1.25	▲100%	0.00	0.00	0%
	2023	0.00		0.00		0.00	0.00	0%
Clinical Nurse/ Midwife Specialist	2024	28.07	▲23%	27.07	▲54%	1.75	1.00	4%
	2023	22.73		17.53		0.00	5.20	23%
Director Nursing/Midwifery, Assistant	2024	0.00	▼-100%	0.00	▼-100%	0.00	0.00	0%
	2023	1.00		1.00		0.00	0.00	0%
Nursing	2024	3.14	▲100%	2.64	▲100%	0.00	0.50	16%
	2023	0.00		0.00		0.00	0.00	0%
Staff Nurse [Intellectual Disability]	2024	3.50	▲100%	1.50	▲100%	0.50	2.00	57%
	2023	0.00		0.00		0.00	0.00	0%
Staff Nurses [General/ Children's]	2024	11.81	▼-63%	9.89	▼-64%	1.94	1.92	16%
	2023	31.71		27.11		2.20	4.60	15%

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Whole Time Equivalent (WTEs) - Staff Category & Discipline

Table 9: WTE Allocation - Patient & Client Care								
Category / Discipline	Year	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
Patient & Client Care	2024	174.40	▲99%	117.84	▲71%	5.83	56.56	32%
	2023	87.76		68.95		4.63	18.81	21%
(Non-HSE) Behavioural Specialist	2024	5.50	▲374%	4.50	▲350%	0.50	1.00	18%
	2023	1.16		1.00		0.00	0.16	14%
(Non-HSE) Behavioural Therapist	2024	5.17	▲934%	4.09	▲100%	0.00	1.08	21%
	2023	0.50		0.00		0.00	0.50	100%
(Non-HSE) Early Intervention Educator	2024	5.55	▲455%	5.55	▲455%	0.60	0.00	0%
	2023	1.00		1.00		0.00	0.00	0%
(Non-HSE) Early intervention Specialist	2024	9.02	▲1403%	8.22	▲1270%	0.70	0.80	9%
	2023	0.60		0.60		0.00	0.00	0%
(Non-HSE) Educator	2024	1.95	▲95%	1.95	▲95%	0.15	0.00	0%
	2023	1.00		1.00		0.00	0.00	0%
(Non-HSE) Family Liaison	2024	1.00	▲100%	1.00	▲100%	0.00	0.00	0%
	2023	0.00		0.00		0.00	0.00	0%
(Non-HSE) Health and Social Care Assistant (Therapy Assistant)	2024	11.63	▲100%	7.75	▲100%	0.10	3.88	33%
	2023	0.00		0.00		0.00	0.00	0%
(Non-HSE) Intensive Support Worker	2024	2.00	–	1.62	▼-19%	0.00	0.38	19%
	2023	2.00		2.00		0.00	0.00	0%
(Non-HSE) Montessori Teacher	2024	1.00	–	1.00	–	0.00	0.00	0%
	2023	1.00		1.00		0.00	0.00	0%
(Non-HSE) Pre School Liaison Worker	2024	1.87	▲100%	1.87	▲100%	0.00	0.00	0%
	2023	0.00		0.00		0.00	0.00	0%
(Non-HSE) Resource Worker	2024	3.51	▼-71%	2.51	▼-79%	0.00	1.00	28%
	2023	12.15		12.15		2.36	0.00	0%
Care Assistant (Disability Services)	2024	1.13	▲100%	1.13	▲100%	0.80	0.00	0%
	2023	0.00		0.00		0.00	0.00	0%
Family Support Worker	2024	17.82	▼-1%	15.29	▼-7%	2.13	2.53	14%
	2023	18.09		16.50		0.77	1.59	9%
Health Care Assistant	2024	1.00	▼-90%	1.00	▼-86%	0.00	0.00	0%
	2023	9.56		7.03		0.00	2.53	26%
Health and Social Care Assistant (Therapy Assistant)	2024	5.35	▲78%	3.55	▲78%	0.35	1.80	34%
	2023	3.00		2.00		0.00	1.00	33%
Occupational Therapy Assistant	2024	23.78	▲373%	15.68	▲417%	0.00	8.10	34%
	2023	5.03		3.03		0.00	2.00	40%
Physiotherapy Assistant	2024	29.91	▲319%	9.88	▲61%	0.00	20.03	67%
	2023	7.14		6.14		1.50	1.00	14%
Psychology Assistant	2024	36.96	▲95%	28.00	▲107%	0.50	8.96	24%
	2023	19.00		13.50		0.00	5.50	29%
Speech & Language Therapy Assistant	2024	10.25	▲57%	3.25	▲63%	0.00	7.00	68%
	2023	6.53		2.00		0.00	4.53	69%

Note: the above table denotes percentage increases/decreases in stated data points since October 2023 with

▲ GREEN triangle indicating a percentage increase, and a

▼ RED triangle indicating a percentage decrease

Whole Time Equivalent (WTEs) - Staff Category & Discipline

Table 10: WTE Allocation - CDNM								
Category / Discipline	Year	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
CDNM	2024	92.50	▲ 2%	89.50	▲ 4%	6.40	3.00	3%
	2023	91.00		86.00		3.90	5.00	5%

Table 11: WTE Allocation - Administration (Grade III to VI)								
Category / Discipline	Year	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
Administration (Grade III to VI)	2024	210.53	▲ 4%	198.93	▲ 8%	10.52	11.60	6%
	2023	203.24		184.53		8.06	18.71	9%
Administration (Grade III to V)	2024	210.00	▲ 4%	198.40	▲ 8%	10.52	11.60	6%
	2023	201.71		183.00		8.06	18.71	9%
Administration (Grade VI)	2024	0.53	▼ -65%	0.53	▼ -65%	0.00	0.00	0%
	2023	1.53		1.53		0.00	0.00	0%

Table 12: WTE Allocation - General Support								
Category / Discipline	Year	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
Household Services	2024	0.12	–	0.12	–	0.00	0.00	0%
	2023	0.12		0.12		0.00	0.00	0%

Note: the above table denotes percentage increases/decreases in stated data points since October 2023 with

▲ GREEN triangle indicating a percentage increase, and a

▼ RED triangle indicating a percentage decrease

Whole Time Equivalent (WTEs) - Grades

Health & Social Care Professionals Category

Table 13 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per Grade. The Total Filled WTEs figure of 1363.97 WTEs represents an 18% increase across our Health and Social Care Professional workforce nationally.

Table 13: HSCP WTE Allocation by Staff Grade					
Grade	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
Dietitian	6.20	3.50	0.50	2.70	44%
Dietitian Manager	1.10	0.60	0.00	0.50	45%
Dietitian, Clinical Specialist	1.00	1.00	0.00	0.00	0%
Dietitian, Senior	26.20	15.80	0.20	10.40	40%
Occupational Therapist	143.25	96.15	7.50	47.10	33%
Occupational Therapist Manager	1.00	1.00	0.00	0.00	0%
Occupational Therapist, Clinical Specialist	14.60	6.93	0.33	7.68	53%
Occupational Therapist, Senior	277.01	218.79	32.60	58.22	21%
Physiotherapist	63.42	43.54	2.20	19.88	31%
Physiotherapist Manager	2.80	2.80	0.00	0.00	0%
Physiotherapist, Clinical Specialist	12.81	10.81	1.00	2.00	16%
Physiotherapist, Senior	186.25	142.95	13.50	43.30	23%
Play Specialist, Senior	1.33	1.00	0.00	0.33	25%
Play Therapist	2.43	2.10	0.15	0.33	14%
Play Therapist, Senior	3.14	2.81	0.00	0.33	11%
Psychologist, Clinical	108.10	61.70	6.31	46.40	43%
Psychologist, Educational	12.30	6.00	1.00	6.30	51%
Psychologist, Principal Clinical	6.80	2.90	0.00	3.90	57%
Psychologist, Senior Clinical	190.81	156.69	15.84	34.12	18%
Psychologist, Senior Counselling	2.00	1.00	0.00	1.00	50%
Psychologist, Senior Educational	17.00	14.40	0.00	2.60	15%
Psychologist, Trainee Clinical	2.00	2.00	0.00	0.00	0%
Social Care Leader	10.87	8.87	0.00	2.00	18%
Social Care Worker	21.18	16.73	1.80	4.45	21%
Social Work Practitioner, Senior	31.21	28.01	2.36	3.20	10%
Social Worker	96.60	80.90	8.23	15.70	16%
Social Worker, Medical	3.70	3.70	1.00	0.00	0%
Social Worker, Principal	6.53	4.63	1.00	1.90	29%
Social Worker, Senior Medical	49.26	41.26	3.80	8.00	16%
Social Worker, Team Leader	18.50	15.73	1.20	2.77	15%
Speech & Language Therapist	179.08	119.13	18.40	59.95	33%
Speech & Language Therapist Manager	3.39	3.39	0.00	0.00	0%
Speech & Language Therapist, Clinical Specialist	7.80	2.00	0.20	5.80	74%
Speech & Language Therapist, Senior	297.78	245.15	40.43	52.63	18%
Total	1807.45	1363.97	159.55	443.49	25%

Whole Time Equivalent (WTEs) - Grades

Nursing

Table 14 lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled ') per Grade in the Nursing Category. The quantity of reported Funded WTEs has decreased 6% since 2023, due to the reconfiguration of nursing posts into other staff categories such as Health & Social Care Professional or Patient & Client Care, in response to unique workforce needs of an individual CDNT. The actual quantity of Filled nursing WTEs has increased by 1% overall.

Table 14: Nursing WTE Allocation by Staff Grade					
Grade	Funded	Total Filled	<i>of which</i> Filled, on Leave	Total Unfilled	Vacancy Rate
Clinical Nurse Manager 1	16.62	15.62	3.06	1.00	6%
Clinical Nurse Manager 2	46.67	37.97	3.57	8.70	19%
Clinical Nurse Specialist (Children's)	10.49	10.49	0.00	0.00	0%
Clinical Nurse Specialist (Community/Primary Care)	1.00	1.00	0.00	0.00	0%
Clinical Nurse Specialist (General)	9.66	9.16	0.75	0.50	5%
Clinical Nurse Specialist (Intellectual Disability)	6.92	6.42	1.00	0.50	7%
Clinical Nurse Specialist Candidate (Children's)	0.25	0.25	0.00	0.00	0%
Clinical Nurse Specialist Candidate (Intellectual Disability)	1.00	1.00	0.00	0.00	0%
Enhanced Nurse, Senior (Children's)	0.92	0.00	0.00	0.92	100%
Enhanced Nurse, Senior (General)	1.00	1.00	0.00	0.00	0%
Public Health Nurse	3.14	2.64	0.00	0.50	16%
Staff Nurse - General	0.40	0.40	0.00	0.00	0%
Staff Nurse - Intellectual Disability	1.00	0.00	0.00	1.00	100%
Staff Nurse (Children's)	3.70	3.00	1.34	0.70	19%
Staff Nurse General (Community)	0.49	0.49	0.00	0.00	0%
Staff Nurse, Senior (Children's)	1.40	1.10	0.40	0.30	21%
Staff Nurse, Senior (General)	3.90	3.90	0.20	0.00	0%
Staff Nurse, Senior (Intellectual Disability)	2.50	1.50	0.50	1.00	40%
Total	111.06	95.94	10.82	15.12	14%

Whole Time Equivalent (WTEs) - Grades

Patient & Client Care

Table 15 lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per Grade under the Patient and Client Care Category. The funding allocation for 'Patient and Client Care WTEs has almost doubled since October 2023, with a 99% increase to 174.40 WTEs, on foot of 2024 development funding for these grades and also as a result of CDNTs reconfiguring their staffing profile in response to available workforce.

Grade	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
(Non-HSE) Behavioural Specialist	5.50	4.50	0.50	1.00	18%
(Non-HSE) Behavioural Therapist	5.17	4.09	0.00	1.08	21%
(Non-HSE) Early Intervention Educator	5.55	5.55	0.60	0.00	0%
(Non-HSE) Early intervention Specialist	9.02	8.22	0.70	0.80	9%
(Non-HSE) Educator	1.95	1.95	0.15	0.00	0%
(Non-HSE) Family Liaison	1.00	1.00	0.00	0.00	0%
(Non-HSE) Health and Social Care Assistant (Therapy Assistant)	11.63	7.75	0.10	3.88	33%
(Non-HSE) Intensive Support Worker	2.00	1.62	0.00	0.38	19%
(Non-HSE) Montessori Teacher	1.00	1.00	0.00	0.00	0%
(Non-HSE) Pre School Liaison Worker	1.87	1.87	0.00	0.00	0%
(Non-HSE) Resource Worker	3.51	2.51	0.00	1.00	28%
Care Assistant (Disability Services)	1.13	1.13	0.80	0.00	0%
Family Support Worker	17.82	15.29	2.13	2.53	14%
Health and Social Care Assistant (Therapy Assistant)	5.35	3.55	0.35	1.80	34%
Health Care Assistant	1.00	1.00	0.00	0.00	0%
Occupational Therapy Assistant	23.78	15.68	0.00	8.10	34%
Physiotherapy Assistant	29.91	9.88	0.00	20.03	67%
Psychology Assistant	36.96	28.00	0.50	8.96	24%
Speech & Language Therapy Assistant	10.25	3.25	0.00	7.00	68%
Total	174.40	117.84	5.83	56.56	32%

Whole Time Equivalent (WTEs) - Grades

Children's Disability Network Managers and Administration Grades

Table 16 lists the WTE Children's Disability Network Managers allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled').

Table 16: CDNM WTE Allocation by Staff Grade					
Grade	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
Children's Disability Network Manager	92.50	89.50	6.40	3.00	3%
Total	92.50	89.50	6.40	3.00	3%

Table 17 lists the WTE Administration allocation at Grades III to V ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled'). The WTE allocation for administrative staff has seen a modest increase of 4% in Total Filled

WTEs

Table 17: Administration WTE Allocation by Staff Grade					
Grade	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
Clerical Officer	119.63	112.43	6.08	7.2	6%
Grade IV	45.24	42.84	3.44	2.4	5%
Grade V	45.13	43.13	1	2	4%
Grade VI	0.53	0.53	0	0	0%
Total	210.53	198.93	10.52	11.60	6%

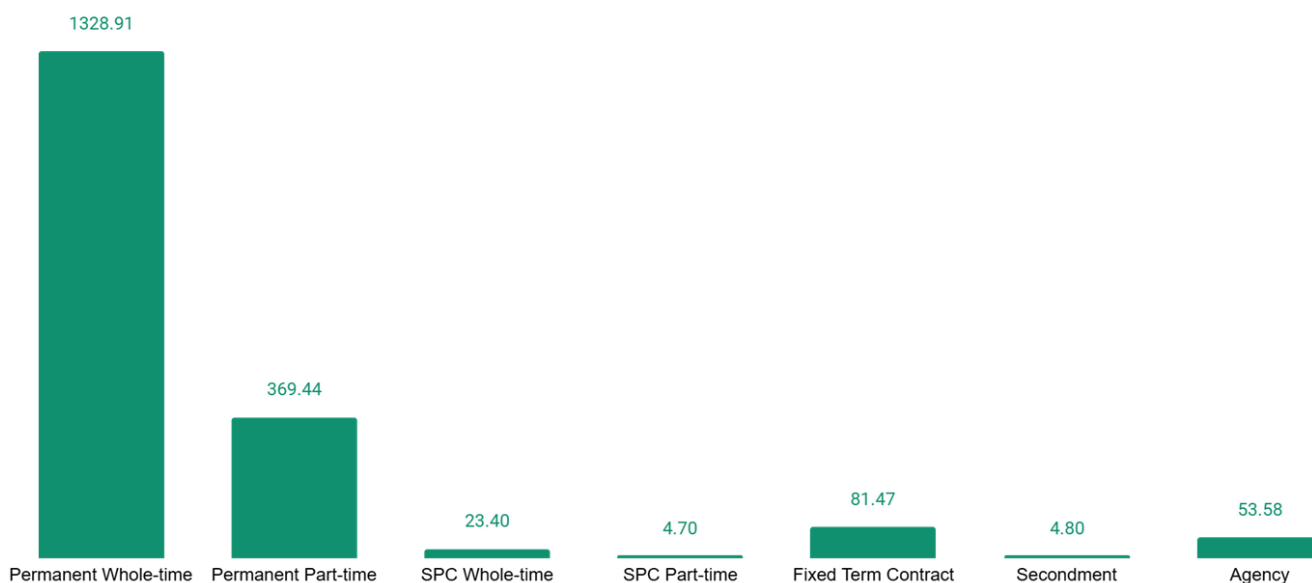
Table 18 lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') categorised as General Support.

Table 18: General Support WTE Allocation by Staff Grade					
Grade	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
Domestic	0.12	0.12	0	0	0%
Total	0.12	0.12	0.00	0.00	0%

Whole Time Equivalent (WTEs) - Contract Type

Resourcing of the CDNTs remains an ongoing priority. Where possible, and in order to maximise recruitment, funded posts may be filled through flexible contracting arrangements. A permanent whole time job may be offered and remain unfilled, the job may subsequently be filled through offering part time work opportunities. This approach assists with ongoing recruitment and retention by providing the flexibility required to meet the needs of both the current workforce and potential recruits.

Agency staff are used to fill short term vacant posts while recruitment is ongoing and also can be used to fill longer term vacant posts where recruitment has been unsuccessful. **Graph 5** illustrates the Filled WTE per Contract Type as outlined in **Table 19**.

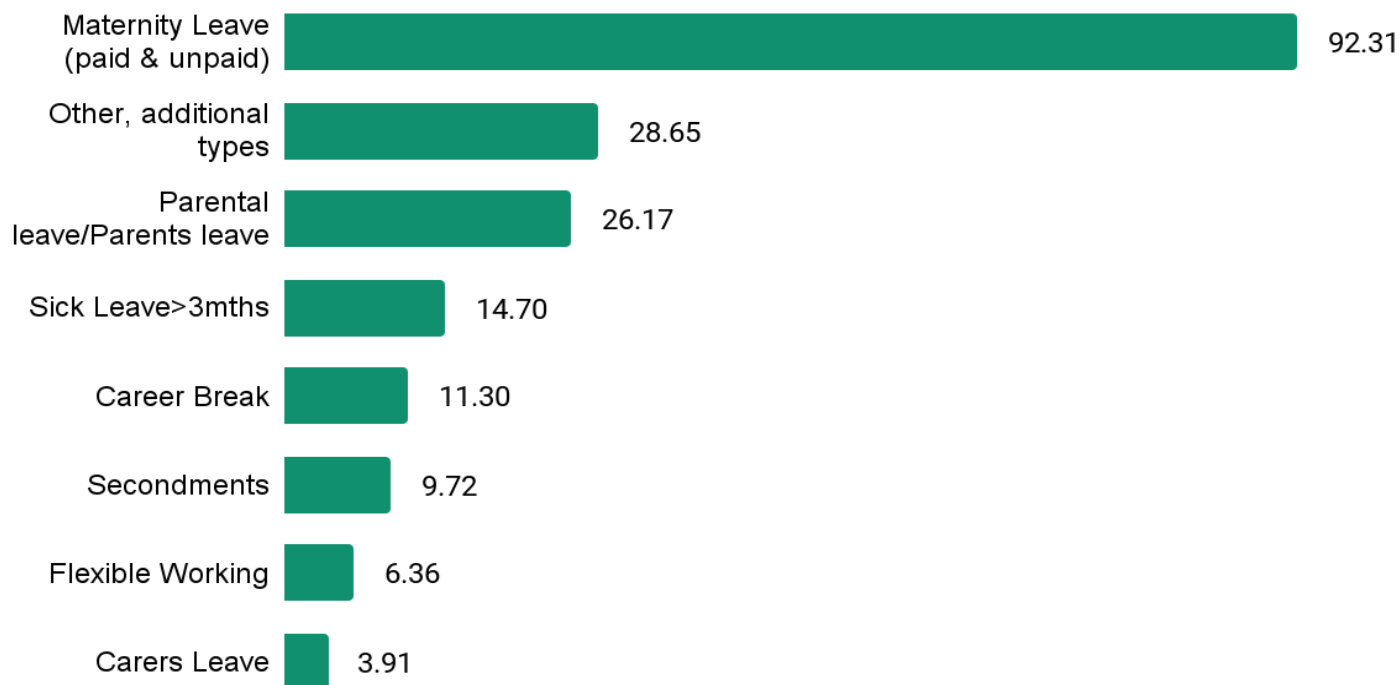


Graph 5: Filled WTEs by Contract Type

Table 19: Total Filled WTEs by Contract Type	
Contract Type	Total Filled WTE
Permanent Whole-time	1328.91
Permanent Part-time	369.44
SPC Whole-time	23.40
SPC Part-time	4.70
Fixed Term Contract	81.47
Secondment	4.80
Agency	53.58
Total	1866.30

Whole Time Equivalent (WTEs) - Leave Types

As part of the survey, Children’s Disability Network Managers were asked to provide details on the types of leave being utilised by their teams, and the corresponding reduction in WTEs as a result. As illustrated in **Graph 6** below, Maternity Leave was the leave type driving the largest impact on WTEs (92.31 WTE) across all CDNTs, with over three times the reduction in WTEs compared to other, additional leave types.



Graph 6: Reasons for Leave by WTE

Table 20: Reasons for Leave	
Reason	WTE
Maternity Leave (paid & unpaid)	92.31
Other, additional types	28.65
Parental leave/Parents leave	26.17
Sick Leave >3mths	14.70
Career Break	11.30
Secondments	9.72
Flexible Working	6.36
Carers Leave	3.91
COVID Related	0.00
Paternity Leave	0.00
Shorter Working Year	0.00
Total	193.12

Vacancies & Recruitment



CDNT Recruitment & Retention Initiatives

The HSE and CDNTs Lead Agencies work actively to improve and optimise recruitment into CDNTs, which in turn has a positive impact on retaining the staff currently working in CDNTs. During 2024 there was considerable recruitment activity by the health regions and the lead agencies, which is evidenced by the increase in workforce. The HSE has established a dedicated Disability Workforce & Resourcing Unit to support CDNTs and the health regions in achieving and maintaining CDNT workforce, staffed to funded levels.

Tailored approaches to attract and retain CDNT staff are being implemented by the health regions to build and recruit a pipeline of talent for CDNTs. Actions to enhance our attraction, recruitment and retention efforts are delivered at a multi agency level and include:

Pro-active engagement with potential workforce

- The perception of working in CDNTs remains challenging which impacts the interest in and uptake of roles. To address this the HSE and Lead Agencies are maximising multiple applicant engagement opportunities including recruitment and career fairs, outreach to Higher Education Institutes and secondary schools, presence at national events to raise awareness in and interest in CDNTs, virtual engagement via webinars and an upcoming virtual recruitment fair.
- Webinars with applicant pools take place dovetailing with job offers which results in an increase in registrations with CareerHub talent pool and an increase in job offer uptake.
- Increasing the vacancy “fill rate” across all agencies through expanding advertising and engagement reach into the relevant candidate pools. This includes Section 38 and Section 39s Lead Agencies accessing HSE’s advertising streams and substantial CareerHub talent pools and opening up relevant HSE recruitment panels to Section 38 and Section 39 agencies. This greatly increases the reach and positive exposure of the Lead Agencies as CDNT employers.
- Use of dedicated CDNT webpage with supporting resources to encourage interest in and uptake of CDNT jobs.

CDNT Recruitment & Retention Initiatives

Pipeline Initiatives

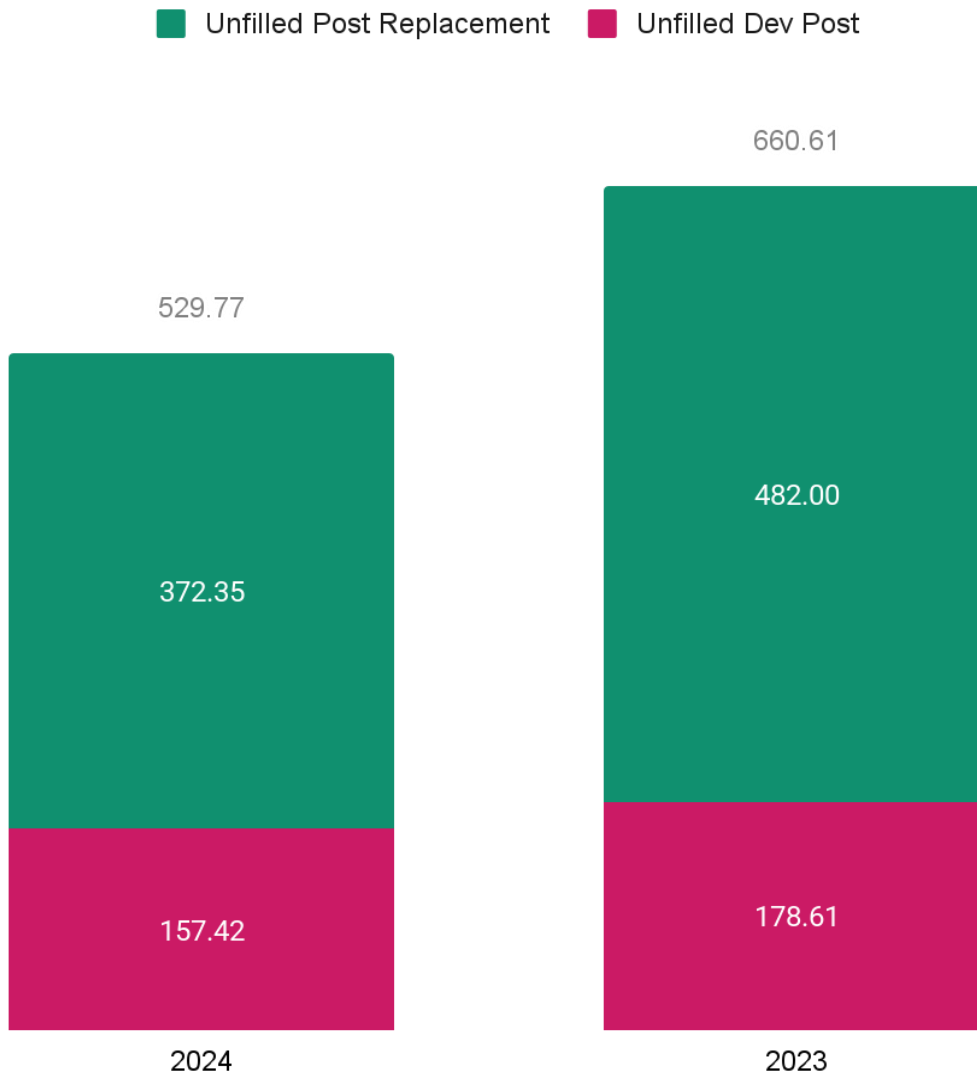
The HSE and CDNT Lead agencies are engaged in multiple pipeline initiatives to increase the candidate pool across the interdisciplinary workforce including implementing Roadmap actions:

- Development of disciplines to support CDNTs including Health & Social Care Assistant (Therapy Assistant) with associated social media campaign and supportive governance structure for the wider establishment of this assistive grade. This assistive grade will carry out tasks as delegated by the HSCP and will allow the HSCP to operate at the upper end of their scope of practice.
- Delivering a CDNT Sponsorship Programme for HSCPs and Nurses with a commitment to work in a CDNT on professional registration.
- Increase in Clinical Placements with an increase in 2024-2025 of 39% on the 2022 baseline.
- Benefiting from the overall HSE's Resourcing Strategy including increasing places in Nursing & HSCPs (inc. Psychologists) undergraduate programmes; tertiary programmes for pathways through Educational Training Boards into Nursing; Apprenticeship Programmes for Social Workers; enhanced international recruitment through relocation package marketed at Irish trained HSCPs.

Intense efforts are continuing in 2025 to address chronically unable to fill posts and in providing direct focused support to CDNTs which have high vacancy rates. The growth in workforce demonstrated in the 2024 CDNT Workforce Report requires further improvements in 2025 to provide the CDNT services which children and their families need.

Vacancies - Total Unfilled WTEs by Reason

As part of the workforce review, each CDNT recorded the reason for unfilled positions. The two reasons which require backfill and therefore require recruitment are “Unfilled Development Post” and “Unfilled Post Replacement”. The Quantity of Unfilled WTEs associated with each of these are documented below in **Table 21**. There has been a 20% reduction in vacancy rates since the 2023 workforce report



Graph 7: Unfilled WTEs by Reason (2023 versus 2024 comparison)

Table 21: Total Unfilled WTEs by Reason	
Reason	Total Unfilled WTE
Unfilled Dev Post	157.42
Unfilled Post Replacement	372.35
Total	529.77

Note: the above table denotes percentage increases/decreases in stated data points since October 2023 with

- ▲ GREEN triangle indicating a percentage increase, and a
- ▼ RED triangle indicating a percentage decrease

Vacancies - Vacancy Rates

As documented in **Table 1**, the National Vacancy Rate is 22.1%. CDNTs with a Vacancy Rate exceeding 22.1% are listed below in **Table 22**. It should be noted that no CDNTs within CHO 2 had a Vacancy Rate exceeding the National Vacancy Rate.

Table 21: CDNTs exceeding National Vacancy Rate				
CHO	Health Region	CDNT Name	Lead Agency	Vacancy Rate
CHO1	HSE Dublin and North East	Cavan (minus West Cavan)	Enable Ireland	48.2%
CHO1	HSE West and North West	Donegal East	HSE	39.7%
CHO1	HSE West and North West	Leitrim/West Cavan	HSE	27.3%
CHO1	HSE Dublin and North East	Monaghan	HSE	39.9%
CHO2	HSE West and North West	Galway West - Network 4	HSE	22.3%
CHO3	HSE Midwest	East Limerick	Avista	24.3%
CHO3	HSE Midwest	South Clare	HSE	30.9%
CHO4	HSE South West	Bandon/Carrigaline/Kinsale	Brothers of Charity	25.8%
CHO4	HSE South West	Central Cork	Cope Foundation	26.1%
CHO4	HSE South West	South East Cork City	Enable Ireland	24.2%
CHO4	HSE South West	West Kerry	Enable Ireland	23.8%
CHO5	HSE Dublin and South East	Carlow	HSE	55.4%
CHO5	HSE Dublin and South East	Cashel	HSE	40.0%
CHO5	HSE Dublin and South East	Clonmel	HSE	39.9%
CHO5	HSE Dublin and South East	Enniscorthy	HSE	48.4%
CHO5	HSE Dublin and South East	Gorey	HSE	44.3%
CHO5	HSE Dublin and South East	New Ross	HSE	39.8%
CHO5	HSE Dublin and South East	Thomastown	HSE	33.1%
CHO5	HSE Dublin and South East	Waterford North City	HSE	34.8%
CHO5	HSE Dublin and South East	Waterford South City	Central Remedial Clinic	34.2%
CHO5	HSE Dublin and South East	Wexford	HSE	45.1%
CHO6	HSE Dublin and South East	Leopardstown 3	Enable Ireland	57.0%
CHO6	HSE Dublin and South East	Leopardstown 4	HSE	25.5%
CHO6	HSE Dublin and South East	Sandymount 1	Enable Ireland	41.1%
CHO6	HSE Dublin and South East	Sandymount 2	Enable Ireland	23.8%
CHO7	HSE Dublin and Midlands	Chamber House	HSE	42.6%
CHO7	HSE Dublin and Midlands	Clondalkin	Central Remedial Clinic	29.3%
CHO7	HSE Dublin and Midlands	Mid Kildare	Enable Ireland	23.6%
CHO7	HSE Dublin and Midlands	North Kildare	HSE	38.9%
CHO7	HSE Dublin and South East	St. Columba's	HSE	37.1%
CHO8	HSE Dublin and Midlands	Athlone	HSE	33.0%
CHO8	HSE Dublin and North East	Dunshaughlin/East Meath	Enable Ireland	24.5%
CHO8	HSE Dublin and Midlands	Longford	HSE	31.6%
CHO8	HSE Dublin and Midlands	Mullingar	HSE	31.2%
CHO8	HSE Dublin and Midlands	Portarlinton/Edenderry	HSE	23.0%
CHO8	HSE Dublin and North East	South Louth	HSE	41.4%
CHO8	HSE Dublin and North East	Trim	HSE	39.6%
CHO9	HSE Dublin and North East	Balbriggan	Central Remedial Clinic	45.2%
CHO9	HSE Dublin and North East	Clontarf	Central Remedial Clinic	26.3%
CHO9	HSE Dublin and North East	Coolock	St Michaels House	26.0%
CHO9	HSE Dublin and North East	Swords	Central Remedial Clinic	34.6%

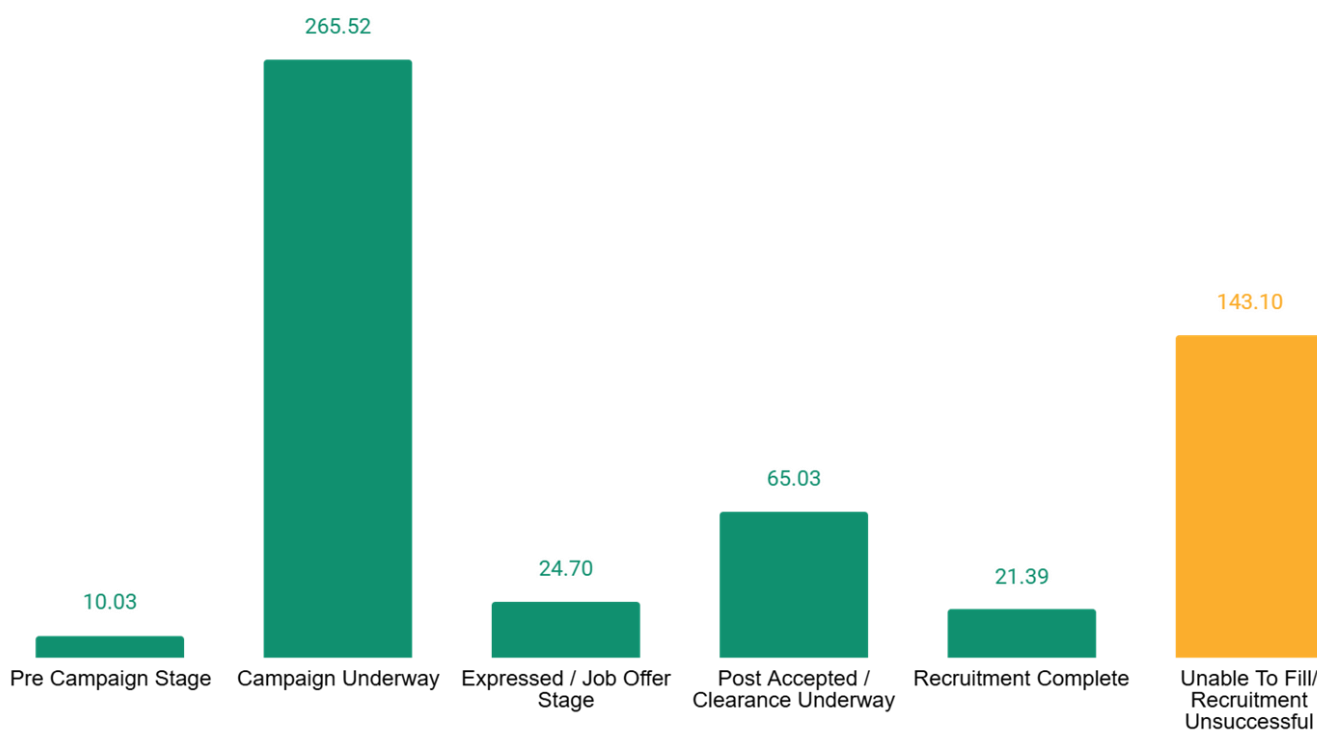
Whole Time Equivalent (WTEs) - Recruitment

On 16th October 2024 there were 529.77 Total Unfilled WTE positions reported that required recruitment actions. Of these 529.77 unfilled positions:

- 24.70 WTEs were being live offered to candidates following a recruitment campaign
- 65.03 WTE positions had candidates accept the job offer and clearances were underway
- 21.39 positions had contracts of employment issued and were due to start imminently

As a result, an additional 111.12 WTEs are expected to onboard to various teams in the immediate to short term.

143.10 WTE positions were categorised as unable to fill following unsuccessful recruitment campaigns. The overall national pipeline for recruitment (as of 16th October 2024) is illustrated below in **Graph 8. Table 23** lists the WTEs by Status of Recruitment for unfilled Posts.



Graph 8: Recruitment Pipeline by WTE

Table 23: WTE: Status of Recruitment for Unfilled Vacancies	
Job Status if Recruitment has Commenced	WTE
Pre Campaign Stage	10.03
Campaign Underway	265.52
Expressed / Job Offer Stage	24.70
Post Accepted / Clearance Underway	65.03
Recruitment Complete	21.39
Unable To Fill/ Recruitment Unsuccessful	143.10
Total	529.77

Recruitment - Status “Unable to Fill / Recruitment Unsuccessful”

Despite continuous recruitment efforts, CDNTs are facing challenges in sourcing suitably qualified and experienced candidates for several grades. These roles undergo consistent recruitment efforts through multiple channels, CDNTs may also choose to reconfigure a chronically unfilled post into another grade or discipline. The number of vacant Whole Time Equivalent (WTE) associated with each of these roles is detailed below in **Table 24**.

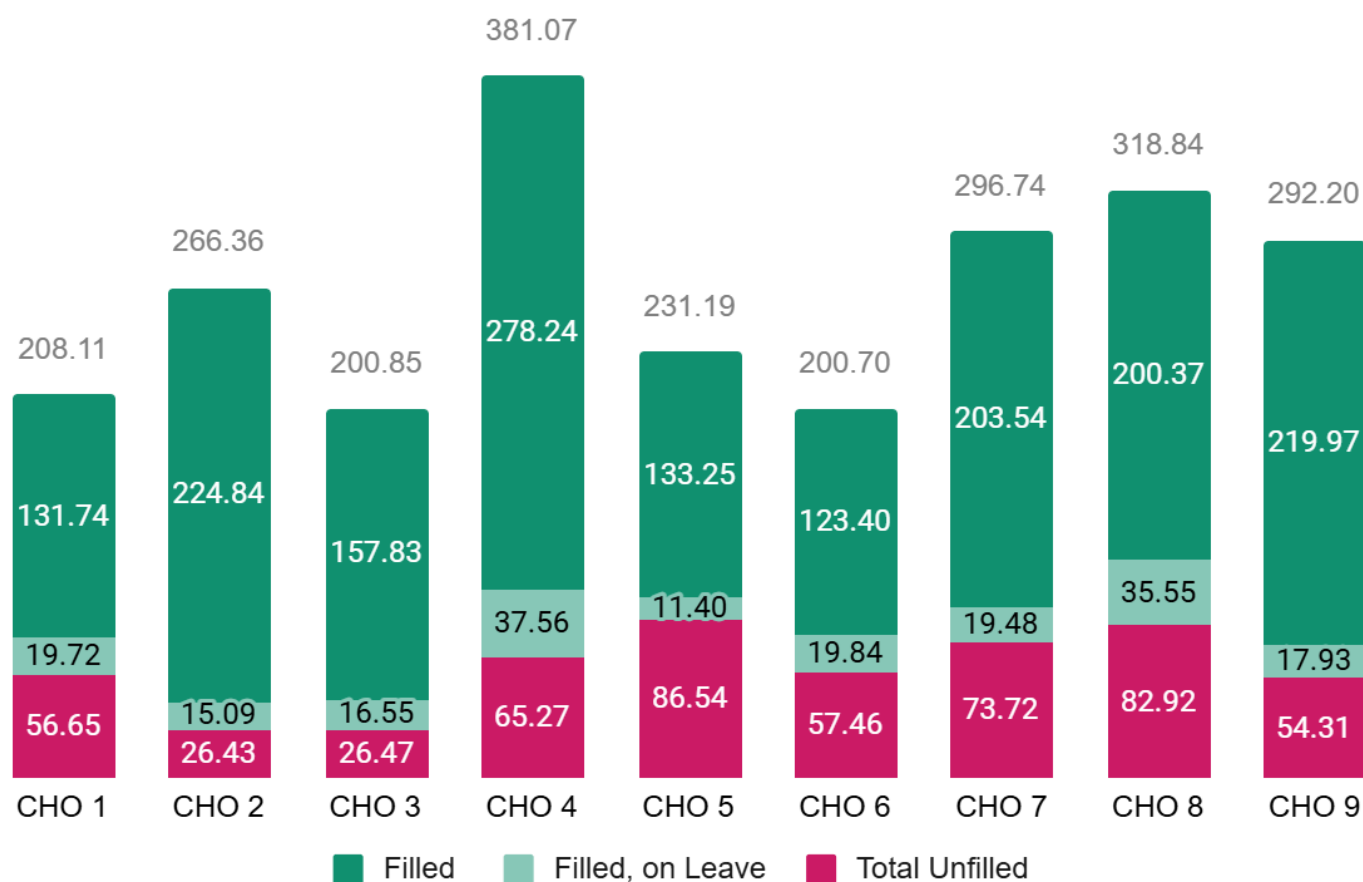
Table 24: Unable To Fill/ Recruitment Unsuccessful Grades		
Category	Grade	WTE
Health & Social Care Professionals	Dietitian Manager	0.50
Health & Social Care Professionals	Dietitian, Senior	2.90
Health & Social Care Professionals	Occupational Therapist	9.94
Health & Social Care Professionals	Occupational Therapist, Clinical Specialist	2.80
Health & Social Care Professionals	Occupational Therapist, Senior	13.03
Health & Social Care Professionals	Physiotherapist	5.90
Health & Social Care Professionals	Physiotherapist, Senior	10.64
Health & Social Care Professionals	Psychologist, Clinical	21.80
Health & Social Care Professionals	Psychologist, Educational	2.00
Health & Social Care Professionals	Psychologist, Principal Clinical	1.00
Health & Social Care Professionals	Psychologist, Senior Clinical	13.08
Health & Social Care Professionals	Social Care Leader	0.50
Health & Social Care Professionals	Social Work Practitioner, Senior	2.10
Health & Social Care Professionals	Social Worker	6.20
Health & Social Care Professionals	Social Worker, Principal	0.50
Health & Social Care Professionals	Social Worker, Senior Medical	2.50
Health & Social Care Professionals	Social Worker, Team Leader	1.27
Health & Social Care Professionals	Speech & Language Therapist	7.93
Health & Social Care Professionals	Speech & Language Therapist, Clinical Specialist	1.00
Health & Social Care Professionals	Speech & Language Therapist, Senior	14.10
Nursing	Clinical Nurse Manager 2	1.90
Nursing	Clinical Nurse Specialist (General)	0.50
Nursing	Staff Nurse - Intellectual Disability	1.00
Nursing	Staff Nurse, Senior (Children's)	0.00
Nursing	Staff Nurse, Senior (Intellectual Disability)	1.00
Patient & Client Care	(Non-HSE) Early intervention Specialist	0.80
Patient & Client Care	(Non-HSE) Health and Social Care Assistant (Therapy Assistant)	0.50
Patient & Client Care	(Non-HSE) Intensive Support Worker	0.38
Patient & Client Care	Family Support Worker	0.53
Patient & Client Care	Occupational Therapy Assistant	3.10
Patient & Client Care	Physiotherapy Assistant	8.00
Patient & Client Care	Psychology Assistant	2.50
Patient & Client Care	Speech & Language Therapy Assistant	2.00
Administration (Grade III to VI)	Clerical Officer	1.20
Total		143.10

Community Healthcare Organisations



Whole Time Equivalent (WTEs) - Overall: Community Healthcare Organisation (CHO)

Graph 9 illustrates total Funded WTEs, broken-down into 'Filled', 'Filled, on Leave' and 'Unfilled Vacancy' per CHO as of 16 October 2024, while Table 25 below provides additional details including Vacancy Rate per CHO and percentage changes versus the previous workforce survey in October 2023.



Graph 9: 'Filled', 'Filled, on Leave' and 'Total Unfilled'

Table 25: Total WTEs by Community Healthcare Organisation

Community Healthcare Organisation	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
CHO 1	208.11	▲ 12%	151.46	▲ 43%	19.72	56.65	27%
CHO 2	266.36	▲ 2%	239.93	▲ 15%	15.09	26.43	10%
CHO 3	200.85	▲ 13%	174.38	▲ 14%	16.55	26.47	13%
CHO 4	381.07	▲ 15%	315.80	▲ 18%	37.56	65.27	17%
CHO 5	231.19	▲ 6%	144.65	▲ 14%	11.40	86.54	37%
CHO 6	200.70	▲ 5%	143.24	▲ 9%	19.84	57.46	29%
CHO 7	296.74	▼ -1%	223.02	▲ 11%	19.48	73.72	25%
CHO 8	318.84	▲ 4%	235.92	▲ 28%	35.55	82.92	26%
CHO 9	292.20	▲ 2%	237.90	▲ 10%	17.93	54.31	19%
Total	2396.06	▲ 6%	1866.30	▲ 17%	193.12	529.77	22%

Note: the above table denotes percentage increases/decreases in stated data points since October 2023 with

▲ GREEN triangle indicating a percentage increase, and a

▼ RED triangle indicating a percentage decrease

Whole Time Equivalent (WTEs) - WTE Allocation By Staff Category: CHO

Table 26 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per CHO under the Health and Social Care Professionals Category.

Table 26: Health and Social Care Professional (WTEs) per CHO					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
CHO 1	146.93	99.93	15.51	47.00	32%
CHO 2	201.54	182.71	12.75	18.83	9%
CHO 3	142.28	121.48	13.50	20.80	15%
CHO 4	263.95	229.13	31.12	34.82	13%
CHO 5	179.14	104.30	8.40	74.84	42%
CHO 6	155.58	100.03	15.09	55.55	36%
CHO 7	244.62	176.40	13.60	68.22	28%
CHO 8	247.30	174.58	34.15	72.72	29%
CHO 9	226.11	175.41	15.43	50.71	22%
Total	1807.45	1363.97	159.55	443.49	25%

Table 27 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per CHO for Nursing.

Table 27: Nursing (WTEs) per CHO					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
CHO 1	21.63	18.83	1.17	2.80	13%
CHO 2	8.49	7.89	1.34	0.60	7%
CHO 3	5.96	4.04	1.00	1.92	32%
CHO 4	16.05	13.85	3.11	2.20	14%
CHO 5	12.64	9.94	1.00	2.70	21%
CHO 6	8.62	7.82	1.40	0.80	9%
CHO 7	6.24	5.74	0.00	0.50	8%
CHO 8	18.84	15.84	0.60	3.00	16%
CHO 9	12.59	11.99	1.20	0.60	5%
Total	111.06	95.94	10.82	15.12	14%

Whole Time Equivalent (WTEs) - WTE Allocation By Staff Category: CHO

Table 28 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per CHO for Patient & Client Care WTEs.

Table 28: Patient & Client Care (WTEs) per CHO					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
CHO 1	8.65	4.80	0.00	3.85	45%
CHO 2	18.87	14.87	0.00	4.00	21%
CHO 3	24.07	22.32	0.75	1.75	7%
CHO 4	57.62	31.57	3.23	26.05	45%
CHO 5	8.00	0.00	0.00	8.00	100%
CHO 6	12.04	10.93	0.35	1.11	9%
CHO 7	17.35	13.35	1.50	4.00	23%
CHO 8	14.20	8.40	0.00	5.80	41%
CHO 9	13.60	11.60	0.00	2.00	15%
Total	174.40	117.84	5.83	56.56	32%

Table 29 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') by CHO for CDNMs.

Table 29: Children's Disability Network Team Manager (WTEs) per CHO					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
CHO 1	8.00	8.00	0.00	0.00	0%
CHO 2	9.00	9.00	0.00	0.00	0%
CHO 3	8.00	7.00	0.10	1.00	13%
CHO 4	14.00	13.00	0.00	1.00	7%
CHO 5	11.50	11.50	2.00	0.00	0%
CHO 6	7.00	7.00	1.00	0.00	0%
CHO 7	11.00	11.00	3.20	0.00	0%
CHO 8	12.00	11.00	0.00	1.00	8%
CHO 9	12.00	12.00	0.10	0.00	0%
Total	92.50	89.50	6.40	3.00	3%

Whole Time Equivalent (WTEs) - WTE Allocation By Staff Category: CHO

Table 30 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per CHO for Administration (Grade III to VI).

Table 30: Administration (Grade III to VI) (WTEs) per CHO					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
CHO 1	22.90	19.90	3.04	3.00	13%
CHO 2	28.46	25.46	1.00	3.00	11%
CHO 3	20.54	19.54	1.20	1.00	5%
CHO 4	29.33	28.13	0.10	1.20	4%
CHO 5	19.91	18.91	0.00	1.00	5%
CHO 6	17.46	17.46	2.00	0.00	0%
CHO 7	17.53	16.53	1.18	1.00	6%
CHO 8	26.50	26.10	0.80	0.40	2%
CHO 9	27.90	26.90	1.20	1.00	4%
Total	210.53	198.93	10.52	11.60	6%

Table 31 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per CHO for General Support.

Table 31: General Support (WTEs) per CHO					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
CHO 4	0.12	0.12	0.00	0.00	0%
Total	0.12	0.12	0.00	0.00	0%

Vacancies - By Vacancy Reason: CHO

Table 32 details the quantity of vacant WTEs in each of the nine Community Healthcare Organisations, broken down by the reason for each vacancy. CHO 5 has the highest volume of vacancies (86.54 WTEs) while CHO 2 has the lowest (26.43 WTEs).

Reason	CHO 1	CHO 2	CHO 3	CHO 4	CHO 5	CHO 6	CHO 7	CHO 8	CHO 9
Unfilled Dev Post	19.50	5.50	5.35	34.55	30.90	14.32	12.20	26.20	8.90
Unfilled Post Replacement	37.15	20.93	21.12	30.72	55.64	43.14	61.52	56.72	45.41
Total	56.65	26.43	26.47	65.27	86.54	57.46	73.72	82.92	54.31

Whole Time Equivalent (WTEs) - Recruitment: CHO

Table 33 outlines the current status of the various recruitment initiatives that are underway to replace the Vacant WTEs in each CHO (as of 16 October 2024).

Job Status if Recruitment has Commenced	CHO 1	CHO 2	CHO 3	CHO 4	CHO 5	CHO 6	CHO 7	CHO 8	CHO 9
Pre Campaign Stage	2.15	0.00	0.92	0.15	0.00	1.31	5.50	0.00	0.00
Campaign Underway	35.20	12.13	13.20	24.76	44.50	44.52	31.70	23.48	36.03
Expressed / Job Offer Stage	4.80	4.90	0.00	4.40	4.00	1.00	2.60	2.00	1.00
Post Accepted / Clearance Underway	7.70	4.00	3.00	10.86	13.09	1.00	8.00	11.00	6.38
Recruitment Complete	2.00	0.00	4.10	6.00	0.00	1.00	5.29	2.00	1.00
Unable To Fill/ Recruitment Unsuccessful	4.80	5.40	5.25	19.10	24.95	8.63	20.63	44.44	9.90
Total	56.65	26.43	26.47	65.27	86.54	57.46	73.72	82.92	54.31

Health Regions



Whole Time Equivalent (WTEs) - Overall: Health Region

Graph 10 illustrates total Funded WTEs, broken-down into 'Filled', 'Filled, on Leave' and 'Unfilled Vacancy' per Health Region as of 16 October 2024, while Table 34 below provides additional details including Vacancy Rate per Health Region and percentage changes since October 2023.



Graph 10: 'Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled' WTEs by Health Region

Table 34: Total WTEs by Regional Health Area

Health Region	Funded		Total Filled		of which Filled, on Leave	Total Unfilled	Vacancy Rate
Dublin and Midlands	441.71	▼0%	329.69	▲15%	34.32	112.02	25%
Dublin and North East	526.02	▲4%	400.65	▲17%	42.39	125.38	24%
Dublin and South East	431.89	▲6%	287.89	▲11%	31.24	144.00	33%
Mid West	200.85	▲13%	174.38	▲14%	16.55	26.47	13%
South West	381.07	▲15%	315.80	▲18%	37.56	65.27	17%
West and North West	414.52	▲7%	357.89	▲25%	31.06	56.63	14%
Total	2396.06	▲6%	1866.30	▲17%	193.12	529.77	22%

Note: the above table denotes percentage increases/decreases in stated data points since October 2023 with

▲ GREEN triangle indicating a percentage increase, and a

▼ RED triangle indicating a percentage decrease

Whole Time Equivalent (WTEs) - WTE Allocation By Staff Category: Health Region

Table 35 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per Health Region under the Health and Social Care Professionals Category.

Table 35: Health and Social Care Professional (WTEs) per Health Region					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
Dublin and Midlands	359.19	256.17	27.64	103.02	29%
Dublin and North East	405.24	294.42	39.25	110.83	27%
Dublin and South East	334.72	204.33	23.49	130.39	39%
Mid West	142.28	121.48	13.50	20.80	15%
South West	263.95	229.13	31.12	34.82	13%
West and North West	302.07	258.44	24.55	43.63	14%
Total	1807.45	1363.97	159.55	443.49	25%

Table 36 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per Health Region for Nursing.

Table 36: Nursing (WTEs) per Health Region					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
Dublin and Midlands	13.24	11.74	0.20	1.50	11%
Dublin and North East	27.23	23.83	1.60	3.40	12%
Dublin and South East	21.26	17.76	2.40	3.50	16%
Mid West	5.96	4.04	1.00	1.92	32%
South West	16.05	13.85	3.11	2.20	14%
West and North West	27.32	24.72	2.51	2.60	10%
Total	111.06	95.94	10.82	15.12	14%

Table 37 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per Health Region for Patient & Client Care WTEs.

Table 37: Patient & Client Care (WTEs) per Health Region					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
Dublin and Midlands	21.85	15.35	1.50	6.50	30%
Dublin and North East	27.95	20.80	0.00	7.15	26%
Dublin and South East	20.04	10.93	0.35	9.11	45%
Mid West	24.07	22.32	0.75	1.75	7%
South West	57.62	31.57	3.23	26.05	45%
West and North West	22.87	16.87	0.00	6.00	26%
Total	174.40	117.84	5.83	56.56	32%

Whole Time Equivalent (WTEs) - WTE Allocation By Staff Category: Health Region

Table 38 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') by Health Region for CDNMs.

Table 38: Childrens Disability Network Team Manager (WTEs) per Health Region					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
Dublin and Midlands	17.00	17.00	3.20	0.00	0%
Dublin and North East	20.00	19.00	0.10	1.00	5%
Dublin and South East	18.50	18.50	3.00	0.00	0%
Mid West	8.00	7.00	0.10	1.00	13%
South West	14.00	13.00	0.00	1.00	7%
West and North West	15.00	15.00	0.00	0.00	0%
Total	92.50	89.50	6.40	3.00	3%

Table 39 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per Health Region for Administration (Grade III to VI).

Table 39: Administration (Grade III to VI) (WTEs) per Health Region					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
Dublin and Midlands	30.43	29.43	1.78	1.00	3%
Dublin and North East	45.60	42.60	1.44	3.00	7%
Dublin and South East	37.37	36.37	2.00	1.00	3%
Mid West	20.54	19.54	1.20	1.00	5%
South West	29.33	28.13	0.10	1.20	4%
West and North West	47.26	42.86	4.00	4.40	9%
Total	210.53	198.93	10.52	11.60	6%

Table 40 below lists the WTE allocation ('Funded', 'Filled', 'Filled, on Leave' and 'Total Unfilled') per Health Region for General Support.

Table 40: General Support (WTEs) per Health Region					
	Funded	Total Filled	<i>of which Filled, on Leave</i>	Total Unfilled	Vacancy Rate
South West	0.12	0.12	0.00	0.00	0%
Total	0.12	0.12	0.00	0.00	0%

Vacancies - By Vacancy Reason: Health Region

Table 41 details the quantity of vacant WTEs in each of the six Health Regions, broken down by the reason for each vacancy. Dublin and South East has the highest volume of vacancies (147.30 WTEs) while Midwest has the lowest (26.47 WTEs)

Table 40: Vacant Post Requiring Recruitment Action (by WTE)						
Reason	Dublin and Midlands	Dublin and North East	Dublin and South East	Mid West	South West	West and North West
Unfilled Dev Post	26.20	28.30	45.22	5.35	34.55	17.80
Unfilled Post Replacement	85.82	97.08	98.78	21.12	30.72	38.83
Total	112.02	125.38	144.00	26.47	65.27	56.63

Whole Time Equivalent (WTEs) - Recruitment: Health Region

Table 42 shows a status of various recruitment efforts that are underway to replace the Vacant WTEs in each Health Regions (as of 16 October 2024).

Table 42: Status of Recruitment for Unfilled Vacancy (by Health Region)						
Job Status if Recruitment has Commenced	Dublin and Midlands	Dublin and North East	Dublin and South East	Mid West	South West	West and North West
Pre Campaign Stage	5.50	1.15	1.31	0.92	0.15	1.00
Campaign Underway	39.20	70.61	89.02	13.20	24.76	28.73
Expressed / Job Offer Stage	2.60	3.00	5.00	0.00	4.40	9.70
Post Accepted / Clearance Underway	15.00	14.08	14.09	3.00	10.86	8.00
Recruitment Complete	6.29	4.00	1.00	4.10	6.00	0.00
Unable To Fill/ Recruitment Unsuccessful	43.43	32.54	33.58	5.25	19.10	9.20
Total	112.02	125.38	144.00	26.47	65.27	56.63

