



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



**Children's
Disability
Network
Team**

October 2023 data published July 2024

Contents:

1.	Introduction and Context	3
2.	Overview	4
	Therapy Hours Breakdown per CHO	4
	Therapy Hours Breakdown per Network	5
3.	Census and Workforce Review Results	8
	Summary by CHO	8
	Summary by Employer	10
	Summary by Children’s Disability Network Teams	12
	Summary by Provider Type	17
	Summary by Discipline	20
	CHO Detail by Discipline	22
	Summary by Grade	28
	Reason for Vacancy	31
	Reason not on duty	32
	WTE by Contract Type	33
	Recruitment Stage for Vacant WTEs	34
4.	Appendices	36
	Appendix A: Data Collection Template	36
	Appendix B: Therapy Hours Calculation	37

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.

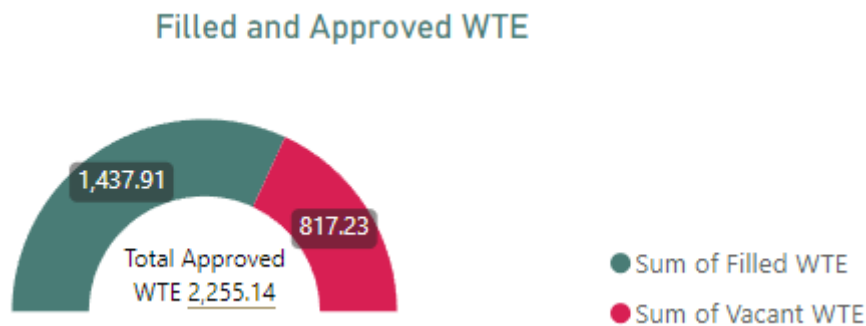
Table 1: List of Lead Agencies

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

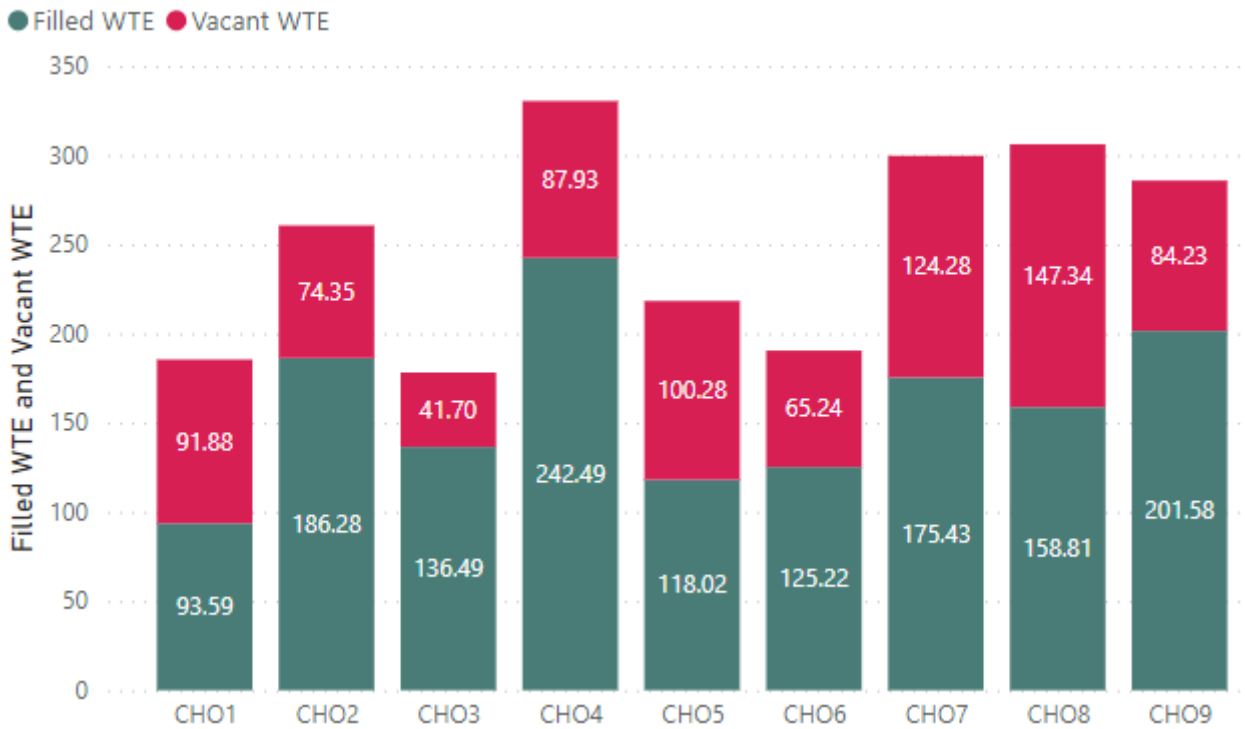


Table 4: 2023 WTE Allocation by CHO

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.)

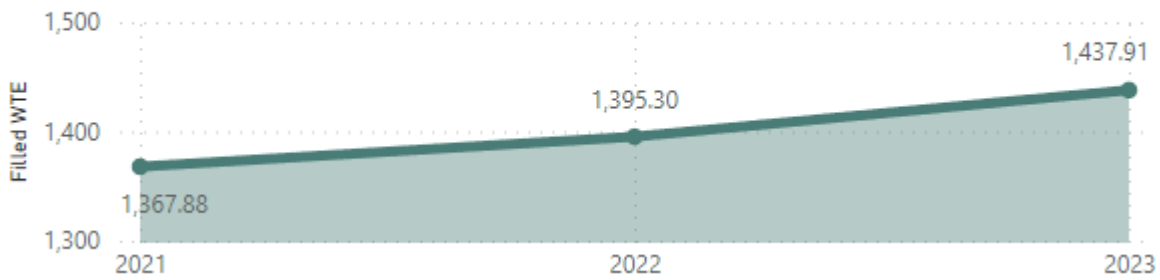
Table 5 below demonstrates the % change between the 2022 and 2023 CDNT Census and Workforce Review data.

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

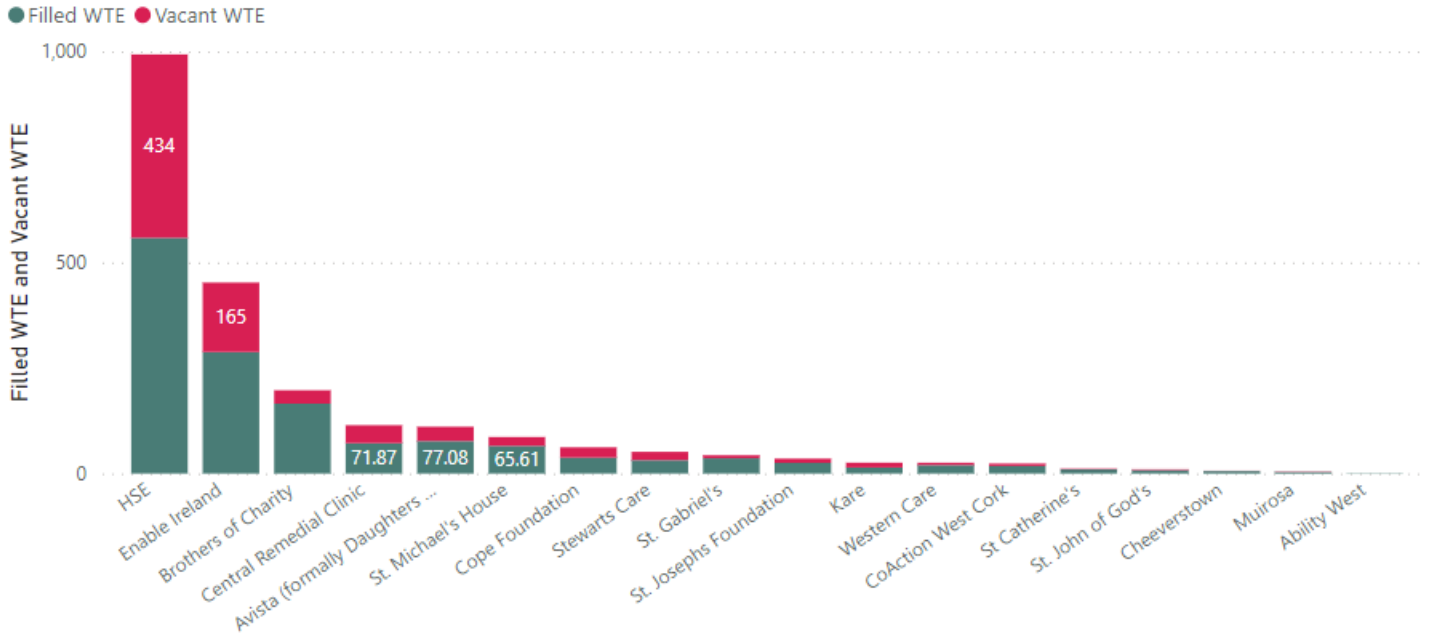


Summary by Employer

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%
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.

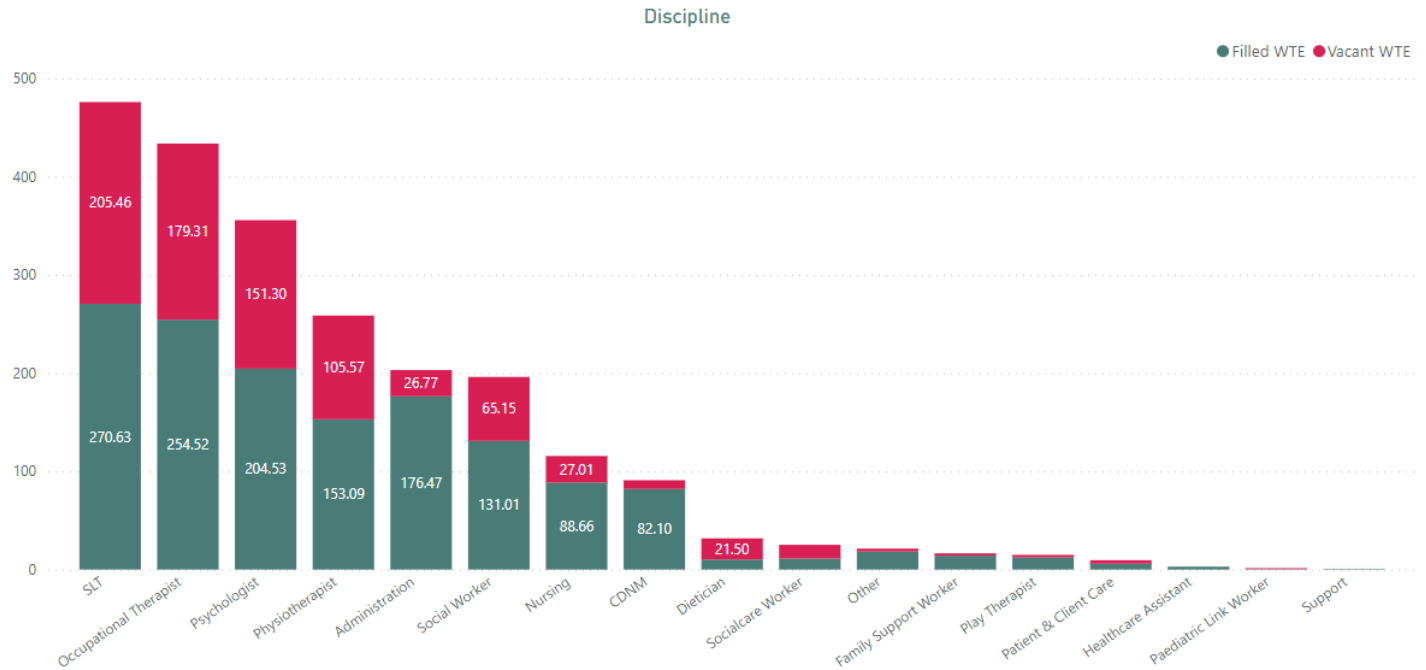


Table 13: 2023 WTE Allocation by Discipline

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

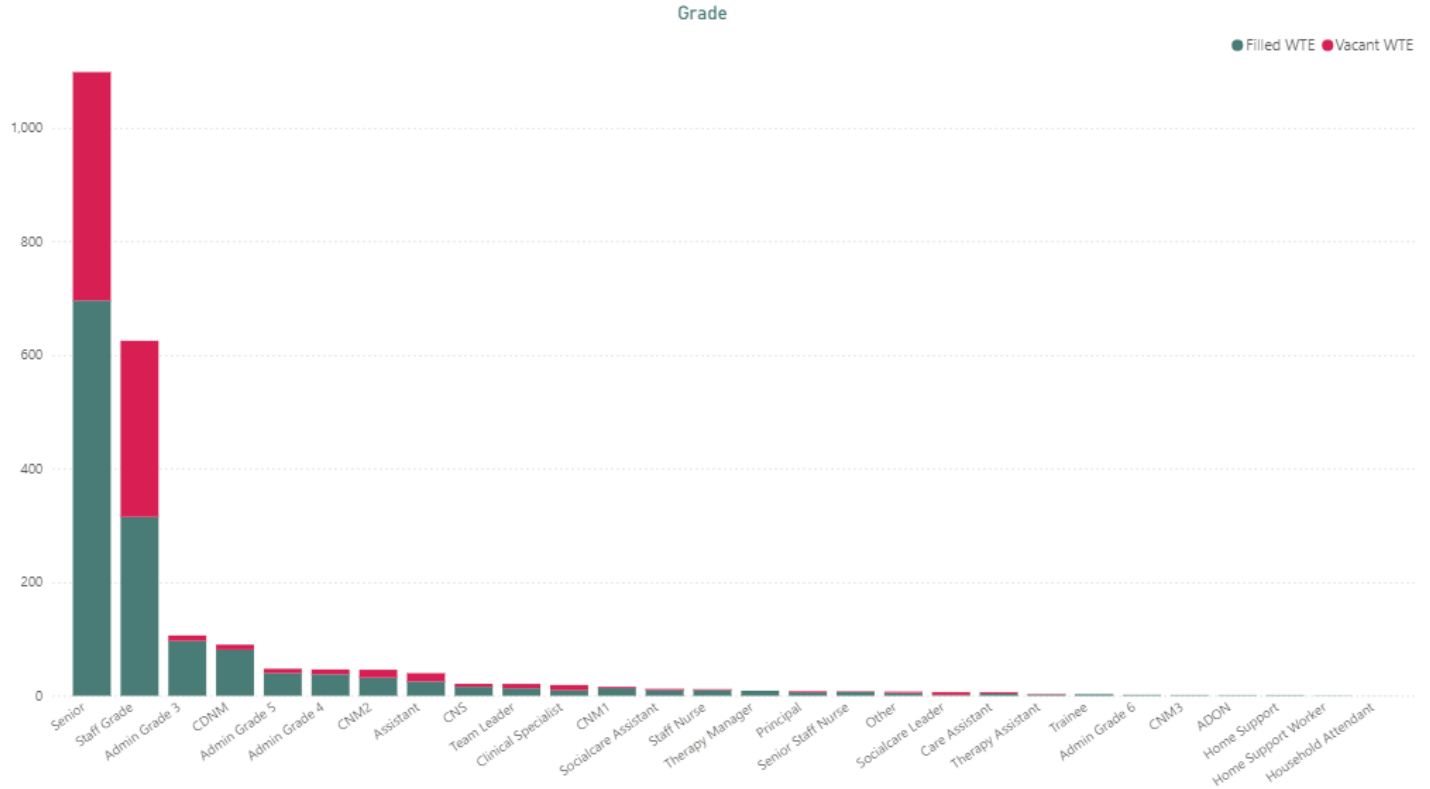
CHO	Approved WTE	Filled WTE	Vacant WTE	% Filled	% Vacant
CHO1	0.00	0.00	0.00	0%	0%
CHO2	0.00	0.00	0.00	0%	0%
CHO3	2.00	1.00	1.00	50%	50%
CHO4	6.56	4.03	2.53	61%	39%
CHO5	0.00	0.00	0.00	0%	0%
CHO6	0.00	0.00	0.00	0%	0%
CHO7	0.00	0.00	0.00	0%	0%
CHO8	0.00	0.00	0.00	0%	0%
CHO9	1.00	1.00	0.00	100%	0%
Total	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.

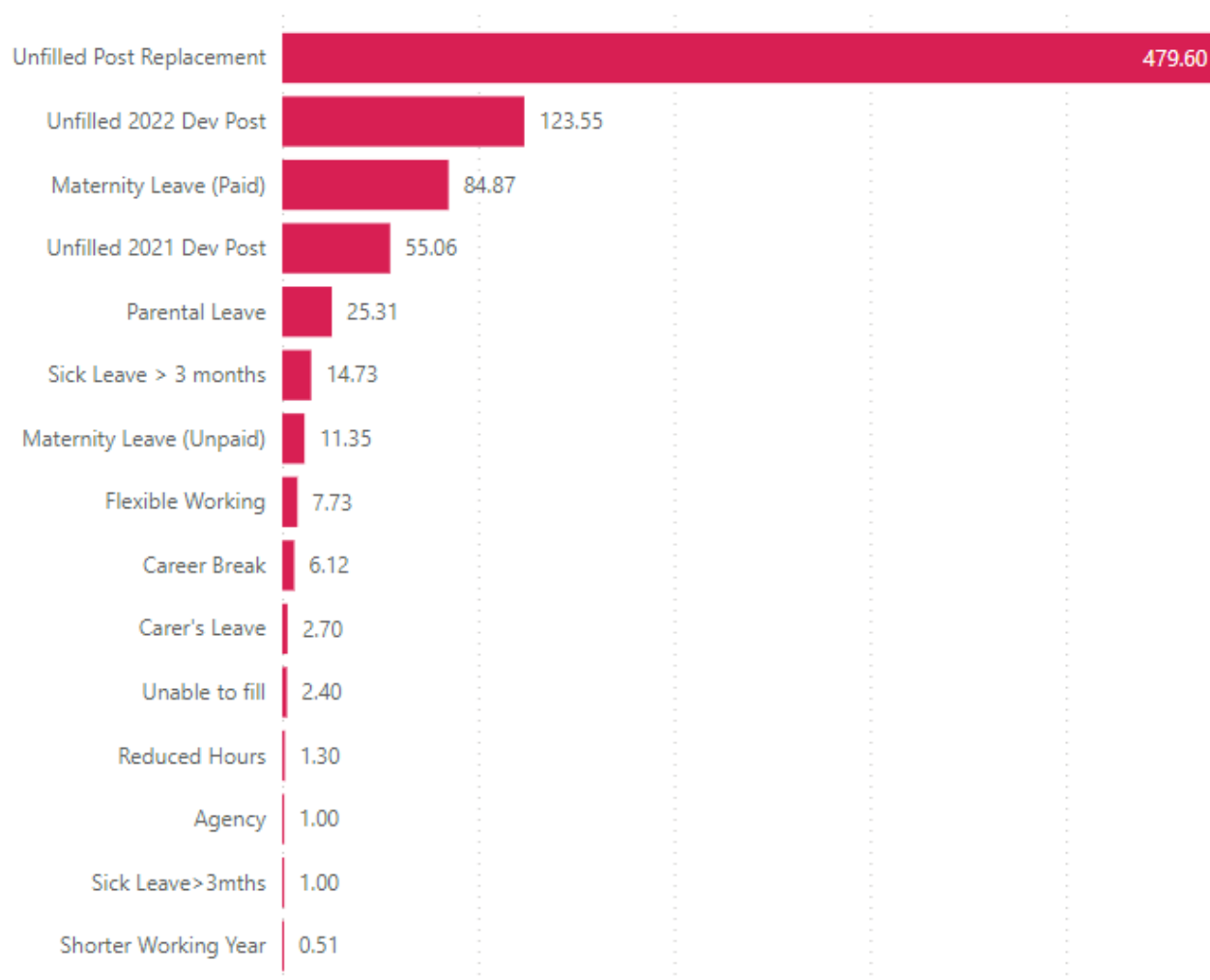


Table 33: 2023 WTE allocation by reason for vacancy with variances

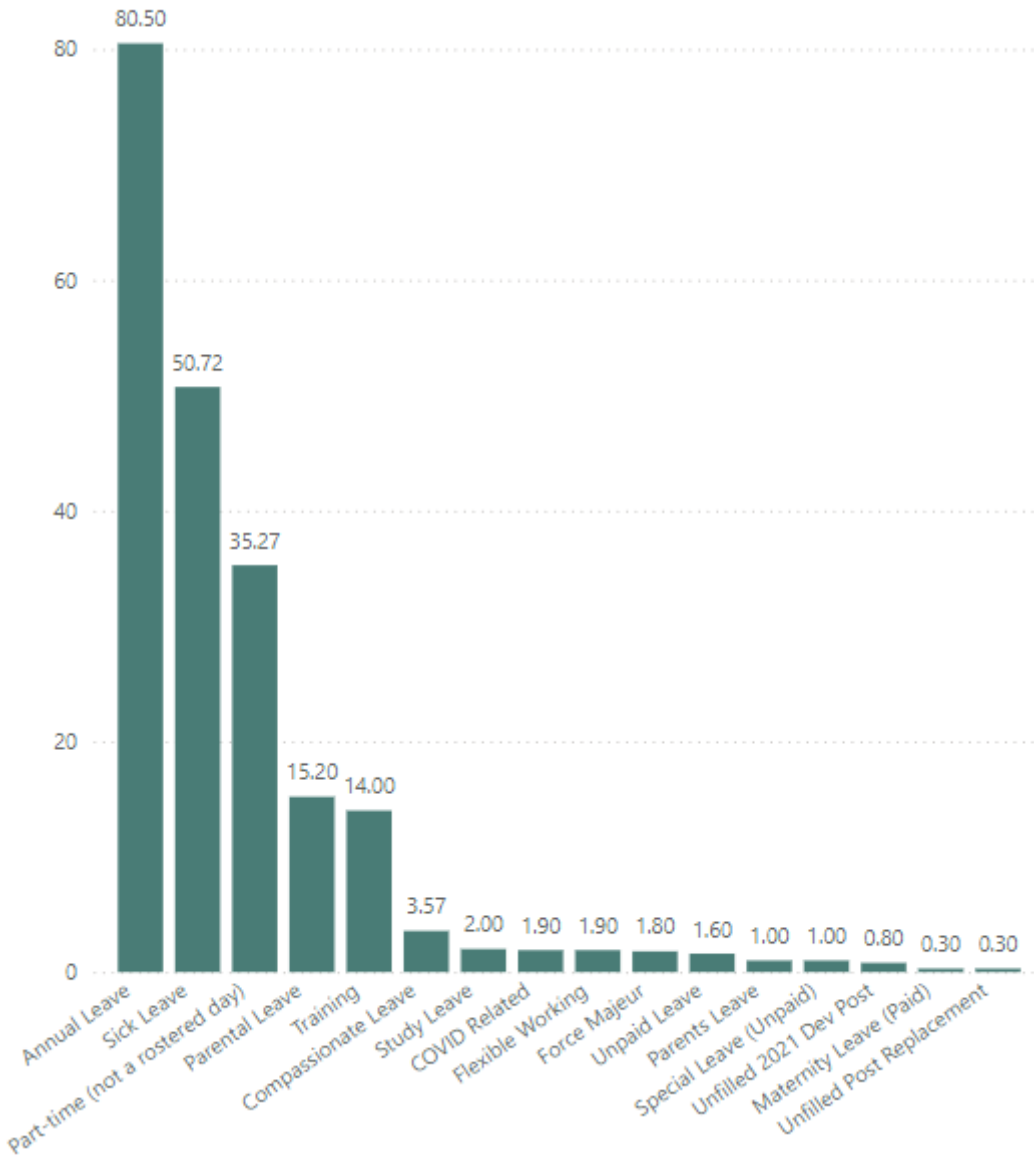
Reason for Vacancy	Vacant WTE	% Change Filled WTE
Unfilled Post Replacement	479.60	100% ↑
Unfilled 2022 Dev Post	123.55	100% ↑
Maternity Leave (Paid)	84.87	-50% ↓
Unfilled 2021 Dev Post	55.06	100% ↑
Parental Leave	25.31	-16% ↓
Sick Leave > 3 months	14.73	-100% ↓
Maternity Leave (Unpaid)	11.35	100% ↑
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.

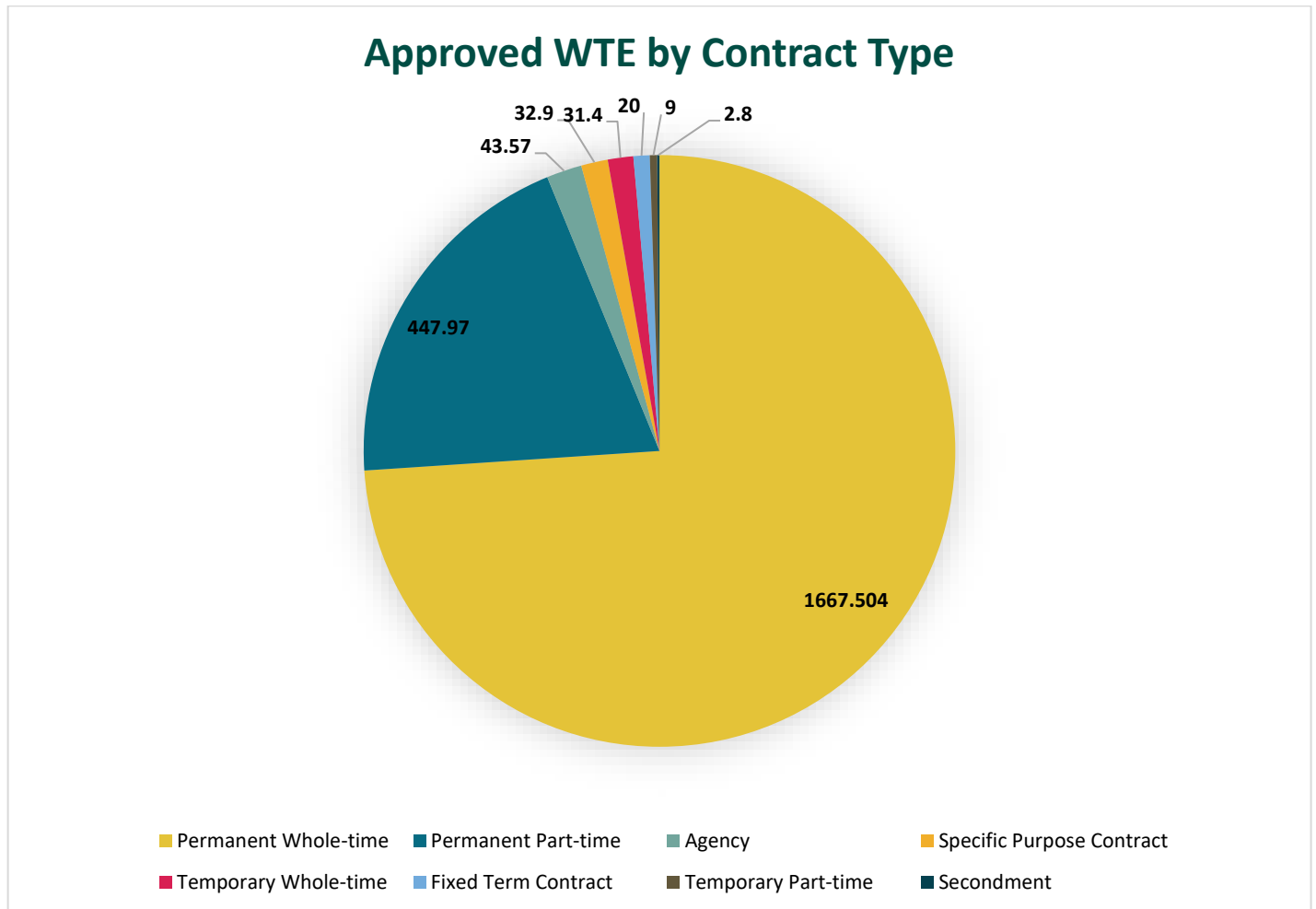
- The below graph shows the breakdown of filled WTE by the reason not on duty. There were 211.86 WTE absent on this day.
- This 211.86 WTE represents 15% of the total filled WTE.
- The largest reason for absences on the survey date was Annual Leave at 80.50 WTE.
- Sick leave accounted for 24% of the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

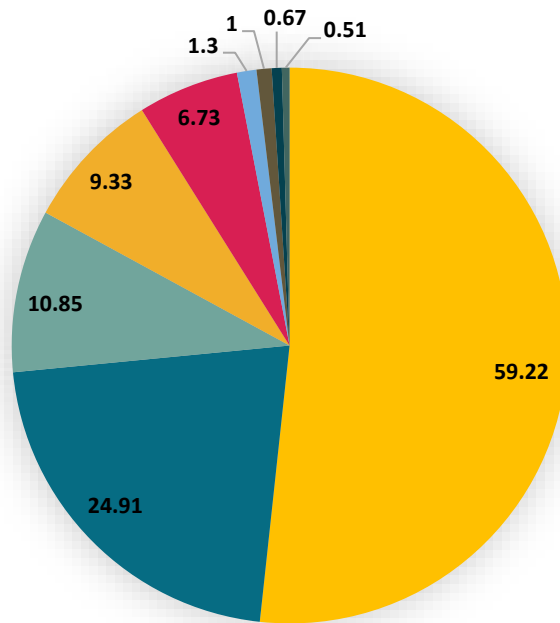
Table 35: 2023 WTE allocation showing recruitment and stages that are ongoing as of survey date (11/10/23)

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.