



Oifig an Cheannaire Oibríochtaí,
Na Seirbhísí Míchumais/An Rannán Cúram Sóisialta,
31-33 Sráid Chaitríona, Luimneach.

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7th March 2022

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

Dear Deputy Tully,

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

PQ: 10813/22

To ask the Minister for Health the number of HSE employees working within children's disability network teams in each of the years 2017 to 2021, in tabular form.

PQ: 10814/22

To ask the Minister for Health if staff working within children's disability network teams are currently given the opportunity to work additional hours for additional pay on a voluntary basis; and if he will make a statement on the matter.

PQ: 10799/22

To ask the Minister for Health the cover that is in place for sick leave, maternity leave and paternity leave for therapy staff who carry out an assessment of need as part of a children's disability network teams; and if he will make a statement on the matter.

HSE Response

Children's Disability Network Teams (CDNTs)

In 2021, the remainder of ninety one Children's Disability Network Teams (CDNTs) were established to provide services and supports for all children with complex needs within a defined geographic area.

CDNTs are teams of health and social care professionals, including nursing, occupational therapy, psychology, physiotherapy, speech and language therapy, social work and others. The team will work closely together in a family centred model, focusing on the child's and family's own priorities. Every child with complex needs will have access to a team, regardless of the nature of their disability, where they live, or the school they attend.

Children and their families will have access to the full range of services and supports of the CDNT according to their individual needs. This includes universal, targeted and specialist supports, such as individual therapeutic intervention and access to specialist consultation and assessment when needed. Supports will be provided as is feasible in the child's natural environments - their home, school and community.



The first step for all areas has been the reconfiguration of existing staff resources into CDNTs. The staffing mix available in each area is influenced by the historical development of services. For example, some areas may have had a significant number of nurses available for reconfiguration, others may have family support workers or early educators.

Since 2019, more than 475 development posts have been allocated to children's disability services across the country. These posts have been assigned based on a number of factors, including the existing ratio of staff to the number of children with disabilities in each area.

The table below provides detail regarding the number of development posts by whole-time equivalent allocated to CDNTs in 2019, 2021 and 2022. The Children's Disability Networks Governance Group at CHO level, decided the allocation of these posts by discipline and team in line with the governance procedures for CDNTs. The full allocation for 2022 has not yet been agreed, so only those posts that have been allocated are included here.

CDNT Development Posts			
	2019	2021	2022
CHO1	12	15.7	11
CHO2	3.5	15.5	5
CHO3	12	13.4	4
CHO4	6	13.3	14.5
CHO5	15	16	26
CHO6	3.5	32.32	4
CHO7	13	26.6	24.5
CHO8	19	14.95	23.5
CHO9	16	39.55	17.5
Specialist Services			18.5
Total	100	187.32	148.5

A staffing census of the Children's Disability Network Teams is currently being undertaken. The information regarding staffing that has been submitted by the CDNTs is currently in draft and an examination and verification of the details is currently in progress. It is envisaged that this information will become available at the end of March or beginning of April.

Much of the expenditure on Disability Services is on staffing and the Strategic Workforce Planning and Intelligence Department of the HSE, as part of the Health Service Personnel Census (HSPC), produce a series of monthly reports detailing the numbers of staffing, per grade type in disability services, broken down by CHO Area and by HSE and Section 38 provider organisations. The latest reports can be accessed and downloaded on the following weblink:

<https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/social-care.html>

The Health Service Workforce census figures give a broad indication of the numbers of Health & Social Care professionals employed in Disability Services, which includes personnel employed by the HSE and voluntary Service Providers funded under Section 38 of the Health Act; it does not include staff employed by Service Providers funded under Section 39 of the Health Act. This would include a number of key providers in Children's Disability Services such as Enable Ireland.

It should be noted that the figures refer to staff employed across both adult and children's services. Furthermore, it should also be noted that some children access services via Primary Care services. Primary Care staffing is not included here.

Please see attached Social Care Disability Services Employment Report: January 2022

With regard to the queries concerning the number of HSE employees working within children's disability network teams in each of the years 2017 to 2021, see also Appendix 1, which gives information on the total staffing by Grade Group from end of December 2017 to the end of December 2020.



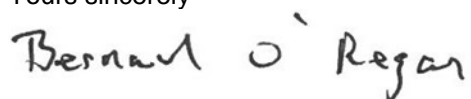
It is important to note that these are the staffing grades reported on and certain grades of staff may be included under one grouping. The staff numbers reported on serve all age groups and the HSE cannot apportion the staff working in children's disability services specifically.

As you can see overall staffing in disability services (HSE and S38) has increased from over 17,000 wtes at the end of 2017 to almost 19,000 at the end of 2020 and 19,662 at the end of January 2022.

With regard to the query concerning additional hours, this matter is for negotiation at local Community Healthcare Area (CHO) level with the relevant managers and Human Resource departments taking into account employment controls and budgetary constraints.

With regard to maternity leave, the Maternity Protection Acts 1994 and 2004 provides protection for all pregnant employees, employees who have recently given birth and/or who are breastfeeding. There are no service qualifications. Employees are entitled to the current paid maternity leave subject to compliance with the statutory notification requirements. An employee is entitled to take (unpaid) additional maternity leave immediately after the end of ordinary maternity leave. The management of service provision while staff are on leave, including maternity leave, is the responsibility of line managers. In relation to Maternity Leave, there is little capacity within current resources, caseloads and model of service provision to take over the caseloads of staff who have left the employ of the HSE or who are on maternity leave, although, local services will endeavour to put arrangements in place to provide, as far as possible, continuity of service provision. However, in a predominately female workforce, this situation can have a significant impact on the provision of multidisciplinary services to people with disabilities.

Yours sincerely



Bernard O'Regan
Head of Operations - Disability Services,
Community Operations



Appendix 1

Total Staffing										
Total Staffing by Grade Group: Dec 2020										
Disability Services	WTE Dec 2017	WTE Dec 2018	WTE Dec 2019	WTE Dec 2020	WTE change Dec 2017 to Dec 2018	WTE change Dec 2018 to Dec 2019	WTE change Dec 2019 to Dec 2020	% change Dec 2017 to Dec 2018	% change Dec 2018 to Dec 2019	% change Dec 2019 to Dec 2020
Total Staffing (HSE&S38)	17,397	17,819	18,303	18,944	+422	+483	+642	+2.4%	+2.7%	+3.5%
Medical & Dental	60	50	58	56	-10	+8	-3	-16.4%	+15.6%	-4.4%
Consultant Medicine								-100.0%	-100.0%	-100.0%
Consultant Paediatrics	3	3	3	3	-0	+0	+0	-2.9%	+0.0%	+0.0%
Consultant Psychiatry	23	18	21	21	-5	+3	+1	-21.6%	+16.4%	+2.5%
Consultant Surgery								-100.0%	-100.0%	-100.0%
Consultants	26	21	24	24	-5	+3	+1	-19.4%	+14.0%	+2.1%
Specialist Registrar	4	1	4	2	-3	+3	-2	-75.0%	+300.0%	-50.0%
Senior Registrar	3	2	2	3	-1	+0	+1	-33.3%	+0.0%	+50.0%
Registrar	6	5	7	3	-1	+2	-4	-11.3%	+31.6%	-57.1%
Registrars	13	8	13	8	-5	+5	-5	-36.0%	+56.3%	-38.5%
Senior House Officer	7	7	7	9	-0	+0	+2	-0.7%	+0.1%	+29.3%
SHO/ Interns	7	7	7	9	-0	+0	+2	-0.7%	+0.1%	+29.3%
Dentists								-100.0%	-100.0%	-100.0%
Other Medical	14	14	14	14	-0	+0	-0	-0.8%	+1.7%	-0.6%
Medical/ Dental, other	14	14	14	14	-0	+0	-0	-0.8%	+1.7%	-0.6%
Nursing & Midwifery	3,703	3,640	3,599	3,632	-63	-41	+34	-1.7%	-1.1%	+0.9%
Director of Nursing/Midwifery	46	38	42	37	-8	+4	-5	-16.6%	+11.1%	-12.5%
Director Nursing/Midwifery, Assistant	37	38	41	46	+1	+3	+5	+2.5%	+7.4%	+11.9%
Clinical Nurse/ Midwife Manager	809	808	811	814	-0	+2	+4	-0.0%	+0.3%	+0.5%
Nurse/ Midwife Manager	891	884	894	897	-7	+9	+3	-0.8%	+1.1%	+0.4%
Advanced Nurse/ Midwife Practitioner	2	2	2	8	+0	+0	+6	+0.0%	+0.0%	+300.0%
Clinical Nurse/ Midwife Specialist	68	66	60	56	-2	-6	-4	-2.5%	-9.6%	-6.5%



Nurse/ Midwife Specialist & AN/MP	70	68	62	64	-2	-6	+2	-2.4%	-9.3%	+3.4%
Staff Nurse [Intellectual Disability]	1,703	1,684	1,597	1,788	-19	-87	+191	-1.1%	-5.2%	+12.0%
Staff Nurse [Psychiatric]	70	71	83	53	+0	+13	-31	+0.6%	+17.8%	-37.0%
Staff Nurses [General/ Children's]	924	868	892	752	-56	+23	-139	-6.1%	+2.7%	-15.6%
Graduate Nursing/ Midwifery								-	-	-
Staff Nurse/ Staff Midwife	2,698	2,623	2,572	2,593	-74	-51	+21	-2.8%	-2.0%	+0.8%
Public Health Nurse	6	7	6	7	+1	-0	+1	+9.8%	-6.4%	+9.7%
Nursing/ Midwifery awaiting registration			14	13		+14	-1	-	-	-
Pre-registration Nurse/ Midwife Intern	12	35	28	3	+23	-7	-26	+195.3%	-18.9%	-91.2%
Pre-registration Nurse Intern (COVID-19)				32			+32	-	-	-
Nursing/ Midwifery Student	12	35	42	47	+23	+7	+5	+195.3%	+20.9%	+12.4%
Nursing Education/Clinical	21	21	21	23	+0	+0	+2	+0.3%	+0.1%	+7.6%
Other Nursing/ Midwifery	5	1	1	1	-4	+0	+0	-80.0%	+0.0%	+0.0%
Nursing/ Midwifery other	26	22	22	24	-4	+0	+2	-15.1%	+0.1%	+7.3%
Health & Social Care Professionals	3,657	3,739	3,894	4,144	+82	+155	+249	+2.3%	+4.1%	+6.4%
Occupational Therapists	249	241	264	279	-8	+23	+14	-3.1%	+9.7%	+5.5%
Physiotherapists	185	181	189	193	-4	+8	+4	-2.1%	+4.6%	+2.0%
Podiatrists & Chiropodists	0				-0			-	-	-
Dietitians	12	14	18	16	+2	+5	-2	+15.0%	+34.6%	-11.1%
Speech & Language Therapists	283	279	293	307	-4	+14	+15	-1.3%	+4.9%	+5.0%
Therapy Professions	728	715	765	795	-13	+50	+31	-1.9%	+7.0%	+4.0%
Audiology	18				-18			-	-	-
Clinical Engineering	18	12	13	13	-6	+1	-0	-33.3%	+8.3%	-0.4%
Clinical Measurement	1	1	1	2	+0	+0	+1	+0.0%	+0.0%	+100.0%
Medical Laboratory	3	4	4	4	+1	+0	+0	+33.3%	+0.0%	+0.0%
Phlebotomists		1	1		+1	+0	-1	-	+0.0%	-
Radiographers	1	1	1	1	+0	+0	+0	+0.0%	+0.0%	+0.0%
Health Science/ Diagnostics	41	19	20	20	-22	+1	-0	-53.5%	+5.3%	-0.3%
Social Care					+143	+106	+194	+6.1%	+4.3%	+7.5%



	2,346	2,489	2,595	2,789						
Social Workers	221	219	219	228	-1	-1	+9	-0.6%	-0.3%	+4.3%
Psychologists	224	207	204	229	-17	-2	+25	-7.7%	-1.2%	+12.3%
Pharmacy	6	7	7	6	+1	-0	-1	+15.0%	-3.2%	-11.1%
Play Therapists/ Specialists	13	15	15	11	+1	+1	-5	+10.6%	+6.0%	-29.6%
Counsellor Therapists	19	18	19	20	-2	+1	+1	-8.6%	+6.4%	+4.6%
Other Health & Social Care	59	52	51	45	-7	-1	-5	-11.7%	-2.6%	-10.8%
HSCP Trainees/ Students	1				-1			- 100.0%	- 100.0%	- 100.0%
H&SC, Other	92	84	85	76	-8	+1	-9	-8.4%	+0.8%	-10.8%
Management & Administrative	1,219	1,273	1,319	1,416	+54	+46	+97	+4.4%	+3.6%	+7.4%
Executive Management	38	32	31	36	-6	-1	+5	-16.3%	-3.2%	+17.0%
Senior Management (VIII & GM)	141	144	149	168	+4	+4	+19	+2.6%	+3.1%	+12.8%
Management (VIII & above)	179	176	180	204	-3	+3	+24	-1.4%	+1.9%	+13.5%
Middle Management (V-VII)	392	428	464	511	+35	+36	+47	+9.0%	+8.5%	+10.1%
Other Administrative	16	16	15	16	-0	-1	+1	-0.9%	-5.4%	+5.8%
Administrative/ Supervisory (V to VII)	408	444	479	527	+35	+35	+48	+8.6%	+8.0%	+10.0%
Clerical (III & IV)	632	653	660	685	+21	+7	+25	+3.4%	+1.1%	+3.8%
General Support	925	900	858	795	-25	-41	-63	-2.8%	-4.6%	-7.4%
Catering	106	104	98	96	-1	-6	-2	-1.3%	-6.1%	-1.9%
Household Services	466	452	420	406	-15	-32	-14	-3.2%	-7.1%	-3.3%
Portering	27	26	28	24	-1	+2	-3	-3.0%	+7.4%	-11.8%
Other Labs & Associated	1	1	1	1	+0	-0	+0	+4.0%	-3.9%	+0.0%
Other Support	189	191	188	136	+2	-3	-52	+0.9%	-1.6%	-27.9%
Support	789	774	734	663	-15	-40	-71	-1.9%	-5.1%	-9.7%
Maintenance	131	120	116	121	-11	-4	+5	-8.5%	-3.1%	+4.5%
Technical Services	5	6	8	11	+1	+2	+3	+19.6%	+32.8%	+37.0%
Maintenance/ Technical	136	126	124	132	-10	-2	+8	-7.4%	-1.4%	+6.6%
Patient & Client Care	7,833	8,217	8,574	8,902	+384	+358	+327	+4.9%	+4.4%	+3.8%
Health & Social Care Assistants	9	11	10	11	+2	-1	+1	+19.8%	-12.2%	+15.5%
HCA, Nurse's Aide, etc.	6,176	6,531	6,817	7,091	+355	+286	+275	+5.7%	+4.4%	+4.0%



Health Care Assistants	6,185	6,541	6,826	7,102	+357	+285	+276	+5.8%	+4.4%	+4.1%
Home Help	124	113	109	94	-11	-4	-15	-8.9%	-3.5%	-13.8%
Care, other	1,524	1,563	1,639	1,706	+39	+77	+66	+2.5%	+4.9%	+4.0%

Note¹: Health Sector staffing figures relate to direct employment levels as returned through the Health Service Personnel Census (HSPC) for the public health sector (HSE & Section 38 Voluntary Agencies).

Note²: Figures relating to service levels are expressed as while-time equivalents (WTE) in order to take account of part-time working whereas no. (headcount) relates to the number of individuals.

Note³: It is not possible to make valid staffing comparisons over extended timeframes due to changes in the configuration of the health sector. For example these include (on one hand) the addition of Hospital Groups & Community Healthcare Organisations (CHO), Service Divisions (Mental Health, Older Persons, Disability Services), service developments and other responses to demographic changes. In addition some services are no longer part of the core health sector e.g. Children & Family Services, Community Welfare.

Note⁴: Directly employed home help staff are included w.e.f.. 2018 and historical figures have been restated to reflect this methodology change; Pre-registration Student Nurses on clinical placement are recorded @ 50% actual WTE in line with a WRC agreement.

Total Staffing by Grade Group: Dec 2020										
	WTE Dec 2017	WTE Dec 2018	WTE Dec 2019	WTE Dec 2020	WTE change Dec 2017 to Dec 2018	WTE change Dec 2018 to Dec 2019	WTE change Dec 2019 to Dec 2020	% change Dec 2017 to Dec 2018	% change Dec 2018 to Dec 2019	% change Dec 2019 to Dec 2020
Disability Services										
Occupational Therapists	249	241	264	279	-8	+23	+14	-3.1%	+9.7%	+5.5%
Physiotherapists	185	181	189	193	-4	+8	+4	-2.1%	+4.6%	+2.0%
Dietitians	12	14	18	16	+2	+5	-2	+15.0%	+34.6%	-11.1%
Speech & Language Therapists	283	279	293	307	-4	+14	+15	-1.3%	+4.9%	+5.0%
Social Workers	221	219	219	228	-1	-1	+9	-0.6%	-0.3%	+4.3%
Psychologists	224	207	204	229	-17	-2	+25	-7.7%	-1.2%	+12.3%
	1,172	1,141	1,188	1,253						

