



Oifig an Cheannaire Oibríochtaí,
Na Seirbhísí Míchumais/An Rannán Cúram Sóisialta,
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Office of the Head of Operations,
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13th July 2022

Deputy Sean Sherlock,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.
E-mail: sean.sherlock@oireachtas.ie

Dear Deputy Sherlock,

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: 35661/22

To ask the Minister for Health the estimated cost of hiring four additional administrative staff per children's disability network team in tabular form.

PQ: 35661/22

To ask the Minister for Health the estimated cost of filling all whole-time equivalent posts in each children's disability network team in tabular form.

HSE Response

The HSE acknowledges the challenges in meeting the demand for children's disability services and is acutely conscious of how this impacts on children and their families. An additional 190 posts have been allocated this year to Children's Disability Services in addition to the 185 posts in 2021, which will support the implementation of family centred services across all CDNTs. These additional posts are intended to support the newly established CDNTs to prioritise intervention for children with complex needs.

In parallel, the recently published Department of Health Waiting List Action Plan provides for funding to address community waiting lists for children.

Children's Disability Network Teams (CDNTs)

In 2021, the remainder of ninety-one multidisciplinary CDNTs were established to provide services and supports for all children with complex needs within a defined geographic area.

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.



Work is ongoing on mapping specialised services and supports, and paediatric supports available and gap analysis for children with highly complex needs, in order to develop standardised approaches to integrated pathways of support for CDNTs and Primary Care staff.

A Children's Disability Network Team (CDNT) Staff Census and Workforce Review was undertaken in October 2021 and a final report has been issued to the Department of Health and relevant stakeholders. This report has provided valuable information on the number of staff working in the CDNTs by discipline and grade and staff vacancies at a point in time. This information is supporting targeted workforce planning by the HSE in consultation with the CDNT lead agencies to reinforce the skill mix of their teams to accommodate local population need.

Please see the attached copy of the CDNT Staff Census and Workforce Review. (October 2021)

The CDNT Staff Census and Workforce Review reported that there were 524.50 vacancies across the 91 teams. Vacancies outside of maternity and other statutory leave do not require additional investment as the funding for these posts exist in the run rate of the employing agencies. The Review noted that there were 90.62 WTE on Maternity Leave and 0.20 WTE on Paternity Leave. The vacancies resulting from this leave would cost circa. €8m to replace.

In relation to clerical /administration staff, the CDNTs have a current allocation of 81.24 WTE Grade III staff, 37.06 WTE Grade IV staff, 8.73 WTE Grade V staff and 2.10 WTE Grade VI staff.

The average cost of recruiting a clerical-admin team with a grade range of G3 (Clerical Officer) to G6 is set out below:

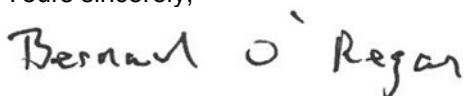
Post	
Clerical Officer	1 x WTE
Grade IV	1 x WTE
Grade V	1 x WTE
Grade VI	1 x WTE
Total	€255,610.46

The total cost of applying this admin resource to the 91 networks equates to €23.3m

Most of the disciplines working in CDNTs are similar to those working in other areas of the health services including Primary Care Services, Mental Health Services, Older Person Services and Acute Hospitals. The HSE experiences ongoing challenges recruiting staff across a range of disciplines and grades.

The HSE continues to explore a range of options to enhance the recruitment and retention of essential staff across all aspects of the health services. In addition, the HSE is working collaboratively with the CDNT Lead Agencies at CHO level to progress recruitment initiatives for these teams. Each lead agency is responsible for recruitment of staff on their CDNTs and is using a variety of approaches to fill funded vacancies.

Yours sincerely,



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

