



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

Office of the Head of Operations,
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25th July 2022

Deputy Duncan Smith,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.
E-mail: duncan.smith@oireachtas.ie

Dear Deputy Smith,

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: 38250/22

To ask the Minister for Health the number of community disability network teams by region and CHO; and if he will make a statement on the matter.

PQ: 38251/22

To ask the Minister for Health if he will provide an up-to-date staff list including grades and job titles; the number of roles that are filled; the number of roles that are vacant; the number of roles that are unfilled due to sick or maternity leave on each children's disability network teams as of 30 June 2022; and if he will make a statement on the matter

PQ: 38252/22

To ask the Minister for Health the number of children's disability network teams that are being run from primary care centres; the local of those centres; and if he will make a statement on the matter.

HSE Response

In 2021, the remainder of ninety-one multidisciplinary CDNTs were established in 96 Network areas 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 including autism, 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. Vacancies continue to be tracked monthly.

Please see copy of the attached report for your information. This gives the information that you are requesting and also gives the number of CDNTs in each Community Healthcare Area and their local area.

The vacancy rate at the time of this staff census was 28%. Across the CDNTs, vacancy as a result of maternity leave equates to 90.62 WTE (71.02 WTE on paid maternity leave and 19.60 WTE on unpaid maternity leave).

The information from the Census Report 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.

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 market CDNTs as an employer of choice in a competitive employment market. Each lead agency is responsible for recruitment of staff on their CDNTs and is using a variety of approaches to fill funded vacancies.

Options regarding the recruitment of staff, including psychologists, for the CDNTs being explored in the first instance include:

- Targeted National Recruitment for CDNTs
- Targeted International Recruitment for CDNTs with the possibility of a relocation allowance
- Sponsorship Programme
- Apprenticeship Programme for therapy grades
- Employment of graduates as therapy assistants as they await CORU registration
- Expansion of therapy assistants in the system with HSE supporting individuals to return to education to qualify as therapists.

The Community Operations, Disability Services is actively developing business propositions for approval by HSE National Human Resource Services

A comprehensive PDS national team development programme has been provided for CDNTs and cascaded to all team members. This programme, which was designed to support the establishment of the new CDNTs and to support the implementation of the new model of service, will also support staff retention.

Co- location of CDNTs and Primary Care Services

It is believed among many that there are benefits to multi-disciplinary co-location services including:

- increased collaboration among different providers and wider coordination;
- minimise fragmentation among the various providers;
- reduce duplication of support services;
- provide opportunities to share information;
- facilitate integration in the delivery of healthcare.

Information regarding accommodation details regarding each CDNT is not collated nationally, however, we can provide the following information:

In CHO Area 1, there are no CDNTs operating out of Primary Care Centres in Sligo/Leitrim or Cavan/Monaghan, however, the Donegal South West CDNT is based in Donegal Town Primary Care Centre. The Donegal East & Inishowen CDNT has some staff based in part funded Scally Place Primary Care Centre, Letterkenny. Staff will also be based in the Buncrana Primary Care Centre when it opens in September.



In Cork Kerry Community Healthcare (CHO 4), there is one CDNT operating out of a Primary Care Centre – Carrigaline/Kinsale/Bandon (CDNT 13) based in Carrigaline Primary Care Centre, Cork.

In Community Healthcare East (CHO 6), there is one CDNT currently located in a Primary Care Centre in Wicklow. A further CDNT is currently based in lead agency building, but will move in Aug/Sept 2022 to new Primary Care Centre in Arklow and will be co-located with Primary Care and Mental Health colleagues. Several further CDNTs are not currently located in Primary Care Centres, but there are plans to co-locate in the next two to three years: CDNT2 is currently located with CDNT1 in the same premises in Sandymount and will move to the new Primary Care Centre in donnybrook; CDNT3 is currently located with CDNT4 in the same premises in Leopardstown and will move to the new Primary Care Centre, which is adjacent in Loughlinstown.

Dublin South, Kildare and West Wicklow (CHO 7) currently has two CDNTs that are co-located within Primary Care Centres: Celbridge (CDNT9 – North Kildare) and Kildare (CDNT11 – South Kildare). A further CDNT in Clondalkin will move into the Primary Care Centre in Boot Road Clondalkin next year when the building is complete. Another CDNT in Rossecourt will move to a new Primary Care Centre in either Adamstown or Lucan; Planning is currently being finalised. A further CDNT will move to new Primary Care Centre that will be developed in City West.

Midlands Louth Meath Community Healthcare Organisation (CHO 8) reports that two of the 12 Children's CDNT's in the area are co-located and providing Children's Disability Services in a Primary Care Building, Spraoi Centre, St. Fintan's Campus, Stradbally Road, Portlaoise, Co Laois: CDNT Portarlinton/Edenderry and CDNT Portlaoise.

Community Healthcare Organisation Dublin North City and County (CHO 9) reports that of its 12 CDNTs aligned to 12 Community Healthcare Networks, four are co-located in Primary Care Centres: Balbriggan CDNT is co-located with Primary Care in Balbriggan Primary Care Centre; Ballymun CDNT is co-located with Primary Care in Ballymun Primary Care Centre; Coolock CDNT is co-located with Primary Care in Coolock Primary Care Centre; and North Inner City CDNT is co-located with Primary Care in Summerhill Primary Care Centre

CHO Areas where CDNTs are not currently co-located include: Community Healthcare West (CHO 2), Midwest Community Healthcare (CHO 3) and South East Community Healthcare (CHO 5). One CDNT in Community Healthcare West (CHO 2) will hold off site clinics in a Primary Care site located in Swinford in the next 12 to 24 months and there are plans for another two CDNTs to co-locate in the future.

Yours sincerely



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

