



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

Office of the Head of Operations,
Disability Services/Social Care Division,
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3rd November 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 question, which was submitted to this department for response.

PQ: 52464/22

To ask the Minister for Health if the workforce planning process that his Department commenced, in conjunction with the clinical programme for persons with disabilities, has been finalised; and if he will detail the findings of the workforce planning process.

HSE Response

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

In addition, further to recent agreement with Government, the HSE and its CDNT Lead Agencies will receive funding for an additional 136.3 WTEs to provide services in 104 special schools.

These additional posts are intended to support the newly established CDNTs to prioritise intervention for children with complex needs in special schools.

The attached CDNT Staff Census and Workforce Review undertaken in 2021 has provided valuable information on the number of staff working in the CDNTs by discipline and grade. The detailed information available following this review is allowing targeted workforce planning by the HSE in consultation with lead agencies and the Children's Disability Network Managers to reinforce the skill mix of their teams so that we accommodate local population needs.

Data for the 2022 CDNT Staff Census and Workforce Review is currently being collated. It is intended that this updated information will be available in December 2022 allowing for a 2021 / 2022 trend analysis.

Workforce Planning


Workforce planning is a broad term that encompasses a range of approaches and activities within and across organisations to ensure that the workforce has the right capacity, capability, values and behaviours to deliver high quality health and social care to the population they serve.



Workforce Planning is a key priority for the Irish Health Service. The Health Services People Strategy (2019-2024) guides the teams work to “Engage, develop and value our workforce to deliver the best possible care and services to the people who depend on them”.

Disability Operations are in the process of developing a workforce plan for Children’s Disability Network Teams (CDNTs) in collaboration with our colleagues in HR and clinical programmes. The plan is currently in draft, it is intended that the work would be complete in Q1 2023. This work, while focused on CDNTs, will provide valuable information that will be utilised and inform workforce planning in other disability services.

Yours sincerely,

A handwritten signature in black ink that reads "Bernard O'Regan". The signature is written in a cursive, slightly slanted style.

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

