



**Oifig an Cheannaire Oibríochtaí,**  
Na Seirbhísí Míchumais/An Rannán Cúram Sóisialta,  
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2<sup>nd</sup> May 2023

Deputy Pauline Tully,  
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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: 17902/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the starting salary cost of employing a basic staff grade physiotherapist, a staff grade speech and language therapist, a staff grade occupational therapist and a staff grade psychologist, respectively, for children's disability network teams; and if he will make a statement on the matter.*

**PQ: 17903/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the all-in fully burdened salary costs of employing a basic staff grade physiotherapist, a staff grade speech and language therapist, a staff grade occupational therapist and a staff grade psychologist, respectively, for children's disability network teams; and if he will make a statement on the matter.*

**PQ: 17904/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the starting salary cost of employing a senior staff grade physiotherapist, a staff grade speech and language therapist, a staff grade occupational therapist and a staff grade psychologist, respectively, for children's disability network teams; and if he will make a statement on the matter. -*

**PQ: 17905/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the all-in fully burdened salary costs of employing a senior staff grade physiotherapist, a staff grade speech and language therapist, a staff grade occupational therapist and a staff grade psychologist, respectively, for children's disability network teams; and if he will make a statement on the matter.*

**PQ: 17906/23**



*To ask the Minister for Children; Equality; Disability; Integration and Youth the starting salary cost of employing a clinical specialist in the area of physiotherapy, speech and language therapy, occupational therapy and psychology, respectively, for children's disability network teams; and if he will make a statement on the matter.*

**PQ: 17907/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the all-in fully burdened salary costs of employing a clinical specialist in the area of physiotherapy, speech and language therapy, occupational therapy and psychology, respectively, for children's disability network teams; and if he will make a statement on the matter.*

**PQ: 17908/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the starting salary cost of employing a grade 3 admin, grade 4 admin, grade 5 admin and grade 6 admin, respectively, for children's disability network teams; and if he will make a statement on the matter.*

**PQ: 17909/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the all-in fully burdened salary costs of employing a grade 3 admin, grade 4 admin, grade 5 admin and grade 6 admin, respectively, for children's disability network teams; and if he will make a statement on the matter.*

**PQ: 17910/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the starting salary cost of employing IT staff for children's disability network teams; and if he will make a statement on the matter.*

**PQ: 17911/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth the all-in fully burdened salary costs of employing IT staff for children's disability network teams; and if he will make a statement on the matter.*

**HSE Response**

The HSE has rolled out ninety one Children's Disability Network Teams (CDNT) across the country in partnership with HSE funded voluntary organisations to provide equity of access for all children with complex disability to specialised services and supports as close to a child's home as possible.

CDNTs are teams of health and social care professionals who work in an interdisciplinary manner and include nursing, occupational therapy, psychology, physiotherapy, speech and language therapy, social work, dietetics and others. The team works closely together in a family centred model, focusing on the child's and family's own priorities.

Since 2019, more than 610 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. This figure includes 190 posts provided in 2022 as well an additional 136.3 WTEs to restore pre-existing services in 104 special schools.



The HSE completed its second annual Children's Disability Network Team Staff Census and Workforce Review in October 2022. The resulting report was finalised in February 2023 and has been circulated to relevant stakeholders. Please see the attached report.

The report outlines the staff and grades allocated to the CDNTs. There are no separate distinct "clinical specialists" in the area of physiotherapy, speech and language therapy, occupational therapy and psychology. All of these disciplines have clinical qualifications as Health and Social Care Professional staff.

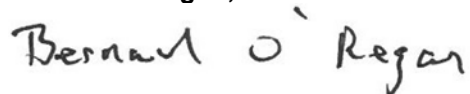
With regard to IT Staff, there are no separate distinct "IT" staff allocated to the CDNTs. A National Management Information System for all 91 CDNTs is in development. Rollout of CDNTIMS to all 91 CDNTs is taking place on a phased basis from Q1 2023 to Q4 2023. CDNTIMS and its associated environments are supported by the resources of the HSE's eHealth and Disruptive Technologies National Service Desk in addition to eHealth and Disruptive Technologies Community ICT department, the National Disability Operations Team and a bespoke support platform provide by the contracted software vendor.

Please see the attached document with is the most recent Consolidated Salary Scales (March 2023) for all HSE and S38 disciplines and staff and grades of staff. The contents page will direct you toward the categories of staff in question.

The all-in fully burdened salary costs of employing staff is calculated using the mid-point of the pay scales. From this, an average annual fully burdened salary is calculated (i.e. including average premium and employers PRSI) for the grade and position noted. In addition to the pay costs, there are other non-pay costs associated with the recruitment process and employment of staff.

Please see the attached document, "*Public Spending Code - Central Technical References and Economic Appraisal Parameters*". This Department of Public Expenditure and Reform (DPER) publication contains a framework for estimating staffing costs (section 2; pg.7). This formula is provided on the basis that the central economic appraisal parameters are in place to ensure that there is consistency across the analysis being conducted such as Cost Effectiveness Analysis (CEA) and Cost Benefit Analysis (CBA).

**Bernard O'Regan,**



**Head of Operations - Disability Services,  
Community Operations**

