



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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19th January 2023

Deputy Martin Browne,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.
E-mail: martin.browne@oireachtas.ie

Dear Deputy Browne,

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: 63906/22

To ask the Minister for Health if his attention has been drawn to the delays in CDNT appointments in County Tipperary due to staffing issues; if his Department has plans in place to resolve these issues and to recruit more staff; and if he will make a statement on the matter.

HSE Response

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 as an additional 136.3 WTEs to restore pre-existing services in 104 special schools.

Recruitment and Retention

The HSE and Lead Agencies are operating in a very competitive global market for healthcare talent as there are significant shortages of qualified healthcare professionals across the globe.

In partnership with our Children's Disability Network Teams (CDNTs) Lead Agencies, we continue to explore a range of options to enhance the recruitment and retention of essential staff into our CDNTs. In addition, the HSE Community Operations Disability Services is working collaboratively with our partnering Lead Agencies to promote CDNTs as a workplace of choice in a competitive employment market.

The lead agencies and the number of teams they lead are: HSE (41 teams), Enable Ireland (20 teams), Avista (formerly Daughters of Charity - 4 teams) Brothers of Charity (6 teams), Central Remedial Clinic (5 teams), St. Michael's House (4 teams), Cope Foundation (3 teams), St. Gabriel's (2 teams), St. Josephs Foundation (2 teams), Stewarts Care (2 teams), with CoAction West Cork and KARE leading 1 team each.



There are three CDNTs in the Tipperary area. One is led by Enable Ireland and two by the HSE. Each lead agency is responsible for recruitment of staff on their CDNTs and is using a variety of approaches to fill funded vacancies. Each agency has on-going rolling recruitment to address a range of vacancies including short term temporary posts, full time permanent posts, development posts, part time posts etc. CDNTs and Lead Agencies report on the number of vacancies rather than the number of staff appointed.

Options to support the recruitment of staff for the CDNTs currently being progressed include:

- Targeted National Recruitment for CDNTs
- Targeted International Recruitment for CDNTs with an agreed relocation allowance
- Sponsorship Programme for therapy grades

In addition, the following options are being explored:

- Apprentice 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 HSE has launched International Recruitment campaigns for qualified healthcare professionals. To support these international campaigns, the HSE is working in partnership with CORU, the regulator, and government departments to maximise this pool. In addition, some of the CDNT Lead Agencies are also progressing International Recruitment.

Some CHO Areas report that staff from outside the European Union have been successful at interview recently. However, the pre-clearance stage to appointment time frame can take a number of weeks and is heavily dependent on a number of factors including the candidate returning documentation in a timely manner, the requirement in some cases for overseas clearances or visas, return of references and notice period to be worked. Pre-clearances can take a minimum of 2 weeks (if all documentation is submitted as requested), however it can take significantly longer if provision of the aforementioned documentation is delayed. It should also be noted that some candidates may be available for an immediate start with other candidates having to provide notice to a current employer. This will impact the time to hire.

Some further points to note in relation to recruitment and retention of CDNT staff include the following:

- There are panels in place for occupational therapists, psychologists, physiotherapists, and speech and language therapists.
- National Disability Operations is currently reviewing the area of Assistant Therapy Grades.

Filling the current staffing vacancies will take time. In the interim, the HSE continues to drive a number of initiatives to reduce waiting times for children and families. These include sourcing therapy assessments and interventions externally via private service providers.

The report of the 2022 CDNT Staff Census and Workforce Review is being finalised and will be available in due course.

Another key focus of HSE Disabilities is staff retention. A comprehensive Team Development Programme 2020/2021 was provided for CDNTs and cascaded to all team members. The programme, designed to support establishment of the new teams and implementation of a child and family centred model of services, will also support staff retention. All resources from this programme are now accessible online for CDNT staff. A further CDNT Training and Development Programme 2022/2023 has been launched, with dedicated funding and based on competency gaps identified and prioritised by the teams. A secure online site has been set up for CDNTs and their staff to facilitate sharing of training and development resources as well as clinical and service good practice models in place across the country. The HSE and partner Lead Agencies are committed to providing ongoing training and



development for CDNT staff supporting their professional development and retention, and promoting CDNTs as an attractive place to work.

The HSE acknowledge that waiting times for CDNT service at this time are not appropriate and particularly stressful for children and their families, and will continue, with its Lead Agencies, to explore and implement progressive strategies to address current recruitment challenges.

Yours Sincerely,

Bernard O'Regan

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

