



Ceannasaí Náisiúnta Oibríochtaí Meabhairshláinte  
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Deputy Mark Ward.  
Dail Eireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

24th April 2023

**PQ Number: 13028/23**

**PQ Question: To ask the Minister for Health if he will provide an update on the rollout of CAMHS-ID teams across the State; the cost of resourcing one CAMHS-ID team; and if he will make a statement on the matter. – Mark Ward**

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Dear Deputy Ward,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question, which you submitted to the Minister for Health for response. I have examined the matter and the following outlines the position.

The cornerstone of mental health service delivery in secondary care is the multi-disciplinary Community Mental Health Team (CMHT). Multi-disciplinary CMHTs enable a range of professional perspectives to be brought to bear in case formulation, care planning and ultimately, service delivery. They enable integrated care for service users predicated on supporting them in their own recovery in their own community. This approach is in line with our mental health service strategy, *Sharing the Vision: A Mental Health Policy for Everyone* (2020), and fits squarely into overall health service strategy, as set out through Sláintecare. Children and Adolescent Mental Health Services (CAMHS) are also delivered in line with this strategy and therefore CAMHS teams are structured on a multidisciplinary approach to enable integrated care for service users.

Where the predecessor to *Sharing the Vision, A Vision for Change* (2006), was prescriptive on the composition of multi-disciplinary teams, *Sharing the Vision* recognises that in line with changes in best practice and to enable future flexibility in terms of service delivery as best practice continues to develop, additional competencies are recommended for multi-disciplinary teams, to complement the core skills and competencies. In addition to core skills like psychiatry, social work, clinical psychology and occupational therapy, additional competencies like dietetics, peer support, outreach and job coaching, for example, may be appropriate and required. Rather than be specific on staffing numbers and structure, a flexible approach can be more responsive to local needs, which empowers local responses and helps achieve recovery-oriented outcomes.



### Cost of resourcing one CAMHS-ID team

The needs of different groups of service users determine the precise mix of skills required within their local community mental health teams therefore the make-up of each team may vary due to local need. Teams include input from psychiatry, nursing, social work, clinical psychology, occupational therapy and clinicians with specific expertise. A generic CAMHS ID team is based on the following estimate: 1 Consultant Psychiatrist, 1 Registrar, 2 Psychologists, 2 Clinical Nurse Specialist, 2 Social Workers, 1 Occupational Therapist, 1 Speech and Language Therapist and Administrative support (11 WTE).

Grade	Post	WTE Total	Salary Mid Point (Full)	Allowance	Salary plus Allowances	Annual Salary (WTE)	Annual PRSI 11.05%	Total Annual Pay	Non Pay	Total Budget including 10% Non Pay
143Y	Consultant Psychiatrist	1.0	237,904	10,200	248,104	248,104	27,415	275,519	24,810	300,330
1538	Registrar	1.0	66,874		66,874	66,874	7,390	74,264	6,687	80,951
3689	Clinical Psychologist	2.0	74,334		74,334	148,668	16,428	165,096	14,867	179,963
2625	Clinical Nurse Specialist	2.0	60,789	5,449	66,238	132,476	14,639	147,115	13,248	160,362
3017	Social Worker	2.0	55,409		55,409	110,818	12,245	123,063	11,082	134,145
3298	Occupational Therapist	1.0	49,562		49,562	49,562	5,477	55,039	4,956	59,995
336Y	Speech & Language	1.0	49,562		49,562	49,562	5,477	55,039	4,956	59,995
0558	Grade IV	1.0	40,237		40,237	40,237	4,446	44,683	4,024	48,707
		11.0						939,817		1,024,447

Please note these estimate costings are based on the Department of Health consolidated pay scales. The link below provides up to date detail on the Health Sector consolidated salary scales in accordance with the FEMPI acts, the public service agreements and the Public Service Pay and Pensions Act 2017. These scales must be read in conjunction with Department of Health Circular 3/2023

<https://www.hse.ie/eng/staff/resources/hr-circulars/final-1-march-2023-salary-scales.pdf>

Please note posts are costed at basic level and these figures are based on no vacancies.

During 2022 a Consultant Psychiatrist took up a post in CHO 3, and the post vacated by a retired Consultant Psychiatrist was filled in CHO 5. Currently there are 10.8 WTE Consultant Psychiatrists in post, 8.8 of who are employed in a permanent capacity and two temporary consultant posts.

In terms of multidisciplinary staffing, currently there are 26.8 multidisciplinary staff (Allied Health Professionals) working on CAMHS ID teams nationally. The aim is to initially have baseline teams of a



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Consultant Psychiatrist, a CNS, Psychologist and administrative support. There has being some progress in filling these posts. Some teams/CHO areas currently are better resourced than others. At this time, there are four baseline teams resourced nationally.

Under *Sharing the Vision*, we envisage an expansion of mental health service provision overall. Clearly, this will entail analysis of skill mix requirements which in turn, will require comprehensive workforce planning. To achieve this, the HSE, in conjunction with the Department of Health is developing a Health and Social Care Workforce Planning Strategy and Workforce Planning Projection Model, based on international best practice. In addition, reforms under Sláintecare are centered on having sufficient capacity in the workforce and the appropriate configuration of staff and skill-mix, which are integral to improve service delivery, including that for Mental Health.

I trust this information is of assistance to you.

Yours sincerely,

A handwritten signature in black ink that reads "Jim Ryan".

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**Jim Ryan**  
**Assistant National Director - Head of Operations**  
**National Mental Health Services**