



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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21st March 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: 13329/23

To ask the Minister for Children; Equality; Disability; Integration and Youth if exit interviews with staff departing CDNTs are being carried out; if such interviews are being carried out formally in all CHOs; if not, the CHOs in which such interviews are being carried out; how the data is being collated; the actions being taken with reference to the data gathered; and if he will make a statement on the matter.

HSE Response

91 Children's Disability Network Teams (CDNTs) are aligned to 96 Community Healthcare Networks (CHNs) across the country and are providing services and supports for children aged from birth to 18 years of age.

Regardless of the nature of their disability, where they live, or the school they attend, every child with complex needs and their families have access to the full range of family centred services and supports of their CDNT according to their individual needs. This includes universal, targeted and specialist supports, such as individual therapeutic intervention and access to specialist consultation and assessment when needed. Supports are provided as is feasible in the child's natural environments - their home, school and community.

CDNTs are teams of health and social care professionals, including 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. Services are provided following individual assessment according to the child's individual requirements and support needs.

Staff on CDNTs may be employed by the HSE or by one of the Section 38 or Section 39 partner organisations. All staff on the CDNTs report to a Children's Disability Network Manager who is employed by one of the eleven Lead Agencies. Each employer and lead agency will have their own distinct HR processes. While the HSE requires the CDNTMs to conduct exit interviews with staff, the information arising from these interviews is not collated nationally.



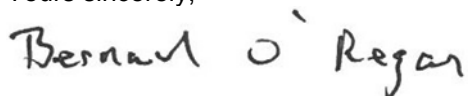
The 2022 Children's Disability Network Team Staff Census and Workforce Review National Report provides detail of the staffing by Community Healthcare Organisation.

An overall analysis of the data from 2021 and 2022 demonstrates an increase of 11% in the number of approved posts and a 2% increase in the CDNT workforce

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.

Yours sincerely,



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

