



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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23rd November 2023

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: 49100/23

To ask the Minister for Children; Equality; Disability; Integration and Youth if each CHO has included a bespoke Staff Retention Plan within their Service Improvement Plan; and if he will provide a link to each of these plans.

HSE Response

Under the Roadmap for Service Improvement, Disability Services for Children and Young People, each CHO will submit a Service Improvement plan (action 2.9) with specific, measurable, achievable, realistic and timely actions aligned to all relevant Roadmap actions, including action 3.7, the CHO's "*bespoke CDNT Staff Retention Plan developed with their Lead Agencies*".

Meanwhile, CHOs and Lead Agencies continue to progress a number of actions to recruit and retain CDNT staff, for example,

- Maximising the use of voluntary and private disability services providers for children on CDNT waiting lists, and outsourcing AONs to reduce the number overdue, supporting sustainability of CDNT staff
- Providing ongoing supports for CDNTs including monthly lunchtime webinars, extensive national training programmes based on development needs prioritised by the teams, and an online account for CDNT staff to share resources
- Recruiting Therapy Assistants, 50 in process with a further 250 over the next 2 years
- Completion of the confined senior grade competition for CDNTs to promote retention of knowledge and experience of existing CDNT staff and reduce turnover
- Increasing to 60 the number of posts upgraded to clinical specialist posts on CDNTs.

In addition, the Roadmap includes a number of CDNT recruitment and retention actions being led by national HR and/or National Disabilities, for example

- Increasing number of new clinical psychology trainee placements per annum



- Return to Work incentivised programme for recent therapist retirees
- Recruitment plan for 462 HSCP in 2024, including a bespoke international targeted recruitment campaign. This will be commencing in December 2023.

Service Improvement Plans will be submitted by the Community Healthcare Areas in due course.

Yours Sincerely,

Bernard O'Regan

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

