



**Oifig an Cheannaire Oibríochtaí,**  
Na Seirbhísí Míchumais/An Rannán Cúram Sóisialta,  
31-33 Sráid Chaitríona, Luimneach.

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3<sup>rd</sup> October 2023

Deputy Michael Lowry,  
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Leinster House,  
Kildare Street,  
Dublin 2.  
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Dear Deputy Lowry,

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: 41149/23**

*To ask the Minister for Children; Equality; Disability; Integration and Youth for an update on the Roadmap for Progressing Disability Services; when it will be published; and if he will make a statement on the matter.*

**HSE Response**

Following the HSE Board's approval of the Roadmap for Service Improvement 2023 – 2026 on July 28<sup>th</sup> 2023, confirmation of its launch date by Government is pending. Government requested that the Roadmap is not circulated in advance of its launch. Thus, some key 'foundation' actions are on hold, however, a number of actions have been progressed in the interim. For example,

- **Roadmap Governing Structures:** Draft TOR and membership for each of the have been forwarded to DCEDIY for their input. Letters of invite are being drafted for group members and Chairs.
- **National Service Improvement Lead** has been appointed on September 11<sup>th</sup> 2023.
- National Director of Community Operations has commenced engagement with Chief Officers re Integrated Services and a specific session on **Integrated Children's Services** was held on September 27<sup>th</sup> 2023 with Chief Officers, Heads of Operations - Disabilities and Mental Health, Service Improvement Lead for the Roadmap and Assistant National Director for CAMHS.
- **Family Forums:** 68 of 91 have commenced meeting, and in turn, 4 of 9 CHO **Family Representatives Groups** have commenced, and reps nominated onto the CHO CDNT Governance Group.
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- **Children's Disability Network Team (CDNT) supports:**
  - o National CDNT Training Programme, building team competencies, is now 70% delivered with the remainder to be completed by Q1 '24.
  - o Monthly lunchtime webinars for CDNT staff on topics of their choice continue with the purpose to share and spread good practice models of service in place across the country
- **Framework of Approved Providers:** Paper drafted on a call for project submissions by organisations currently providing services for, or that are appropriate for children with disabilities, for inclusion in this Framework for CDNTs to offer waitlisted children and families. This will be advertised week commencing October 9th 2023 with a two week close out window.
- **First Intervention for Waitlisted Children:** National Guidance for CDNTs has been drafted, to provide clarity on its purpose and ensure this support is meaningful and empowering for families whilst the robust Retention and Recruitment plan for CDNTs progresses.
- **National CDNT Information Management System (CDNTIMS)** has now been rolled out to 22 teams, and it is anticipated that full roll out will be achieved in Q2 2024. This extended deadline is due to staff vacancies and CDNM turnover, and achievement of same is pending resolution of legal matters in regards to data migration for 2 voluntary organisations which is currently being addressed and the avoidance of strike action in October that would impact on teams availability to engage in both legal matters and data migration essential for roll out of the CDNTIMS.
- **Independent Review of CDNT service** model: Project Outline drafted with the NDA for submission to National Director of Community Operations, onwards to DCEDIY and Minister of State.
- **AON Administrative Hubs** are now in place in CHOs 1, 4, 5, 7, 8 and **AON Assessment hubs** have been established in CHOs 3, 6 and 9. CHO 3 is utilising existing staff reassigned from CDNT service. CHO 6's hub is pending recruitment of clinical specialist posts and in interim, the AON process is outsourced to a private service provider. CHO 9 has recruited 2 of its 3 clinical specialists to lead the AON Assessment hub and recruitment of the 3<sup>rd</sup> is in train
- **NDA Independent Review of CDNT Service:** A project outline has been drafted by the NDA in collaboration with National Disabilities and PDS Leads for submission to DCEDIY for Ministerial approval
- **AON Procurement process for external providers** has been launched and is nearing completion
- **Retention and Recruitment** campaign now in train, actions including:
  - o Confined Senior competition for staff grades on CDNTs has been completed.
  - o Online lunchtime monthly webinars for CDNT staff ongoing
  - o Online baseline account for CDNT staff and team managers to share innovative programmes, practices and resources across all teams



- National Team Development Programme (2) based on competency gaps and corresponding training requirements identified by CDNMs, continues to roll out, 90% online, 80% of entire programme has now delivered. National CDNT Forum have been requested to identify training needs for 2024/5
- HR and Comms marketing CDNTs as a workplace of choice
- HSE HR engagement with graduates in person and via webinar
- Recording CDNT staff and parents on benefits of working or receiving services from CDNTs, used to attract HSCPs on national panels
- Student sponsorship programmes
- Targeted recruitment campaigns for senior and staff grade therapists to commence in Q4 to fill existing vacancies on HSE, S38 and S39 Lead Agency teams
- HSE Recruitment, Reform and Resourcing has featured CDNTs on their “Services in the Spotlight” hosted on the HSE Career Hub. The 16k now registered will receive notice of this targeted recruitment campaign for CDNTs and be encouraged to share with family and friends, extending our reach into the market.

Yours Sincerely,



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

