

20th June 2024

Ms Niamh Smyth T.D.,
Dáil Éireann,
Leinster House,
Kildare Street,
Dublin 2

Re: PQ ref 9160/24 - Enable Ireland Cavan, recruitment of Speech and Language Therapists, Occupational Therapists, Physiotherapists and Psychologists

'To ask the Minister for Children; Equality; Disability; Integration and Youth what steps are being taken to increase recruitment of SLTs, OTs, physiotherapists and psychologists for Enable Ireland in County Cavan; and if he will make a statement on the matter.' – Niamh Smyth

Dear Deputy Smyth,

I refer to your parliamentary question above which has been referred to me for response. I have examined the matter and the following outlines the position.

The Director of Services for the Enable Ireland led Children's Disability Network Team (CDNT) Cavan has advised that the following steps are being taken to increase recruitment of Speech and Language Therapists (SLT), Occupational Therapists (OT), Physiotherapists (PT) and Psychologists in the Children's Disability Network Team Cavan:

- The HSE lead national recruitment campaign for CDNTs was completed in March 2024. All 62 candidates, whose information was received from the HSE via the Community Healthcare Cavan Donegal Leitrim, Monaghan, Sligo (CH CDLMS) Human Resources department, were invited to express their interest in attending for interview with Enable Ireland. Please note these candidates were those who had indicated an interest in working in the Cavan area. Of the 62 candidates who came from a range of different disciplines, 17 responded to confirm their interest in working with Enable Ireland and were subsequently issued an invite to attend interview. Only 7 of the 17 candidates attended interview, the other 10 declined interview or cancelled at the last minute. Of the 7 candidates interviewed, 4 were successful and offered posts.
- Unfortunately, there were no SLT, OT, PT or Psychology candidates further to the national campaign for Cavan.
- Recruitment for a Staff Grade OT and a Senior Dietician has been successful and the Enable Ireland CDNT in Cavan is awaiting start dates for the candidates further to all recruitment clearances being completed. Recruitment for SLT, PT and Psychology has not been successful to date. Enable Ireland has also offered a 12 month contract to a Staff Grade OT which has been accepted.
- One Staff Grade Social Worker accepted a post in Cavan CDNT and is commencing on 15th July, one other candidate declined an offer. One Senior Social Worker has accepted a Staff Grade post for a 2 year period in Cavan but subsequently accepted an offer of a senior post on another Enable Ireland Team.



- Enable Ireland will run an advertisement in the Anglo Celt, which is a local newspaper, on a monthly basis going forward listing all current vacancies it has in its service.
- Enable Ireland has advertised on the Northern Ireland Job Finder website.
- The Director of Service, Business Manager, Children's Disability Network Manager and CDNT staff had a stand at the Ulster University Job Fair on 4th June 2024.
- The Workplace Relations Commission (WRC) Pay Deal for Section 39 organisations, agreed in 2023, is now fully implemented and all arrears from the date of implementation are fully paid. Talks commenced for re-alignment of pay scales with the public sector by the end of the current public service pay deal.
- Enable Ireland has re-advertised all vacancies with new pay scale.
- Enable Ireland is offering relocation packages to overseas candidates, as an enticement to return to work in Ireland.
- Enable Ireland recruitment has moved to the Rezoomo platform, an online recruitment/job advertising site, in May, which is already demonstrating an increase in applications.

I trust this information is of assistance to you but should you have any further queries please do not hesitate to contact me.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Edel Quinn', written in a cursive style.

Edel Quinn
Head of Service Disability CH CDLMS
Ceann na Seirbhíse Míchumas
Eagraíocht Chúram Sláinte Limistéar CDLMS