



Oifig an Stiúrthóra Náisiúnta Cúnta  
Oibríochtaí Meabhairshláinte

Ospidéal Naomh Lómáin, Baile Phámar,  
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Office of the  
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Deputy David Cullinane.  
Dail Eireann,  
Leinster House,  
Kildare Street,  
Dublin 2.

20<sup>th</sup> August 2024

**PQ Number: 30403/24**

**PQ Question: To ask the Minister for Health the all-in cost of each type of CAMHS team in line with Sharing the Vision; by staff grade and WTE; the number of teams required for the population; and the number of new teams required to meet this. –David Cullinane**

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Dear Deputy Cullinane,

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.

***Recommendation 32 of STV advises that:** The composition and skill mix of each CMHT, along with clinical and operational protocols, should take into consideration the needs and social circumstances of its sector population and the availability of staff with relevant skills. As long as the core skills of CMHTs are met, there should be flexibility in how the teams are resourced to meet the full range of needs, where there is strong population-based needs assessment data.*

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.

As referenced above, 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 CAMHS team may vary due to local need. In light of this therefore, it is not possible to cost this question as per current STV policy. However, if we use *A Vision for Change (2006)* as a reference point, a generic CAMHS team is based on the following estimate as per the Department of Health consolidated pay scales. These pay scales set out the rates of pay for each grade and include incremental pay which is paid annually. 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 the following Department of Health/ HSE Circulars available here:

<https://www.hse.ie/eng/staff/resources/hr-circulars/hr-circular-005-2024-implementation-of-doh-circular-2-2024-pay-adjustments-for-1-1-24-and-other-adjustments.pdf>

<https://www.hse.ie/eng/staff/resources/hr-circulars/circular-2-2024-application-of-pay-adjustments-for-1-january-2024.pdf>

<https://www.hse.ie/eng/staff/resources/hr-circulars/final-1-january-2024-pay-scales-v3.pdf>

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

Estimate Cost of 1 CAMHS Team

Full Year Costs Per WTE per Grade Pay Costs Only - All other ancillary costs to be calculated separately											Adjustments to arrive at latest full year staff cost for 2024				
Grade Code	Grade Code Description	Staff Category	Total WTE for Grade Code	Basic Pay (Jan 2024 Consol Scales)	Overtime	Other Premia/Allowances	Total Earnings Exc ER PRSI	Er PRSI @ 11.05%	Full Year Cost of WTEs (Includes 2.25% Jan 24 pay award)	June 24 1% & Oct 24 1% pay award.	11.05% ER PRSI on 2% June & Oct pay award increase	ER PRSI increase 11.05% to Oct 24	Total Pay	Non Pay (10% Non pay Allowance for posts)	Total full year cost
<b>OVERALL TOTAL</b>			<b>13</b>	<b>966,455</b>	<b>34,434</b>	<b>53,298</b>	<b>1,054,187</b>	<b>116,488</b>	<b>1,170,675</b>	<b>21,084</b>	<b>2,330</b>	<b>1,075</b>	<b>1,195,164</b>	<b>119,516</b>	<b>1,314,680</b>
1457	Consultant Child & Adolescent Psychiatrist	Medical & Dental	1.00	253,579	4,085	14,854	272,518	30,113	302,631	5,450	602	278	308,962	30,896	339,858
1538	Registrar	Medical & Dental	1.00	72,355	21,360	7,291	101,006	11,161	112,167	2,020	223	103	114,514	11,451	125,965
3689	Psychologist, Clinical	Health & Social Care Professionals	2.00	154,293	630	694	155,618	17,196	172,814	3,112	344	159	176,429	17,643	194,071
3017	Social Worker	Health & Social Care Professionals	2.00	120,034	141	20	120,195	13,282	133,477	2,404	266	123	136,268	13,627	149,895
3298	Occupational Therapist	Health & Social Care Professionals	1.00	52,722	103	81	52,906	5,846	58,752	1,058	117	54	59,981	5,998	65,979
336Y	Speech & Language Therapist	Health & Social Care Professionals	1.00	52,722	23	55	52,800	5,834	58,635	1,056	117	54	59,861	5,986	65,847
2301	Staff Nurse, Community Mental Health	Nursing & Midwifery	2.00	126,178	3,910	20,589	150,677	16,650	167,327	3,014	333	154	170,827	17,083	187,909
3029	Social Care Worker	Health & Social Care Professionals	1.00	47,059	2,766	8,631	58,456	6,459	64,916	1,169	129	60	66,273	6,627	72,901
0558	Grade IV	Management & Administrative	2.00	87,512	1,417	1,083	90,012	9,946	99,958	1,800	199	92	102,049	10,205	112,254

Please note accommodation and other operational costs are not included in this costing.

In Ireland, 24% of the population is under 18 years of age. As of June 2024, there was 77 teams operational. There was a total of 829.9 Whole Time Equivalents (WTE) in the Child and Adolescent Community Mental Health Teams nationally (704.9 Clinical WTE). Again, if we use *A Vision for Change (2006)* as a reference point, there should be 102 teams. Therefore, an additional 25 new teams would be required to meet the recommendation which would equate to 490.2 WTE's (412.2 Clinical).

I trust this information is of assistance to you.

Yours sincerely,

**Sarah Hennessy**  
**General Manager**  
**Child and Youth Mental Health Office**