



Oifig an Stiúrthóir Cúnta Náisiúnta,
Foireann Míchumais Náisiúnta, An Chéad
Urlár - Oifigí 13, 14, 15, Áras Phlásóg na Rós,
Coimpléasc Gnó na hOllscoile, Páirc
Náisiúnta Teicneolaíochta, Caladh an
Treoigh, Luimneach

Office of the Assistant National
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14th July 2025

Deputy Richard Boyd Barrett,
Dáil Éireann
Leinster House,
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Dublin 2.
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PQ: 35661/25

To ask the Minister for Children; Disability and Equality the estimated cost of hiring 375 additional clinicians required to clear assessment of needs waiting lists with autism, and estimated full-year cost of ensuring that the timelines for assessment of needs outlined in the Disability Act 2005 are met; and if she will make a statement on the matter.

HSE Response

Dear Deputy Boyd Barrett,

Thank you for your Parliamentary Question referenced above, which has been forwarded to me for direct reply.

The Assessment of Need process is set out in the Disability Act, 2005. The aim of an Assessment of Need under the Disability Act is to identify whether a person has a disability, the nature and extent of the disability, any health and education needs arising from that disability, as well as what services are required to meet those needs.

The Disability Act outlines the statutory timelines under which Assessments of Need under the Act must be completed. In summary, the assessment report must be completed within 6 months of the date the application was received. While the HSE endeavours to meet its legislative obligations under the Act, it has struggled to achieve compliance with these timeframes. In Q1 2025, 7% of assessments were completed within the timeframes set out in the Disability Act 2005 and accompanying Regulations.

The total number of applications 'overdue for completion' at end of Q1 2025, now stands at 15,296 (including 1,055 applications for which an extended time-frame was negotiated with the parent on the grounds of there being exceptional circumstances as provided for in paragraph 10 of the regulations) – which represents an increase of an 8% on the end 2024 figure of 14,221. This is largely due to the following:

- A further 3,131 new applications were received in Q1 2025, a 20% increase on the figure for the same period last year of 2,603.
- 1,412 AONs were completed in Q1 2025, a 65% increase on the same period in 2024 of 849. The percentage of these AONs that show 'No Disability' has increased from 15.8% in 2010 to 26% in Q1 2025.
- The judgement in the case of CTM & JA v the HSE March 2022 found that the Preliminary Team Assessment (PTA) approach described in the HSE's SOP for Assessment of Need did not meet the requirements of the Disability Act. The HSE is now required to deliver diagnostic assessments where necessary and appropriate as part of the AON.



- The number of applications for AON under the Act has risen steadily since its implementation in June 2007, largely driven by the High Court ruling in 2009 which confirmed that eligibility for AON applies to persons born on or after 1st June 2002.
- The non-commencement of the Education for Persons with Special Education Needs (EPSEN) Act (2004). The number of children aged five and over, and in addition of school-going age, has risen steadily as a percentage of all applications received. **At the end of 2011, the figure stood at 26%, while at end Q1 2025, this figure has increased to 70%.**
- The education system drives a significant proportion of AON demand. It is noted that children may be recommended for an AON for reasons other than educational supports, as concerns about need for therapeutic interventions may be identified by school staff. The only statutory right to an AON process is under the Disability Act 2005. A disability diagnosis may be required to access certain educational supports and there is a need for a better understanding for families around the nature of an assessment required for educational purposes, specifically where the assessment is not required to be a statutory AON under the Disability Act 2005.

It is difficult to provide an estimated cost of providing enough staff to reduce Assessment of Need waiting times to six months as the actions that are required to reduce Assessments of Need waiting lists to within statutory time frames are complex and multifactorial with increased staffing resource - both clinical and non-clinical required.

Based on an average of 36 hours to complete each AON, it is estimated that 560 Whole Time Equivalent clinicians would be required to complete a total of 15,000 AONs within the next 12 months, which would cost circa €33.8 million based on the mid-point of the scale for a basic therapist post.

Actions to address AON waiting lists

The HSE's National Clinical Programme for People with Disability (NCPDP) led the process of developing a revised AON Standard Operating Procedure (SOP) incorporating guidance on completion of clinical assessment to replace the element of the SOP which was found to be non-compliant with the Disability Act (2005) – the Preliminary Team Assessment. In developing this, the HSE included a wide range of stakeholders, including families, providers, staff and representative bodies. The revised AON Standard Operating Procedure (SOP) was launched in July 2023.

Additional funding

In Q1, 2025, 1,412 AONs were completed, which is a 65% increase on the same period in 2023 of 849. This increase is due in part to the funding of €4.5m (in addition to €5m in non-core funding) that has been allocated in Budget 2025 to assist with sustainably addressing the Assessment of Need (AON) backlog. This additional funding is building on the €6.89 million allocated by the Government in 2024 for a targeted waiting list initiative that commenced end of May 2024.

Information received from the Health Regions indicates that under this targeted initiative, 3,636 AONs have been commissioned from private providers/assessors from June 2024 to March, 2025

However, despite this increased activity in relation to AON, the number of people overdue an Assessment of Need is growing as demand outstrips system capacity. In this regard, we anticipate that by the end of 2025, there could be as many as 24,796 AONs due for completion: AONs overdue at end of Q1 2025 (15,296); new AONs received in 2025 (8,000); and 1,500 Preliminary Team Assessments carried out under the previous Standard Operating Procedure (SOP), an approach found by the High Court not to have met the requirements of the Disability Act.

The increased numbers of applications for Assessment of Need, which is a legal entitlement under the Disability Act 2005, is a reflection of the increase in population and of families exploring all options for accessing services for their child.



However, an AON is not required to access Primary Care, Children's Disability Services or Mental Health Services providing services including assessment, goals setting, intervention and follow up services. This direct access ensures more efficient and timely access for many families.

The situation in relation to AON is not the same in every area. The numbers of applications in some areas have historically been significantly lower than other areas. This reflects a service model used in those areas to engage with families as soon as practicable and support them to access services without them having to resort to the Assessment of Need legal route.

This will be explored by the HSE in the context of the Roadmap for Service Improvement actions relating to Services Access and Improvement, with the objective to spread this good practice across all teams nationally, and rebalancing the demand for AON with CDNT Service Provision, including workshops with families and with staff on how this can be achieved.

The Programme for Government includes a commitment to review the Disability Act and we await further clarification on the timing and scope of this. In the meantime, we are also focusing on a communication campaign to ensure families know that an AON is not a requirement to access services. In addition, the following steps are being taken to improve access to timely AONs:

- We are reviewing the current Standard Operating Procedure to develop a more tiered approach to AON.
- We are engaging with Dept. of Education to remove school principals' requirement that an AON report is needed to determine educational need.
- Additional resource has been allocated in 2025 to increase the numbers of Assessment Officers and Liaison Officers. These will be prioritised to those areas, primarily in Dublin and Cork, with the longest waiting lists for AON.
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- 5 AON Administrative Hubs and 3 AON Assessment Hubs have been established, which will inform the core of a service improvement plan that will also include increased learning and support for staff involved in AON. Improvements will include:-
 - Single point of contact for families and other services, allowing better awareness and appropriate signposting/diversion
 - Increases in efficiency and speed of assessment
 - Ability to review all referrals in the one process, and ensure clear chronological order for starting process in line with HSE SOP
 - Better communication amongst AO, and other staff, including updates in practice due to legal cases
 - Better sharing of knowledge and experience, and support to AO – leading to more standardised and consistent approaches
 - Better tracking of referrals
 - More efficient and better data collection
 - Clinicians working directly with Assessment Officers and all clinical staff delivering AON to promote education, training, enhanced governance, clinical supervision and collective understanding across AON.
- We are introducing a Single Point of Referral Access for all Children's Primary Care, Disability and CAMH Services, in 2025, in line with existing models of good practice. AON will be included in this leading to better processes and communication around AON
- We will continue to procure capacity from approved private providers.
- We will continue the roll out of initiatives to address staff vacancy rates in Children's Disability Network Teams (CDNTs), building a pipeline of supply of health and social care professions.



Since taking office, Minister for Children, Equality, Disability, Integration and Youth, Norma Foley, and Minister of State for Disability, Hildegarde Naughton, have held meetings with disability stakeholders from the HSE and Lead Agencies to better understand the challenges that face children's disability services across the country, including the current situation regarding Assessments of Need.

Yours sincerely,

Tom McGuirk,
General Manager, Disability Services, Access & Integration