



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
Director, National Disability Team,
First Floor- Offices 13, 14, 15,
Roselawn House, University Business
Complex, National Technology Park,
Castletroy, Limerick.

17th June 2025

Deputy James Geoghegan,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.
E-mail: james.geoghegan@oireachtas.ie

PQ: 26688/25

To ask the Minister for Health To ask the Minister for Children; Disability and Equality further to Parliamentary Questions Nos. 1424 of 19 March 362 and 362 of 27 March 2025 and letter dated 8 April 2025 from the Assistant National Director, Access and Integration, National Disability Team, referable to the specific excel data set provided accompanying that letter, if she will direct the HSE to furnish this Deputy with the specific number of persons currently employed for each discipline in delivering occupational therapy, physiotherapy, speech and language therapy, and psychology in each of the specific 93 CDNTs; and if she will make a statement on the matter.

PREVIOUS PQ's 12241/25 & 14892/25

PQ: 26689/25

To ask the Minister for Children; Disability and Equality further to Parliamentary Questions Nos. 1424 of 19 March 362 and 362 of 27 March 2025 and letter dated 8 April 2025 the Assistant National Director, Access and Integration, National Disability Team, referable to the specific excel data set provided accompanying that letter, if she will direct the HSE to furnish this Deputy the average tenure of the individuals currently employed for each discipline in delivering occupational therapy, physiotherapy, speech and language therapy, and psychology in each of the specific 93 CDNTs; and if she will make a statement on the matter.

PREVIOUS PQ's 12241/25 & 14892/25

PQ: 26690/25

To ask the Minister for Children; Disability and Equality further to Parliamentary Questions Nos. 1424 of 19 March 362 and 362 of 27 March 2025, and a letter dated 8 April 2025 from the assistant national director, Access and Integration, National Disability Team, if she will direct the HSE to furnish this Deputy the name of the provider in each of these 93 CDNTs; and if she will make a statement on the matter.

PREVIOUS PQ's 12241/25 & 14892/25

PQ: 31095/25

To ask the Minister for Children; Disability and Equality further to Parliamentary Question No. 343 of 22 May 2025, if the HSE will reply to this Deputy; and if she will make a statement on the matter.

PREVIOUS PQ 26690/25

PQ: 31094/25

To ask the Minister for Children; Disability and Equality further to Parliamentary Question No. 342 of 22 May 2025, if the HSE will reply to this Deputy; and if she will make a statement on the matter.

PREVIOUS PQ 26689/25



PQ: 31093/25

To ask the Minister for Children; Disability and Equality further to Parliamentary Question No. 341 of 22 May 2025, if the HSE will reply to this Deputy; and if she will make a statement on the matter.

Previous PQ 26688/25

Dear Deputy Geoghegan,

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

Children's Disability Network Teams vacancies are reported on through a workforce force survey to capture the full workforce across the HSE, Section 38 and Section 39 funded teams. The survey captures staffing levels across various disciplines and grades, providing a snapshot of the workforce across 93 teams.

The latest Children's Disability Network Team workforce survey was conducted in April 2025 and finalisation of the workforce data per each x 93 CDNT is currently underway, due to be available in July 2025.

In the meantime, the following national and regional data is available based on the CDNT workforce as of April 2025:

- As of 09/04/25 there were 2009.0 posts filled in CDNTs and there were 445.4 posts vacant.

Please find attached below a table the number of vacancies and number of filled roles in all CDNTs as of 09/04/25:

Table 1.

| Total WTE's in CDNT's | | | |
|-----------------------|--------------|----------------|--------------|
| Year | Total Filled | Total Unfilled | Vacancy Rate |
| Apr-25 | 2009.0 | 445.4 | 18% |
| Oct-24 | 1866.3 | 529.8 | 22% |
| Oct-23 | 1594.5 | 660.6 | 29% |
| Oct-22 | 1548.8 | 553.8 | 26% |
| Oct-21 | 1527.0 | 365.4 | 19% |

The largest growth in CDNTs in 2024 and 2025 is in the category of Health & Social Care Professionals (HSSCPs), with an increase of +296.5 WTE representing a growth rate of almost 26%.

Table 2.

| Category / Discipline | Year | Funded | Total Filled | Total Unfilled | Vacancy Rate |
|-----------------------|------------|---------|--------------|----------------|--------------|
| HSCP | 2025 April | 1836.3 | 1456.4 | 379.9 | 21% |
| | 2023 Oct | 1754.85 | 1159.90 | 594.95 | 34% |

There has been growth at national level in the WTE in Speech & Language Therapy, Physiotherapy, Psychology and Occupational Therapy, as demonstrated in the table on the next page:



Table 3.

| HSCP WTE rates | 2023 Oct | 2024 Oct | 2025 April | GROWTH Oct 23 to April 25 |
|------------------------------|----------|----------|------------|---------------------------|
| Psychologist | 213.27 | 244.7 | 253.2 | 19% |
| Occupational Therapist | 291.5 | 322.9 | 359.7 | 23% |
| Physiotherapist | 164.46 | 200 | 216.2 | 22% |
| Speech & Language Therapists | 310.33 | 369.7 | 397 | 19% |

Individual data per 93 x CDNTs will be available in July 2025.

While the CDNTs have made improvements in service delivery due to the increased WTE in the CDNT workforce in 2024 and continued increases in 2025, ongoing efforts to address workforce challenges are essential to sustain and enhance the quality of care provided in response to growing unmet need for children with disabilities. To address the vacancy rate there continues to be sustained workforce recruitment and retention initiatives which include:

- Intensive recruitment efforts across the HSE, Section 38s and Section 39s to onboard staff into vacant jobs.
- Recruitment efforts are bolstered by optimising access to relevant applicant pools: the opening up of HSE panels, HSE advertising streams and candidate pools (CareerHub 47k+ registered applicant pools) to CDNTs in the Section 38s and Section 39s – this gives a substantial expansive boost in advertising and engagement into targeted applicant pools.

Tailored approaches to attract and retain CDNT staff are being developed and implemented at a multi- agency level to build and recruit a pipeline of talent for CDNTs. These initiatives include active and sustained engagement with the employment market and students to improve the perception of and interest in working in CDNTs- boosted by an increase in clinical placements in CDNTs and the development of pipeline initiatives to map relevant applicant pools directly into CDNT jobs.

- To boost recruitment by improving the perception of working in Disabilities and CDNTs, there is sustained outreach and engagement: Multiple engagements to secondary schools, Higher Education Institutes, international applicants representing wider HSE, Section 38s and Section 39s. CDNTs were spotlighted as a career destination in the recent Disabilities Virtual Career Fair which took place on 15th May 2025.
- A CDNT Graduate Sponsorship initiative is currently live to incentivise new graduates eligible for CORU registration in 2025 to take up jobs in CDNTs. A webinar took place on 7th May with professionals from CDNTs and the new graduates to give an insight into working in a CDNT. This webinar was received very positively by the surveyed graduates. These initiatives serve to positively influence the perception of and interest in working in a CDNT.

These activities form part of an ongoing suite of initiatives to populate vacancies, increase retention and improve the capacity to deliver services in Children's Disability Network Teams.

The HSE is operating in a very competitive global market for healthcare talent. There are significant shortages of qualified healthcare professionals across the globe. Seven of the disciplines working in Children's Disability Network Teams (CDNTs) have been included on the Department of Enterprise, Trade and Employment's Critical Skills Occupations List.

Health & Social Care Professionals training places in Higher Education Institutes have increased with a growth in clinical placements in Children's Disability Network Teams- this serves to improve recruitment of Health & Social Care Professionals into Children's Disability Network Teams. Tertiary programmes are also being developed for Health & Social Care Professionals to increase the pathways into Disability services.

Within recruitment, there is a particular focus on Irish trained overseas applicants and international recruitment with a relocation package marketed to Irish trained Health & Social Care Professionals who have travelled overseas.



The HSE and funded agencies are focused on identifying barriers to workforce growth and putting in place corrective retention and recruitment initiatives. These initiatives have led to the above described marked growth in CDNT staffing levels in 2024, particularly in Health & Social Care Professionals roles.

The CDNT vacancy rate remains high and intensive work will continue in 2025 to bolster CDNT services through ensuring there are sufficient team members on CDNTs.

The HSE remains dedicated to supporting CDNTs so that children with disabilities receive the comprehensive and individualised support which they deserve.

With regard to the average tenure of the individuals currently employed for each discipline in delivering occupational therapy, physiotherapy, speech and language therapy and psychology in each of the specific 93 CDNT, this level of detail is not collected and the functionality does not exist to collect this data. The 2024 turnover rate for HSE and Section 38 for all disability services is 8.2% which is slightly above the overall health rate of 7.4%. This rate points to the deep commitment of CDNT staff to children and their families.

With regard to the Provider for each of the 93 CDNTs, the table below outlines the number of CDNTs per Provider.

Table 4.

| Table 4: Quantity of CDNTs Led per Lead Agency | | |
|--|---------------|--------------|
| Employer | Provider Type | No. of CDNTs |
| HSE | HSE | 43 |
| Enable Ireland | S39 | 20 |
| Brothers of Charity | S38 | 6 |
| Central Remedial Clinic | S38 | 5 |
| Avista | S38 | 4 |
| St. Michael's House | S38 | 4 |
| Cope | S38 | 3 |
| St. Gabriel's | S39 | 2 |
| St. Joseph's Foundation | S39 | 2 |
| Stewarts | S38 | 2 |
| KARE | S38 | 1 |
| Co Action | S39 | 1 |
| Total | | 93 |

Yours Sincerely,

Dr. Aoife O'Donohue,
Stiúrthóir Náisiúnta Cúntóir, Seirbhísí Mhíchumas, Rochtain agus Imeascadh,
Assistant National Director, Disability Services, Transformation & Programme Coordination,
Access & Integration