



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,

14th March 2025

Deputy Ruairí Ó Murchú,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.
E-mail: ruairi.omurchu@oireachtas.ie

Dear Deputy Ó Murchú,

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: 10102/25

To ask the Minister for Health the projected impact of the HSE's pay and numbers strategy on disability services provided directly by the HSE or through sections 38 and 39 organisations; and if she will make a statement on the matter.

HSE Response

The transfer of functions of disability services from the Department of Health to the Department of Children, Equality, Disability, Integration & Youth in March 2023 was undertaken to enable a more direct focus on disability services.

At present, there is no Pay & Numbers Strategy in place for Disability Services. The HSE National Service Plan 2025 outlines that the Disability Pay & Numbers Strategy will be finalised in Q1 2025. The HSE National Service Plan 2025 notes that it is critical momentum is maintained with regards to addressing critical staffing shortfalls, particularly in Children's Services in Disabilities.

Recruitment is active and ongoing across Disability services throughout the country, including HSE, S38 and S39 organisations.

In 2024, within Disability services in the HSE and Section 38s, there was an additional 963+ WTE on the 31/12/23 figures. Within Children's Disability Network teams (HSE, Section 38s and Section 39s), the workforce increased by 272 WTE in the period 16/10/23 to 16/10/24.

To build on this growth, intense recruitment efforts into funded vacancies are continuing in 2025 to continue to improve hire rates into disability services to provide the services that people with disabilities and their families need.



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 a marked growth in staffing levels in 2024, particularly in Health & Social Care Professionals roles.

The HSE optimises multiple applicant engagement opportunities to encourage uptake of vacancies in Disability services including recruitment fairs, outreach to third level colleges and secondary schools, presence at national events and virtual engagements.

To optimise recruitment into our funded agencies, the HSE have facilitated direct access for funded agencies to existing HSE HSCP panels which will shorten the recruitment process for them and will provide direct access to competent and eligible candidates.

The HSE have also enabled our funded agencies to advertise their vacant posts through our advertisement channels which provides them with direct access to the substantial candidate pools registered on the HSE's CareerHub portal.

In 2025, the HSE and funded agencies will continue to focus on maximising recruitment potential and engagement within the current applicant market to achieve workforce growth.

These activities form part of an ongoing suite of initiatives to populate funded vacancies and increase retention of staff in Disability Services.

Yours Sincerely,

Bernard O'Regan
Assistant National Director,
Access and integration,
Disability Services

