



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.

13<sup>th</sup> May 2025

Deputy Grace Boland,  
Dail Eireann,  
Leinster House,  
Kildare Street,  
Dublin 2.  
E-mail: [grace.boland@oireachtas.ie](mailto:grace.boland@oireachtas.ie)

Dear Deputy Boland,

The Health Service Executive has been requested to reply directly to you in the context of the following parliamentary questions, which were submitted to this department for response.

**PQ: 23802/25**

*To ask the Minister for Children; Disability and Equality the campaigns her Department have undertaken to recruit qualified professionals from abroad to work within the disability services such as the Children's Disability Network Teams; and if she will make a statement on the matter.*

**HSE Response**

Children's Disability Network Teams, like all parts of the health sector, are operating in a fiercely competitive global race for talent where the supply globally falls well short of the demand.

The HSE and funded agencies do use international recruitment to optimise all potential candidate pools. There is a limited pool of qualified candidates available internationally with the requirement for the candidates to be registered with the statutory regulators in Ireland before they can take up employment. The HSE maintains a panel of external suppliers to support international recruitment for Health and Social Care Professionals into Children's Disability Network Teams. The procurement model in use allows for the continual addition of qualified providers to expand the HSE's access to global candidate markets to ensure all relevant and appropriate pipelines are used. In addition the HSE offers a competitive relocation package, attractive terms and conditions of employment. The HSE engages directly with the Irish regulators to safely streamline processes for the recognition of international qualifications.

However, the global shortage of health care professionals, the global difference in professional qualifications and clinical practice, the regulatory environment and language differences make international recruitment of Children's Disability Network Team health and social care professionals extremely challenging.

To maximise recruitment the HSE and HSE funded partner organisations take a multi-faceted approach for recruitment to the Children's Disability Network Teams. This includes working creatively with colleges, both in Ireland and overseas utilising international networks of our regulators, recruitment agency partners and maximising digital reach.

**Increasing the Candidate Pool**

- The HSE has developed a comprehensive engagement platform for candidates which now hosts 45k members. There is a specific area developed for the Disability services which markets its unique features and opportunities <https://careerhub.hse.ie/hse-childrens-disability-network-teams/>. Funded organisations can now advertise on the HSE jobs page, giving them access to the 45k active members on the HSE career Hub. In affect this means as jobs are advertised in disabilities, candidates will receive notifications relevant to their criteria. Funded agencies that use this route are reporting a rise in eligible applicants to fill their vacant posts, which is resulting in expedited filling of vacant jobs.
- This platform provides candidate supports both nationally and internationally with comprehensive suites of material to ease their journey from 'Why Ireland?' to on boarding



and beyond. There is also a corresponding suite of supports for hiring managers

[https://careerhub.hse.ie/int\\_recruitment/](https://careerhub.hse.ie/int_recruitment/)

- The HSE has developed a competitive relocation package to support recruitment from overseas with a renewed focus on Irish trained graduates who emigrated  
<https://www.hse.ie/eng/staff/jobs/overseas-candidates/>
- This week the HSE will launch the first ever virtual recruitment fair, profiling Disabilities which has global reach. This unique event will showcase exciting career opportunities within the HSE and its Partner Organisations in disabilities, offering an insider's perspective on the rewarding world of disability services. This event will target secondary schools, colleges, overseas workers and is supported by the regulators, and will be available online for 30 days. Over 2000 have registered to date for the event
- To retain our Irish trained graduates, the HSE has committed to offering permanent contracts of employment to Nursing and Midwifery and HSCP graduates for the class of 2025.
- Significant work has been completed between the HSE and CORU to streamline the processing for overseas candidates. This partnership working has resulted in a reduction in registration time from 103 days to 62 days. This facilitates the direct recruitment of registered professionals from the international market, particularly the UK
- The HSE recognises the importance of a whole health service approach to the candidate and as such the HSE has opened up relevant HSE recruitment panels to CDNT Section 38s and Section 39s so they could fill their vacant posts directly from in-situ panels and thus expedite the recruitment process, taking a whole health service approach.
- Fast track and targeted initiatives have been developed to focus on positions in the disability services that have been chronically 'unable to fill'.

#### **Grow our Own Approach to Workforce Development**

- In a 'Grow Our Own' approach, the HSE is working with Educational Training Boards to build and train future workforces to meet the needs of the service.
- The HSE is also actively engaging in the development of apprenticeship programmes.
- A Student Sponsorship initiative was launched for Disabilities in early April to incentivise and expedite the recruitment of new graduates into Disability roles - this is a financial award mapped to a job match for OT, SLT, Physio and Social Work and will benefit all regions

#### **Inspiring the Next Generation**

- The HSE is working with the Career Guidance Networks nationally to harness the interest of our second level students
- Multiple talent and attraction events took place in 2024 and continue into 2025, including jobs fairs, school summits and the national ploughing championships. These outreach events serve to optimise interest in and applications for roles in the health services

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 utilising all recruitment markets- both domestic and international.

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

Sincerely,

---

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