



Oifig an Stiúrthóra Náisiúnta Cúnta
Oibríochtaí Meabhairshláinte

Ospidéal Naomh Lómáin, Baile Phámar,
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Deputy Thomas Pringle,
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.

26th February 2024

PQ Number: 9414/24

Oral PQ Question: To ask the Minister for Health what steps are being taken to improve the recruitment for all grades involved in CAMHS in order that fully resourced teams can be in place across the country; and if he will make a statement on the matter.

Dear Deputy Pringle,

The Health Service Executive has been requested to reply directly to you in the context of the above Oral Parliamentary Question, which you submitted to the Minister for Health for response. I have examined the matter and the following outlines the position.

In relation to recruitment the Recruitment Reform & Resourcing (RRR) Programme was established in June 2022. This RRR Programme introduces a focused capacity to grow our workforce and support our services to meet projected increased workforce demand. The RRR programme has put significant focus into the resourcing of building a workforce to meet the demands for Mental Health Services now and into the future. RRR is working with educational institutions and professional bodies along with the Department of Health and other stakeholders. The goal is to identify current and future gaps and resourcing deficiencies within the organisations resourcing cohort and resourcing pipeline.

This RRR structure brings together the existing Recruitment Operating Model (ROM) Programme with a new Resourcing Programme of work. The ROM Programme is working to reduce the time it takes to recruit and to bring the selection decision and control closer to the services. It is also developing tools to enhance our recruitment capability and making it easier for services to attract and recruit the healthcare workforce that they need both now and into the future. This continued development of our services capacity to recruit efficiently is a key objective and this development is further enhanced by the launch of the Resourcing Strategy in April 2023 to support our services as we transition to the RHA model. Under the Resourcing Strategy, Expert Implementation Groups (EIGs) have worked to identify resourcing challenges within their grade category and professions to recommend resourcing actions to address them. The breadth of actions across the 5 EIGs ensures that the Strategy will balance actions to engage, attract, build, and support the healthcare workforce across all specialty areas including CAMHS.

To date the programme has added additional Trainee psychology places which commenced in September 2023 over a three year period, increased the trainee cohort across Health Social Care



Professions, provided additional funded Medicine placements and increased the number of training places for undergraduate mental health nursing. These actions, coupled with National Service Plan 2024 commitments for additional staffing (68 WTE), with oversight from the recently created National Office for Child and Youth Mental Health, will enable local areas to improve the recruitment capacity and to grow the workforce required to deliver the range of CAMHS services across the country.

I trust this information is of assistance to you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Tony Mc Cusker'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Tony Mc Cusker
General Manager
National Mental Health Services