



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

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26th January 2024.

Jackie Nix on behalf of the employers - HSE, Section 38 and Section 39
Linda Kelly, Fórsa
Colm Porter, INMO

Our ref: CAM-100384-23

HSE Interagency Agreement Joint IR Forum

Re: Roadmap for Service Improvement 2023 – 2026 Disability Services for Children and Young People

Following extensive engagement at the Workplace Relations Commission on the above-named Roadmap the parties agree the following proposals. On the basis of these proposals, the commission has requested that Fórsa lift its instruction of non- cooperation with the Roadmap.

Recruitment and Retention Priorities

1. Workforce Planning

A disability workforce resource plan process will be established and led by HSE National HR. An output of the process will be a workforce plan for disability services and a recruitment strategy for same. This process will be concluded by end of June 2024 and will include representation by the HSE, section 38 and section 39 organisations and the trade unions can nominate two representatives.

2. Prioritisation

The terms of reference for the national CDNT Prioritisation Policy review will be extended to include staff representatives and Discipline Managers. The Review will be cognisant of the discipline specific priorities that reflect interdisciplinary team-based approach. The Working Group will complete this work by the 31st March 2024 and if not able to meet this deadline, will issue interim guidance to teams that are not fully staffed.

Clinical Governance Priorities

1. Interim Discipline Managers

The employer side commit to the recruitment of Interim Discipline Managers [Speech and Language Therapy, Occupational Therapy, Physiotherapy, Social Work, Dietetics, Psychology] for Disability Services in each CHO for a 12-month period commencing 1st March 2024. This will be subject to review in quarter 4 of 2024 in the context of the new health regions and cognisant of any outcome of clinical governance working group 1 (see point 2 below) and the existing resources within disability services.

2. Clinical Governance Working Group 1

A Clinical Governance Working Group 1 will be established on an immediate basis to identify the gaps in clinical supervision of CDNT team members and the solutions put in place by Lead Agencies to date to inform short term measures to ensure Clinical Supervision for all members of CDNT. Membership of the working group will be a nominee from Heads of Service, Lead Agencies, CDNMs, and Discipline Managers.

3. Review of Interim Guidance on Clinical and Professional Supervision

The NCCP will review:

- a. the interim guidance on clinical and professional supervision
- b. Role definition of the CDNMs and Discipline Managers in CDNTs
- c. The wider clinical governance framework

The parties will engage on the appropriate consultation and engagement for these reviews.

Review of CDNМ role

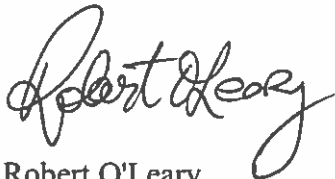
The parties agree to set up a joint working group, with three nominees from Fórsa and three nominees from the management side, chaired by Mr Graham Finlay of National Employee Relations to review the role of the CDNМ and associated job description and to conclude the work no later than the 1st June 2024.

Commitments on Privatisation

1. The employer side re-affirm its commitment to the Service Delivery Options of the Public Service Pay Agreement.
2. The HSE will brief Fórsa on the roll out of the Children's Disability Service Grant. This will take place in February 2024.

Joint Union Management Forum on Children's Disability Services

1. IR issues arising from the Roadmap will be referred to this current IR forum under the auspices of the WRC.
2. The HSE will engage with the trade unions in relation to extending an invitation for trade union representation on all 5 working groups established by the Roadmap.
3. The parties will engage under this current IR forum to address other areas of concern raised by Fórsa in their correspondence of the 15th November 2023.



Robert O'Leary,
Chairperson.