



Mental Health Division
Health Service Executive
St Lomans Hospital,
Dublin 10

Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

19th June 2017

Deputy Louise O'Reilly
Dail Eireann
Leinster House
Dublin 2.

25582/17

PQ * To ask the Minister for Health the staffing levels in child and adolescent mental
Question: health services; the way in which this compares to recommended levels, in tabular
form; and if he will make a statement on the matter. - Louise O'Reilly.

Dear Deputy O'Reilly,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question, which you submitted to the Minister for response. I wish to advise as follows;

The Report of the Expert Group on Mental Health policy –‘ A Vision for Change’ (V.F.C.) was published in 2006 and became government policy. At the time this ten year national policy was a progressive, evidence-based policy document that proposed a new model of service delivery which would be service user centred, flexible and community based. It remains the roadmap to guide the development of mental health services. It is currently being reviewed by the Department of Health.

Since the publication of A Vision for Change, the health service has undergone a number of structural changes, most recently the implementation of the Future Health policy. In that context a number of the recommendations of Vision for Change will need to be adapted to support the configuration in community health organisations and primary care networks. Developments will also need to reflect the development of the mental health clinical programmes, integrated care programmes and the publication of the suicide reduction strategy ‘Connecting for Life’.

Demographic Changes

The recommendations of Vision for Change were based on the population figures of the 2002 census (3.9m) and the total recommended staffing was 10,647. The 2016 population is 4.7m and the requirements for staffing should be adjusted to 12,760 for 2016 and a further 1.4% for 2017 totalling 12,778.

Current Issues

The Mental Health Division’s staff numbers (based on April 2017 data) totals 9,815 WTEs. In addition, there are a further 1000 indirect WTE staff providing services. There are also approximately 300 being recruited and more than 700 posts are approved and in development from PfPG (Programme for Government funding). This brings the total gap between current funded levels and all of Vision for Change recommendations to between 7.5% and

15% if indirect staff is not included and following adjustment for population growth described above.

The National Mental Health Division’s operational plans 2016 and 2017 focus on moving towards deprivation adjusted population based funding. The plans also describe a multi-year approach to the setting of realistic budgets for the mental health services within the overall available resources. This means that funding is reassigned where possible to support comparatively underfunded services. This information and methodology will continue to inform allocation decisions for new funding and will be enhanced further as the required data and systems becomes increasingly more detailed.

The HSE continues in its active efforts to recruit highly skilled staff in the mental health services. There are currently very significant difficulties in recruitment of specialist posts including consultant psychiatrists with specialisms in children, forensics and mental health & intellectual disability (MHID). There are also difficulties in recruiting psychiatric nurses and some allied health professionals e.g. psychologists.

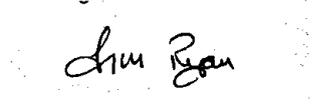
The table hereunder provides detail on staffing in Community Teams compared to the required Vision for Change levels for that component of our service. Currently our limited data and information systems do not allow us to report on the sub-level services accounting for the non-team based staff (mainly those in acute and community residential services).

- Detailed monthly activity returns are available for Community Teams for (Child & Adolescent Mental Health), **CAMHS, General Adult (GA) and Psychiatry of Old Age (POA)** providing for analysis at CHO level and figures include the posts filled through additional PFG funding of nearly €76m allocated to enhance these teams.

Community Team Type	Community Health Organisation (CHO)	Whole Time Equivalents (WTE) at April 2017	% of VFC (adjusted for 2017 population)	WTE gap Per VFC
CAMHS	CHO 1	57	53%	51
	CHO 2	56	57%	50
	CHO 3	55	55%	45
	CHO 4	86	49%	90
	CHO 5	63	45%	75
	CHO 6	67	55%	54
	CHO 7	71	48%	77
	CHO 8	102	57%	76
	CHO 9	90	69%	52
		ALL	657	53%

I trust this information is of assistance.

Yours sincerely,

A handwritten signature in black ink that reads "Jim Ryan". The signature is written in a cursive style and is enclosed within a faint, circular, dotted-line border.

Jim Ryan
Head of Operations and Service Improvement
Mental Health Division