



# Working in Disabilities: Focus on Children's Disability Network Teams (CDNT)

Information Session July 24





# Information Session

- ✓ **Webinar is recorded**
- ✓ **Participants are muted**
- ✓ **Chat function is available to ask questions**
- ✓ **Questions will be grouped together thematically**
- ✓ **Questions answered at the end**
- ✓ **Any unanswered questions will be updated via email**





# This session will cover



## Disability Services

Overview



## Working in Children's Disability Services



## Employment

Benefits &  
Useful links



## Q & A

Through chat  
function

# HSE Disability Services

## Building Better Accessible Services

- ✓ **“Life course approach”** disabled person’s life stages
- ✓ Deliver individualised **person-centred** supports for people with disabilities **getting the right service, in the right place, at the right time.**
- ✓ Enable people with disabilities **to live ordinary lives in ordinary places**
- ✓ Provide **preventative** services, **early** interventions, community and intensive home **supports**
- ✓ Services are **provided by HSE** and through funded partnership with **organisations including voluntary organisations (Section 38 & Section 39)**
- ✓ **Partnership organisations for Childrens Disability Network Teams:** Enable Ireland, Brothers of Charity, Central Remedial Clinic, Avista, St Michael’s House, Cope Foundation, St. Gabriels, St Joseph’s Foundation, Stewarts Care, CoAction West Cork, Kare



**1 in 7 people  
have a disability\***

**90%+ supported “mainstream”**

**9% require specialist community  
based disability services**



# Range of Disability Services

- Provide and fund a range of services for people with disabilities and their carers
- Physical, sensory, intellectual disability and autism
- ✓ Residential services
- ✓ Day services
- ✓ Rehab training
- ✓ Respite
- ✓ Home support and personal assistant services
- ✓ Rehabilitation & Neuro- Rehab
- ✓ Children's Disability services
- Close collaboration with carers and families





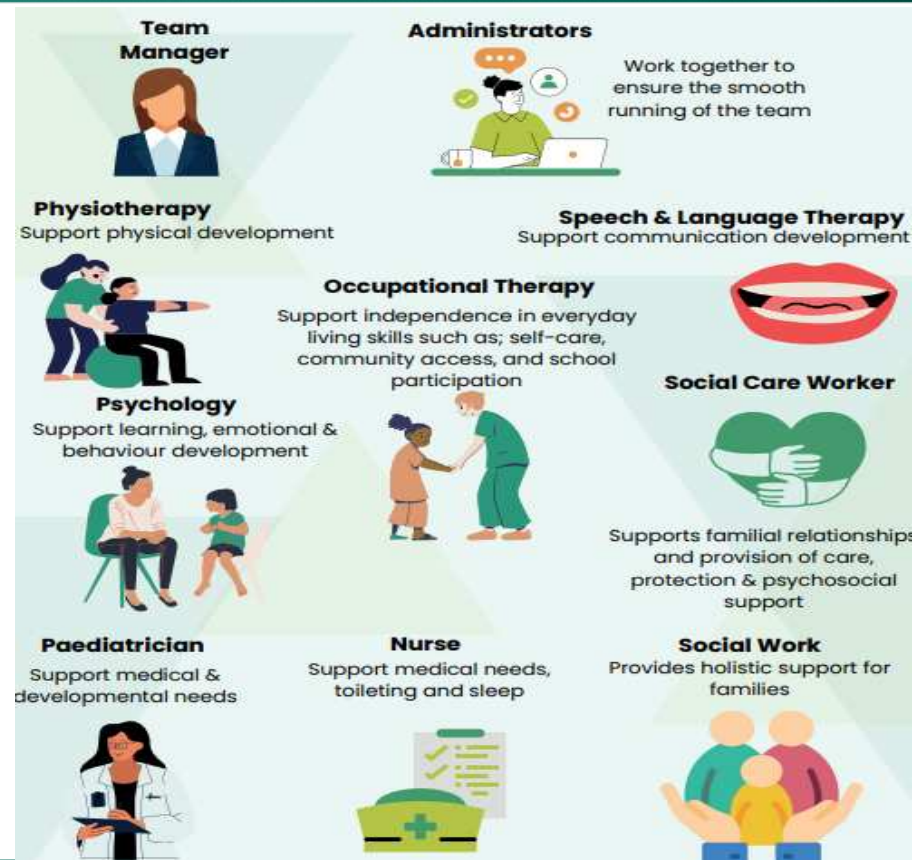
# Children's Disability Services





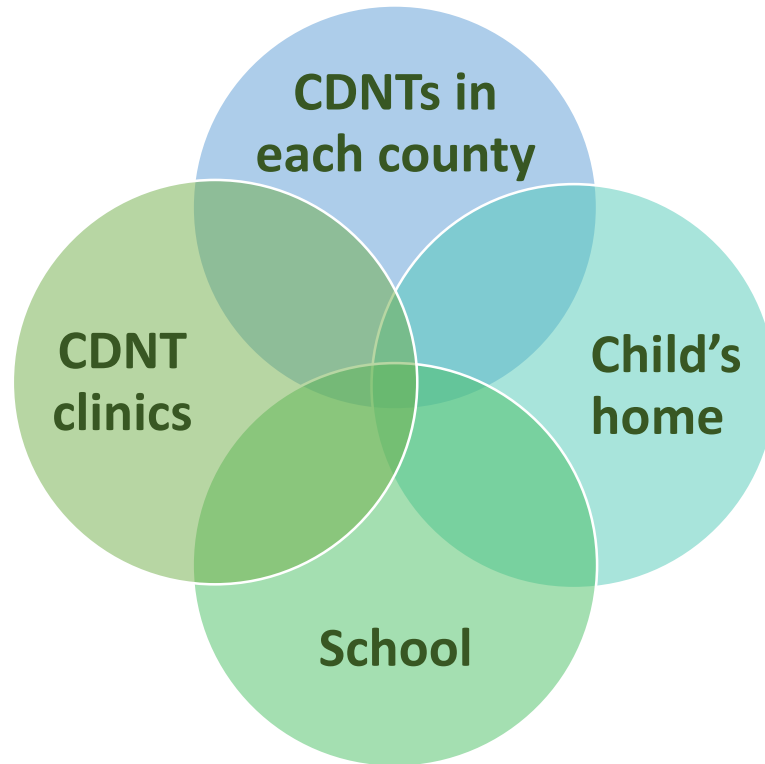
# What is a Children's Disability Network Team?

- ✓ Team that provides specialised support and services to children (birth to 18) who have a disability and complex health needs
- ✓ Team members work within an interdisciplinary team model
- ✓ Team is managed by the Children's Disability Network Manager
- ✓ Team uses a client and family-centered approach





# Where are children's services provided?







# How is a child referred?

## *Multiple referral points*

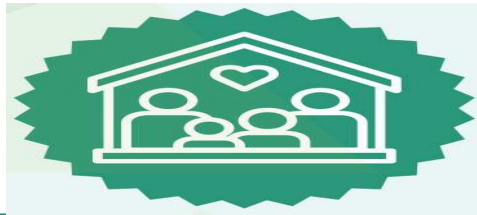
- ✓ Parents
- ✓ Healthcare professional or GP
- ✓ School





# What happens after a child is referred?

1. Referral reviewed- identify pathway or service for child, with appropriate referrals and waitlisted for a joint assessment
2. Parents/ guardians invited to join team for an Individual Family Service Plan (IFSP) meeting- crucial step where parents and guardians set goals for their child
3. Intervention plan is developed together- outlines how parents, family members and the team will work collaboratively to help the child achieve these goals
4. Plan continuously reviewed and updated- aligns with the child and family's evolving needs and priorities
5. Teams work hard to develop resources, groups and clinics aimed at meeting the needs of the child





# Working in a Children's Disability Network Team Lived Experience





# Working in Children's Disability Network Team

**Niamh O'Shea, Children's Disabilities Network Manger, Cork**

Our team and our approach

- ✓ Balance of Basic Grade and Senior Grade Clinicians
- ✓ Consistent supervision structure
- ✓ Heads of Discipline in place with monthly discipline meetings
- ✓ Interdisciplinary working and planning
- ✓ Regular opportunities for Continuous Professional Development
- ✓ Flexible working conditions- Part Time, Parental Leave, Flexible Working Hours



# Sean's Story

**Sean** is 3 years old

- ❖ **Concerns:** communication, emotional regulation, fine & gross motor challenges, toileting, sleep and family struggling financially
- ❖ **Referral** via Public Health Nurse
- ❖ **2 clinicians (different disciplines)** met with family to create individual family support plan and discuss what are most important goals
- ❖ **Plan which disciplines** will work with Sean
- ❖ Sean was **supported** by SLT, OT, Nursing, Psychology & Social Work
- ❖ **Joint interventions** where appropriate
- ❖ **Nursery and home** visits and autism assessment
- ❖ **Workshops** facilitated by the team
- ❖ **Sean discharged** to Primary Care as needs no longer deemed complex





# Working in Children's Disability Network Team

**Ajay Kumar, Children's Disabilities Network Manger, North Roscommon/North East Galway**

Our team and our approach

- ✓ Core principle of Progressing disability service is an interdisciplinary team approach
- ✓ Work-life balance



# Introducing John

## John is 6 years old

- ❖ Difficulty with feeding, mobility and social skills
- ❖ Referred by parents
- ❖ SLT was key contact – feeding was primary concern
- ❖ During appointment SLT identified needs in other areas – linked to feeding issues (posture, muscle tone)
- ❖ SLT fed back into team and highlighted need for input from OT and Psychologist
- ❖ Team: team based assessment took place (play based)
- ❖ Functional difficulties linked with feeding were addressed
- ❖ Team member particular assigned roles both in own discipline and inter-disciplinary
- ❖ Update on John today

John's care is based on **cooperation, coordination, and collaboration** between team members in delivering **family-centered care**



# Working in Children's Disability Network Team

**Fiona O'Brien, Children's Disabilities Network Manger, Finglas Children's Disability Network Team**

## **Our team and our approach**

- ✓ Family centred service
- ✓ Individual Family Service Plan (IFSP)
- ✓ Work to increase participation in activities, community, school etc.
- ✓ Goals are set jointly with family and team
- ✓ Interdisciplinary team





# Working in Children's Disability Network Team

## ❖ Functioning as part of a Children's Disability Network Team

- ✓ Access is based on Child's needs and not on a diagnosis.
- ✓ Each local network team provides clinical supports for all children with complex needs living in their area.
- ✓ If a child has a very specific complex needs then they will also have access to specialist services supporting the local network team.
- ✓ The key contact will support coordinating the team members needed to achieve the child's current Individual Family Service Plan goals/ priorities
- ✓ Interventions offered are based on families goals identified in the Individual Family Service Plan .
- ✓ The Individual Family Service Plan is an ongoing live working document that will be referred to in all your interactions with the team.



# Working in Children's Disability Network Team

## ❖ Rewards of working as part of a Children's Disability Network Team

- ✓ Developing long term relationships with families
- ✓ Supporting transition into adult services
- ✓ Continuous learning- working closely with other professions

## ❖ Making a difference

- ✓ Communications Device: "Just a quick update , so the device arrived yesterday and "John" has been paying so much attention to it, pressing all random buttons at first but definitely selected sausages last night with some prompting, just wanted to say thank you for the support on this and I have a really positive feeling that this may be a success for "John"
- ✓ "Jane" expressed how happy she was with the service that she's receiving from the CDNT and described the CDNT staff as fabulous. The tips and strategies that she has received at the group trainings run by the CDNT are invaluable and extremely helpful.
- ✓ Thank you \_\_\_\_\_, you have gone above and beyond for "Jane". In the 12 years since Jane was diagnosed we have never had anyone try and fight her corner or correspond with us as much . Thank you doesn't come close





# Working in Children's Disability Network Team

**Safi Ahamed , Children's Disabilities Network Manger, Leitrim**

Our team and our approach

- ✓ Support from multi-disciplinary team members
- ✓ CPD and learning from other disciplines
- ✓ Supporting children holistically
- ✓ Flexible working
- ✓ Team building events
- ✓ HSE wellbeing days



# Working in Children's Disability Network Team

## Overview of supports and supervision

- ❖ The Children's Disability Network Team is managed by Children's Disability Network. Manager who is in charge of overall running of the team.
- ❖ Individual disciplines are supported by senior therapists.
- ❖ Discipline managers in Primary Care may also be available to provide clinical support.
- ❖ Peer supervision is arranged locally.
- ❖ Regular team-meetings provide opportunities for case discussion.



# Working in Children's Disability Network Team

## Common question candidates have about disability services

### ❖ Support

- ✓ support is available from peers, colleagues and management. There are also opportunities to link with other Children's Disability Network Teams.

### ❖ Lone working

- ✓ As part of the Children's Disability Network Team, you are always working from a team perspective.

### ❖ Service waiting lists

- ✓ waitlist initiatives
- ✓ parent trainings
- ✓ regular advice clinics
- ✓ Potential for linking with other services e.g. Tusla, Child and Adolescent Mental Health Services (CAMHS), Primary Care



# Employment





# Why work in health and social care?

- ✓ Health services has over 130,000 employees- the **largest and one of the most progressive** employers in the country
- ✓ **Positive, inclusive** working environment where we aim to reflect **diversity** of service users
- ✓ **Flexible working**- flexible working and family friendly leave arrangements, generous annual leave, paid leave across a range of life circumstances
- ✓ Support- national **Staff Health & Wellbeing programmes**- healthy and encouraging workplace
- ✓ Teams are **nurtured and supported** to be the best that they can be- life long learning through **professional and career development** and training, time off to study and paid attendance at relevant courses
- ✓ We **value staff opinions** and regularly seek feedback from our teams to provide a better experience for staff and patients
- ✓ **Growth** in workforce, especially in Disabilities- offering career development and **promotional opportunities**





## Useful links – Career Hub

- ✓ Register your details- alert notification
- ✓ Supports: Webinars and “What to expect when applying for a job”
- ✓ [www.hse.ie/jobs](http://www.hse.ie/jobs)
- ✓ Webpages of voluntary providers



# What to Expect when applying for a job with the HSE

## What we do

We recruit for health and social care jobs in the public health service

## When you see a job you're interested in

Read the advertised job specification carefully to make sure you are a good fit  
Match your experience and education to what is being asked for

## Gain a better understanding of the role

Speak with the named informal contact

## Candidate Information document

This will tell you what we will do, when we will do it and why we do it

## Application Form

Always ensure to use the appropriate form for the specific position you are applying for

## How will I know if my application is successful?

We will inform you of your results in writing so you'll know what is happening next

## What happens to my application form?

Representatives from the profession, supported by the recruitment team will review your application

## Apply Early

Pay close attention to the closing date and time

## Qualifications, Experience, Skills

Selection decisions are made based on what you write in your application form

## Match your experience and qualifications to the role

If you don't write it, we won't know it!

*On occasion the HSE is supported in recruitment by external companies. These companies recruit HSE employees on our behalf and to our standard.*





## Questions & Answers Session