



An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency

Integrated Performance and Activity Report

QUARTER 1 2016



QUALITY ASSURANCE DIRECTORATE

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PERFORMANCE OVERVIEW

This report provides an update on the performance and activity of services at the end of Q1 2016. It is structured around key performance and activity measures included in the Agency's Business Plan 2016. The data presented was provided by the individual service areas and refers to the latest performance and activity information available at this time.

This report provides evidence of continued excellence and improvement in a number of key areas and also highlights challenges and areas where further improvement is required.

The summary by service area set out below provides an overview of the Q1 2016 position regarding activity and performance.

CHILD PROTECTION AND WELFARE SERVICES

- 10,993 referrals for Q4 2015; 282 fewer than Q3 2015.
- 43,596 referrals for 2015; 34 fewer than 2014 (n=43,630)
- 59% (n=6,488) child welfare concerns Q4 2015; highest quarterly number in 3 years; 41% (n=4,505) child abuse concerns Q4 2015
- 65% (n=6,939) of preliminary enquiries completed within 24 hours of receipt of the referral Q4 2015; no change from Q3 2015
- 49% (n=5,221) of referrals proceeded to initial assessment Q4 2015; up 2% from Q3 2015 (n=47%)
- 16% (n=831) of initial assessments completed within the 21 day target of receipt of the referral Q4 2015; up 1% from Q3 2015 (15%)
- 1,308 children listed as 'active' on the CPNS at the end of Q1 2016; 46 fewer than Q4 2015 and fewest number Q1 2015 – Q1 2016
- 204 referrals to the Crisis Intervention Service in Q1 2016; seven fewer than Q4 2015 and 29% (n=59) of referrals placed.
- 126 referrals to the Emergency Place of Safety Service in Q1 2016; 40 more than Q4 2015 (n=86). 34% (n=43) placed; down 50 percentage points on Q4 2015 (84%). Decrease attributed to the work of the National Emergency Out of Hours Social Work Service established in late 2015
- 26,140 cases open to social work at the end of Q1 2016; 515 fewer than Q4 2015
- 79% (n=20,561) of open cases allocated to a social worker at the end of Q1 2016; up from 75% in Q4 2015; highest percentage allocated Q1 2015 – Q1 2016
- 5,579 cases awaiting allocation at the end of Q1 2016; 1,139 fewer than Q4 2015 and the fewest number for the period Q1 2015 – Q1 2016. Cases awaiting allocation down 24% (n=1,788) on Q1 2015 (n=7,367)
- 22% (n=1,214) of cases awaiting allocation were categorised as 'high priority'; 215 more than Q4 2015

- 72% (n=871/1,214) of cases awaiting allocation categorised as ‘high priority’ at the end of Q1 2016 were waiting less than 3 months. The number of ‘high priority’ cases waiting over 3 months dropped by 34 between Q4 2016 and Q1 2016.

ALTERNATIVE CARE SERVICES¹

Children in care

At the end of Q1 2016

- 6,405 children in care ; 17 more than at the end of Q4 2015
- 516 (8%) children in care in private placements; 20 more than at the end of Q4 2015 (4%)
- 17 (0.3%) children in care in a placement outside of the State; no change from Q4 2015
- 93% (n=5,941) of children in care had an allocated social worker (against a target of 100%); no change from Q4 2015
- 91% (n=5,802) of children in care had a written care plan (against a target of 90%); up 1% from Q4 2015 (90%)
- 97% (n=3,913/4,015) of children in care aged 6 to 15 years (inclusive) in full time education; down 1% from Q4 2015
- 92% (n=984/1,067) of children in care aged 16 and 17 years in full time education

Foster Carers

At the end of Q1 2016:

- 4,419 approved foster carers on panel (all types minus Brussels II); 24 fewer than Q4 2015; 84 more than Q1 2015
- 75% (n=1,188) of relative foster carers approved against a target of 80%
- 85% (n=2,501) of general foster carers (approved) had an allocated link (social) worker against a target of 90%; up from 82% Q4 2015
- 83% (n=987) of relative foster carers (approved) had an allocated link (social worker) against a target of 85%; up from 72% (856) Q4 2015
- 389 unapproved relative foster carers; up nine on Q4 2015
- 315 (81%) of the unapproved relative foster carers had a child placed with them for longer than 12 weeks; down from 86% (n=327) Q4 2015
- 69% (n=218) of unapproved relative foster carers with a child placed >12 weeks had an allocated link (social) worker; up from 64% (n=209) Q4 2015

Aftercare

At the end of Q1 2016:

- 1,858 young adults (all ages) in receipt of aftercare services

¹ Includes children in care, young adults in receipt of aftercare services and adoption services

- 57% (n=1,001/1,754) of young adults aged 18-22 years (inclusive) in receipt of aftercare services were in full-time education; down 1% on Q4 2015
- 34% (n=362/1,067) of children in care aged 16 and 17 years had a preparation for leaving care and aftercare plan; up 4% from Q4 2015
- 36% (n=382/1,067) of children in care 16 and 17 years had an allocated aftercare worker; up 3% from Q4 2015
- 121 young adults were discharged from care by reason of reaching 18 years; 90% (n=95/106) of those availing of an aftercare service had an allocated aftercare worker

Adoption Service

- 646 applicants awaiting an information and tracing service; up 54 (9%) on Q4 2015
- 1 – 36 weeks wait from time of application to provision of non identifying information; against a target of 8 weeks. All but two areas are meeting this target
- Priority 1 applications: 1 week – 3 months wait from application to allocation of a social worker (target 3 months)
- Priority 2 applications: 1 week – 6 months wait from application to allocation of a social worker (target 6 months)
- All other applications: 1 week – 24 months wait from application to allocation of a social worker (target 12 months by year end). All but two areas meeting the target
- 33 adoption assessments (domestic, inter-country, fostering to adoption) completed during Q1 2016; 12 fewer than Q4 2015
- 15 applications for step-adoption received Q1 2016; two fewer than Q4 2015

NATIONAL EARLY YEARS INSPECTORATE

- 4,427 EYS nationally at the end of Q1 2016; fewest number for period Q1 2015 – Q1 2016
- 33 new registrations/notifications in Q1 2016;
- 71 services found to be closed during Q1 2016
- 15% (n=677/4,427) of EYS inspected during Q1 2016
- 39 complaints received in respect of EYS during Q1 2016
- 0 prosecutions of EYS taken by the Agency during Q1 2016; two prosecutions taken in 2015

EDUCATIONAL WELFARE SERVICES

- 973 new individual children worked with during Q1 2016; 2,402 worked with between September 2015 and March 2016
- 120 school attendance notices (SANs) were issued in respect of 95 children under Section 25 of the Education (Welfare) Act 2000 during Q1 2016. A total of 329 SANs (231 children) issued between September 2015 and March 2016
- 48 summonses were issued in respect of 34 children under Section 25 of the Education (Welfare) Act 2000 during Q1 2016. A total of 97 summonses (70 children) were issued between September 2015 and March 2016

- 370 children registered as being educated in places other than in recognised schools, Q1 2016. A total of 897 children registered between September 2015 and March 2016; 22% (n=193) registered as home educated
- Applications were made under Section 14 of the Education (Welfare) Act 2000, in respect of 250 children during Q1 2016. Applications were made for 1,397 children between September 2015 and March 2016
- 96 assessments were carried out under Section 14 of the Education (Welfare) Act 2000 during Q1 2016. A total of 255 assessments were carried out between September 2015 and March 2016
- 1 child refused registration Q1 2016
- 74.15 Educational Welfare Officers at the end of March 2016, an increase of 6.14 on the Q4 2015 (n=68.01) and 11.3 on Q1 2015 (n=62.85)

HUMAN RESOURCES OVERVIEW

At the end of Q1 2016:

- 3,579 staff (WTE) employed by the Agency; up 119 on Q4 2015
- 161 new staff came on to the Agency's payroll during January and February 2016 (latest data available)
- 47 staff left (incl. retirements) the Agency during January and February 2016 (latest data available)
- 143 staff on maternity leave at the end of February 2016 (latest data available)
- 267 additional posts in progress with the National Recruitment Service (NRS)
- Overall absence rate was 4.78% at the end of February 2016; down 0.45 percentage points from Q4 2015 (5.23%)
- 171 courses run by Workforce Learning and Development in Q1 2016 at which 2,903 persons attended

FINANCIAL OVERVIEW

- The financial outturn for the year to date (March 2016) is an under-spend of €0.052 million
- Pay and non pay costs are both under-spent against budget by €0.175 million and €0.138 million respectively
- Key area of over-spend is private residential and foster care costs at €0.249 million over budget
- 43% (€3,096 million) of legal expenditure year to date on Guardians ad Litem (GALs), including GAL's solicitors and counsel.

ABBREVIATIONS

The following abbreviations have been used for Tusla Service Areas in charts and tables presented in this report.

| Service Area | Abbreviation |
|--|--------------|
| Dublin South Central | DSC |
| Dublin South East / Wicklow | DSE/WW |
| Dublin South West / Kildare / West Wicklow | DSW/K/WW |
| Midlands | Midlands |
| Dublin North City | DNC |
| Dublin North | DN |
| Louth / Meath | LH/MH |
| Cavan / Monaghan | CN/MN |
| Cork | Cork |
| Kerry | Kerry |
| Carlow Kilkenny / South Tipperary | CW/KK/ST |
| Waterford / Wexford | WD/WX |
| Mid West | Mid West |
| Galway / Roscommon | GY/RN |
| Mayo | Mayo |
| Donegal | Donegal |
| Sligo / Leitrim / West Cavan | SO/LM/WC |

1.0 CHILD PROTECTION AND WELFARE SERVICES

KEY AREAS OF FOCUS

1.1 Referrals (child welfare and child abuse)

1.2 Child Protection Notification System (CPNS)

1.3 Crisis Intervention Service / Out of Hours Service

KEY FACTS

- 10,993 referrals for Q4 2015; 282 fewer than Q3 2015.
- 43,596 referrals for 2015; 34 fewer than 2014 (n=43,630)
- 59% (n=6,488) child welfare concerns Q4 2015; highest quarterly number in 3 years;
- 41% (n=4,505) child abuse concerns Q4 2015
- 65% (n=6,939) of preliminary enquiries completed within 24 hours of receipt of the referral Q4 2015; no change from Q3 2015
- 49% (n=5,221) of referrals proceeded to initial assessment Q4 2015; up 2% from Q3 2015 (n=47%)
- 16% (n=831) of initial assessments completed within the 21 day target of receipt of the referral Q4 2015; up 1% from Q3 2015 (15%)
- 1,308 children listed as 'active' on the CPNS at the end of Q1 2016; 46 fewer than Q4 2015 and fewest number Q1 2015 – Q1 2016
- 204 referrals to the Crisis Intervention Service in Q1 2016; seven fewer than Q4 2015. 29% (n=59) of referrals placed.
- 126 referrals to the Emergency Place of Safety Service in Q1 2016; 40 more than Q4 2015 (n=86). 34% (n=43) placed; down 50 percentage points on Q4 2015 (84%). Decrease attributed to the work of the National Emergency Out of Hours Social Work Service established in late 2015

1.1 Referrals (Child Welfare and Child Abuse/Neglect)

1.1.1 Referrals

- 10,993 referrals to Child Protection and Welfare Service during Q4 2015² (Figure 1); 282 more than Q3 2015 (n=10,711). This brings to 43,596 the number of referrals for the 2015; 34 fewer than 2014 (n=43,630) and 1,997 (5%) more than 2013 (n=41,599).
- 59% (n=6,488) of referrals for Q4 2015 were for child welfare concerns; 172 more than Q3 2015 and the highest quarterly number for the three years shown. The remaining 41% (n=4,505) were for child abuse/neglect concerns (Figure 1/Table 1).

² Data on referrals are reported quarterly in arrears.

Figure 1: Number of referrals (child welfare and abuse), by quarter Q1 2013 – Q4 2015

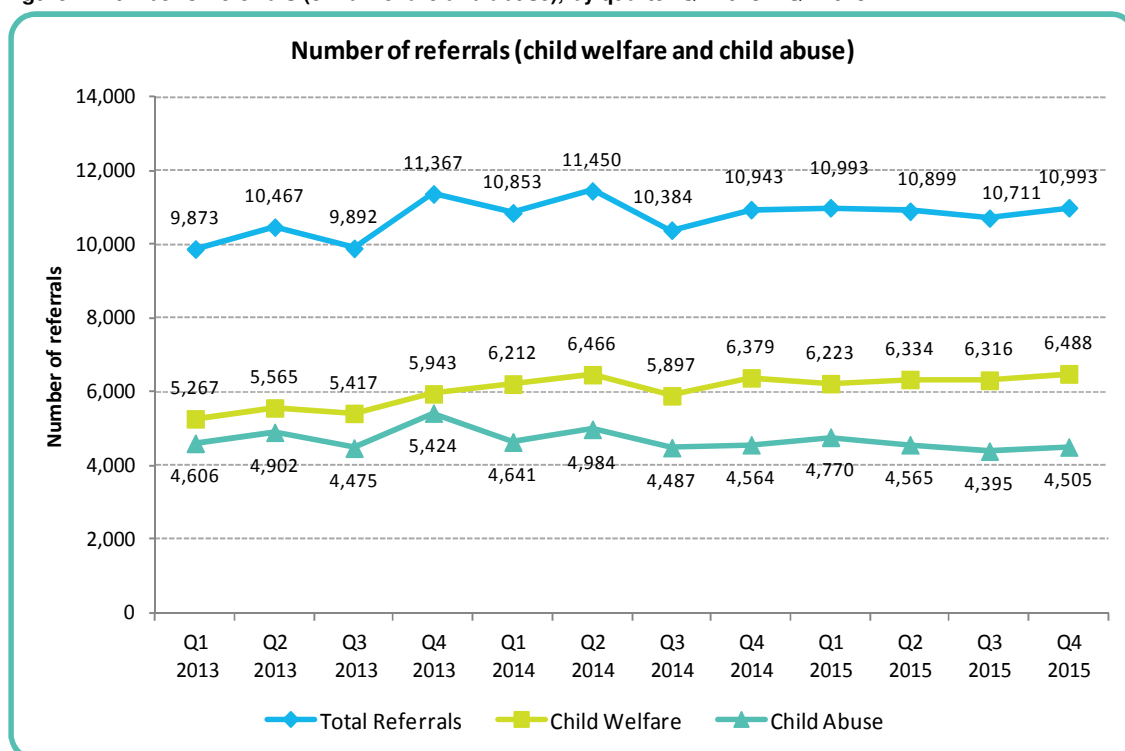


Table 1: Breakdown of the percentage of child welfare and abuse referrals, by quarter Q1 2013 – Q4 2015

| Referral type | Q1 2013 | Q2 2013 | Q3 2013 | Q4 2013 | Q1 2014 | Q2 2014 | Q3 2014 | Q4 2014 | Q1 2015 | Q2 2015 | Q3 2015 | Q4 2015 |
|---------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| % Welfare | 53% | 53% | 55% | 52% | 57% | 56% | 57% | 58% | 57% | 58% | 59% | 59% |
| % Abuse | 47% | 47% | 45% | 48% | 43% | 44% | 43% | 42% | 43% | 42% | 41% | 41% |
| Difference | 7% | 6% | 10% | 5% | 14% | 13% | 14% | 17% | 13% | 16% | 18% | 18% |

- The number of referrals by area for Q4 2015 ranged from 1,303 in Cork to 205 Mayo (Table 2). Three areas (Cork, Midlands and Dublin North) reported in excess of 1,000 referrals with a further nine areas reporting between 500 and 1,000 referrals.
- Midlands reported the highest rate of referrals per 10,000 population 0-17 years (157/10,000), followed by Dublin North City (155/10,000) and Waterford/Wexford area (123/10,000). Donegal reported the lowest rate of referrals per 10,000 population 0-17 years (57/10,000). Cork with the highest number of referrals was ranked sixth highest in terms of rate per 10,000 population (Table 2).
- Eleven areas reported an increase in referrals from Q3 2015, ranging from 186 in Dublin North to four in Louth/Meath.
- Of the remaining six areas that reported a decrease MidWest reported the largest decrease (n=73) followed by Dublin South East Wicklow (n=51).

Table 2: Referrals by area and quarter and rate per 10,000 population 0-17 years

| Area | Referrals Q1 2015 | Referrals Q2 2015 | Referrals Q3 2015 | Referrals Q4 2015 | Δ (+/-) Q4 v Q3 | Pop 0-17 years | Q4 Rate / 10,000 pop |
|-----------------|-------------------|-------------------|-------------------|-------------------|-----------------|------------------|----------------------|
| Midlands | 1,030 | 1,103 | 1,140 | 1,222 | 82 | 77,726 | 157 |
| DNC | 551 | 569 | 672 | 665 | -7 | 42,971 | 155 |
| WD/WX | 867 | 864 | 853 | 878 | 25 | 71,608 | 123 |
| CW/KK/ST | 658 | 670 | 649 | 661 | 12 | 57,800 | 114 |
| Dublin North | 994 | 1,013 | 830 | 1,016 | 186 | 92,951 | 109 |
| Cork | 1,337 | 1,316 | 1,204 | 1,303 | 99 | 128,448 | 101 |
| GY/RN | 836 | 834 | 738 | 771 | 33 | 77,270 | 100 |
| Mid West | 1,135 | 1,041 | 988 | 915 | -73 | 94,989 | 96 |
| SO/LM/WC | 354 | 234 | 253 | 208 | -45 | 23,060 | 90 |
| DSC | 411 | 336 | 498 | 508 | 10 | 62,438 | 81 |
| DSW/K/WW | 755 | 802 | 777 | 795 | 18 | 102,800 | 77 |
| CN/MN | 217 | 227 | 237 | 257 | 20 | 35,085 | 73 |
| Kerry | 248 | 294 | 224 | 231 | 7 | 34,940 | 66 |
| DSE/WW | 492 | 530 | 587 | 536 | -51 | 81,991 | 65 |
| LH/MH | 631 | 608 | 564 | 568 | 4 | 87,562 | 65 |
| Mayo | 210 | 231 | 238 | 205 | -33 | 32,514 | 63 |
| Donegal | 267 | 227 | 259 | 254 | -5 | 44,534 | 57 |
| National | 10,993 | 10,899 | 10,711 | 10,993 | -282 | 1,148,687 | 96 |

Population: CSO (Census 2011)

- A breakdown of the total number of referrals by area for the full year 2015 is presented in Table 3.
- The number of referrals ranged from 5,160 (Cork) to 884 (Mayo).
- The rate of referrals ranged from 578/10,000 population 0-17 years (Midlands) to 226/10,000 population (Donegal). Cork (402/10,000) with the highest number of referrals is ranked ninth highest in terms of rate/10,000 population 0-17 years.
- Nine areas reported an increase in referrals from 2014, ranging from 670 for Midlands to 47 for the MidWest.
- Of the remaining eight areas that reported a decrease the highest decrease was reported by Louth/Meath with 1,137 fewer referrals, followed by Cavan/Monaghan (n=627) and Waterford/Wexford (n=492).

Table 3: Referrals by area 2014 and 2015 and rate per 10,000 population 0-17 years

| Area | Total referrals 2014 | Total referrals 2015 | Δ (+/-) 2015 v 2014 | Population 0-17 years (Census 2011)* | 2015 Rate per 10,000 population 0-17 years |
|--------------|----------------------|----------------------|---------------------|--------------------------------------|--|
| Midlands | 3,825 | 4,495 | 670 | 77,726 | 578 |
| DNC | 2,184 | 2,457 | 273 | 42,971 | 572 |
| WD/WX | 3,954 | 3,462 | -492 | 71,608 | 483 |
| CW/KK/ST | 2,774 | 2,638 | -136 | 57,800 | 456 |
| SO/LM/WC | 1,104 | 1,049 | -55 | 23,060 | 455 |
| Mid West | 4,032 | 4,079 | 47 | 94,989 | 429 |
| Dublin North | 3,310 | 3,853 | 543 | 92,951 | 415 |
| GY/RN | 3,063 | 3,179 | 116 | 77,270 | 411 |
| Cork | 4,982 | 5,160 | 178 | 128,448 | 402 |

| | | | | | |
|-----------------|---------------|---------------|------------|------------------|------------|
| DSW/K/WW | 2,857 | 3,129 | 272 | 102,800 | 304 |
| Kerry | 1,019 | 997 | -22 | 34,940 | 285 |
| DSC | 1,469 | 1,753 | 284 | 62,438 | 281 |
| Mayo | 960 | 884 | -76 | 32,514 | 272 |
| LH/MH | 3,508 | 2,371 | -1,137 | 87,562 | 271 |
| CN/MN | 1,565 | 938 | -627 | 35,085 | 267 |
| DSE/WW | 1,880 | 2,145 | 265 | 81,991 | 262 |
| Donegal | 1,144 | 1,007 | -137 | 44,534 | 226 |
| National | 43,630 | 43,596 | -34 | 1,148,687 | 378 |

*Data for Q4 2015 not available
Population: CSO (Census 2011)

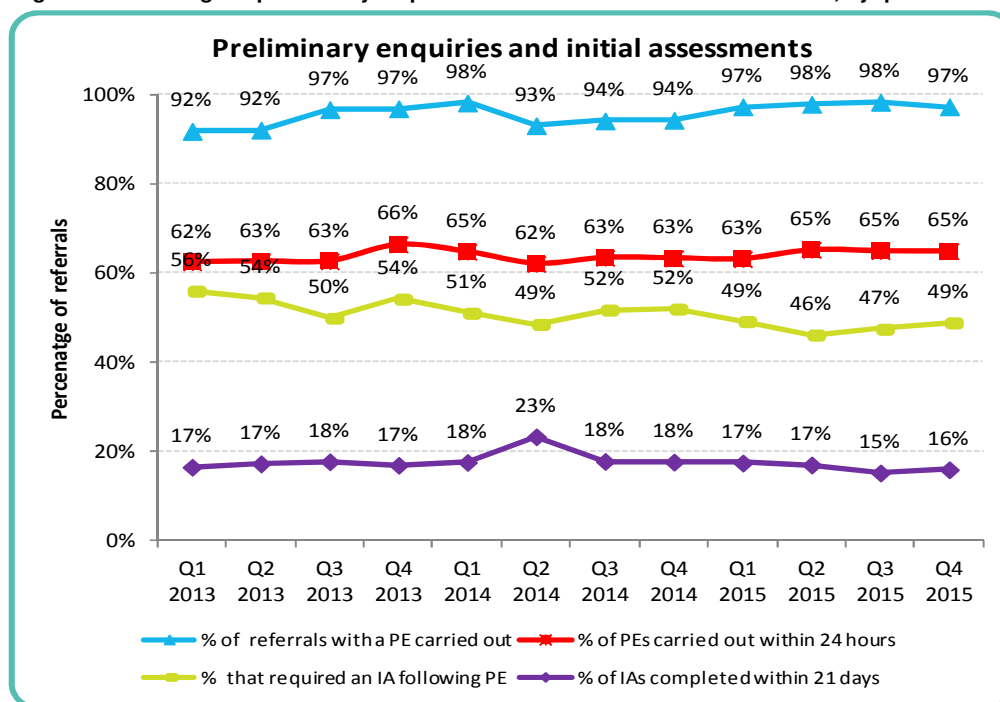
1.1.2 Preliminary Enquiries Carried Out / Initial Assessments Completed

- A preliminary enquiry³ was carried out on 97% (n=10,692/10,993) of all referrals in Q4 2015; down 1% from Q3 2015 (n=10,530/10,711) (Figure 2).
- Same percentage (97%) of child welfare referrals (n=6,313/6,488) and abuse (n=4,379/4,505) were subject to a preliminary enquiry.
- 65% (n=6,939/10,692) of preliminary enquiries were completed within the 24 hour target of receipt of the referral; no change from previous quarter (Figure 2). A slightly higher percentage was reported for child abuse referrals (68%; n=2,977/4,379) than child welfare referrals (61%; n=3,962/6,313).
- 49% (n=5,221/10,692) of referrals that were subject to a preliminary enquiry required an initial assessment⁴; up 2% from Q3 2015 (47%) (Figure 2).
- A higher percentage of referrals for child abuse (59%; n=2,584/4,379) than child welfare (42%; n=2,637/6,313) required an initial assessment following a preliminary enquiry.
- 16% (n=831/5,221) of the initial assessments were completed within the 21 day target of receipt of the referral; up 1% from Q3 2015 (15%) (Figure 2).
- A higher percentage of referrals for child abuse (18%; n=471/2,584) than child welfare (14%; n=360/2,637) required an initial assessment following a preliminary enquiry.

³ The preliminary enquiries step is concerned with substantiating the details provided by the reporter e.g. verify reporters phone number, child's address, concern, check if the child is already known to the service, other network checks etc. A preliminary enquiry is not an assessment. The aim of the preliminary enquiry process is to support and help the user (the social worker) to make a decision on the action to take in response to the information reported, that will result in the best outcome for the child who is the subject of the referral. Preliminary enquiries should normally be completed within 24 hours.

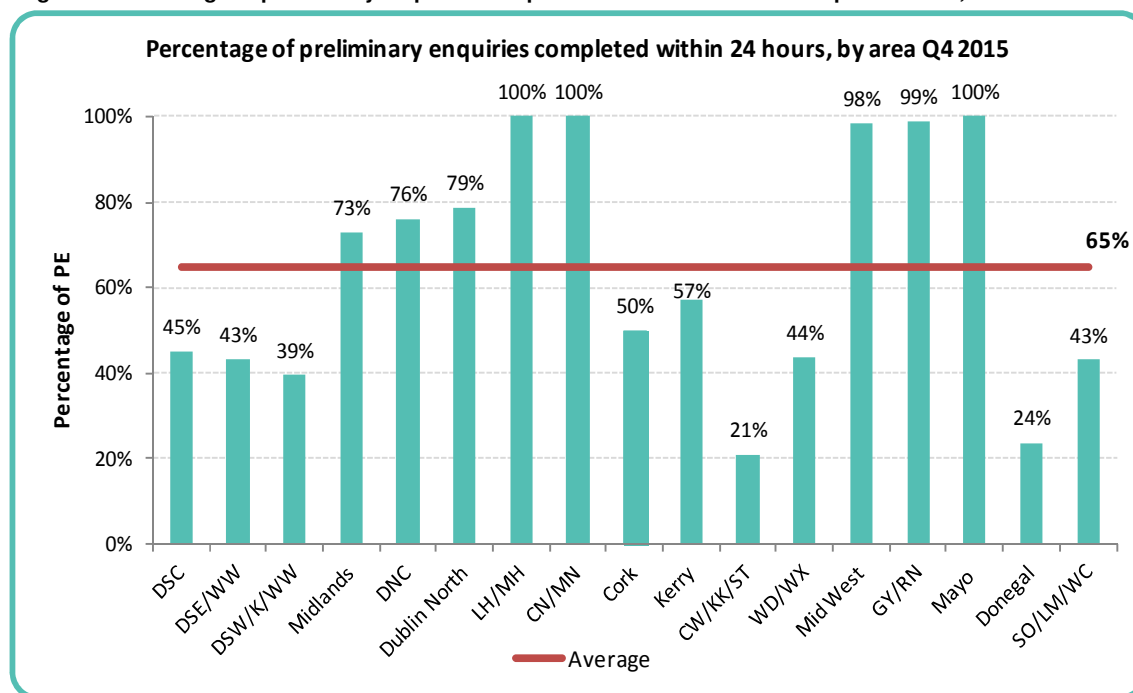
⁴ Initial assessment is a time-limited process to allow the gathering of sufficient information on the needs and risks within a case so that informed decisions and recommendations can be made and actions that will result in better outcomes for children taken. Initial Assessments should normally be completed in 21 days or less.

Figure 2: Percentage of preliminary enquiries and initial assessments carried out, by quarter



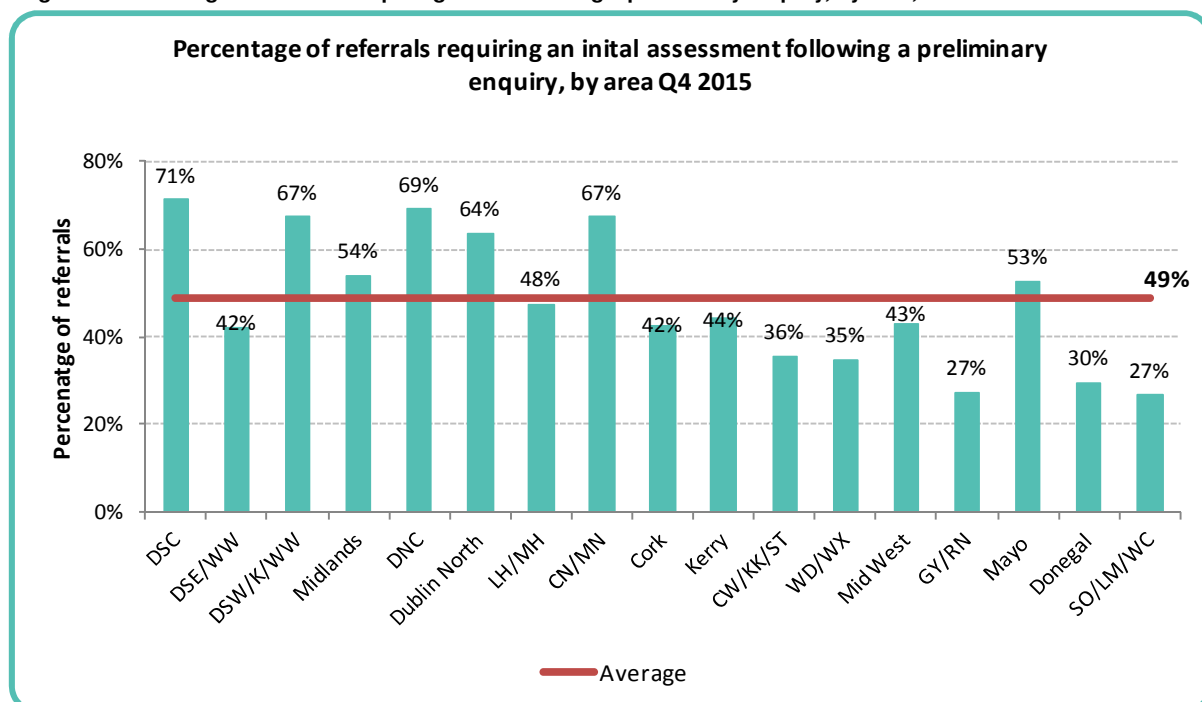
- Masked by the national percentages is significant variation in performance across the areas regarding these data.
- For Q4 2015 referrals, the percentage of preliminary enquiries carried out within 24 hours of receipt of the referral ranged from 21% (n=124/593) in Carlow/Kilkenny/South Tipperary to 100% in areas Louth/Meath (n=568), Cavan/Monaghan (n=150) and Mayo (n=205) (Figure 3). Only 58% (150/257) of referrals had a preliminary enquiry in Cavan/Monaghan compared to over 90% in all other areas.
- A table showing the number and percentage of preliminary enquiries completed within 24 hours of receipt of the referral for the four quarters Q1 2015 to Q4 2015, by area along with the change from Q3 2015 to Q4 2015 can be found in Appendix A (Table 1).
- Preliminary findings from a national audit of compliance with standard business processes for the management of referrals identified delays in the formal sign-off of intake records by social work team leaders as one of the reasons for the low rates in a number of areas.

Figure 3: Percentage of preliminary enquiries completed within 24 hours of receipt of referral, Q4 2015



- The percentage of referrals requiring an initial assessment following a preliminary enquiry ranged from 27% in Galway/Roscommon (n=210/771) and Sligo/Leitrim/West Cavan (n=52/195) to 71% (n=362/508) in Dublin South Central (Figure 4).
- A table showing the number and percentage of referrals requiring an initial assessment following a preliminary enquiry for the quarters Q1 2015 to Q4 2015, by area along with the change from Q3 2015 to Q4 2015 can be found in the Appendix A (Table 2).

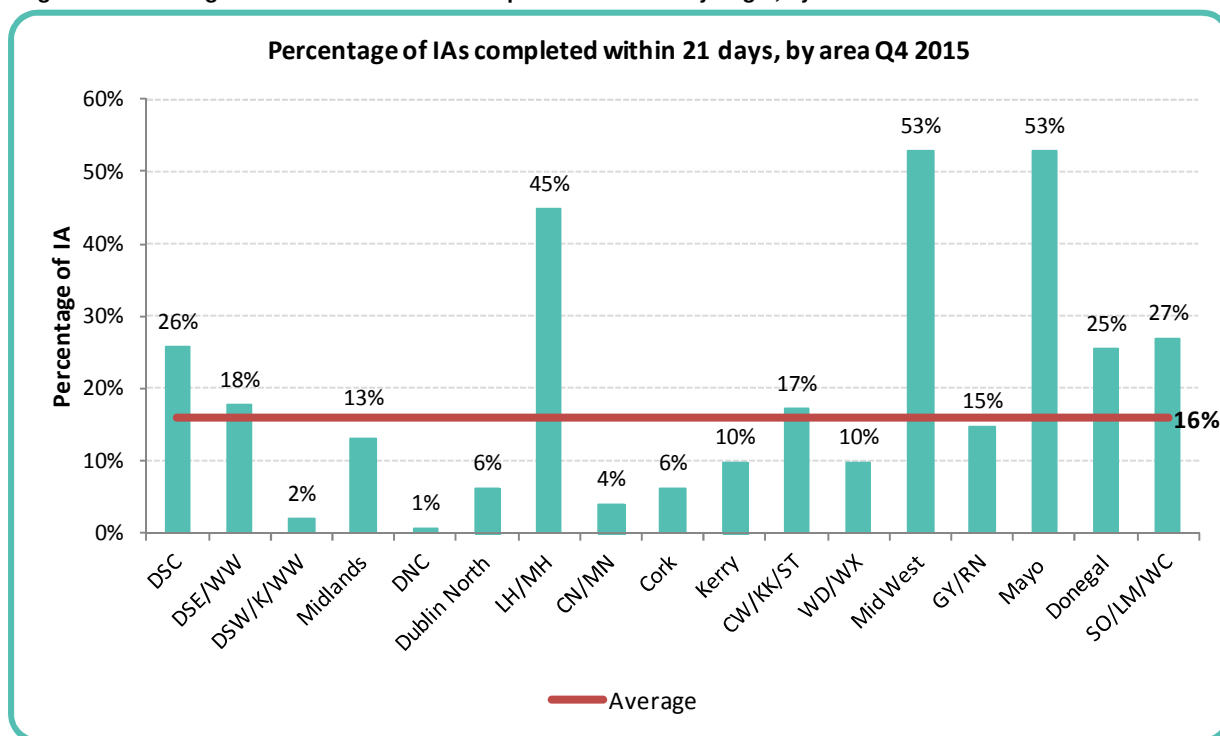
Figure 4: Percentage of referrals requiring an IA following a preliminary enquiry, by area, Q4 2015



- The percentage of initial assessments completed within 21 days of receipt of the referral ranged from 1% (n=3/642) in Dublin North City to 53% (n=208/394) in MidWest and Mayo (n=57/108) (Figure 5).

- A table showing the number and percentage of initial assessments completed within 21 days for the quarters Q1 2015 to Q4 2015, by area along with the change from Q3 2015 to Q4 2015 can be found in the Appendix A (Table 3).

Figure 5: Percentage of initial assessments completed within 21 day target, by area Q4 2015

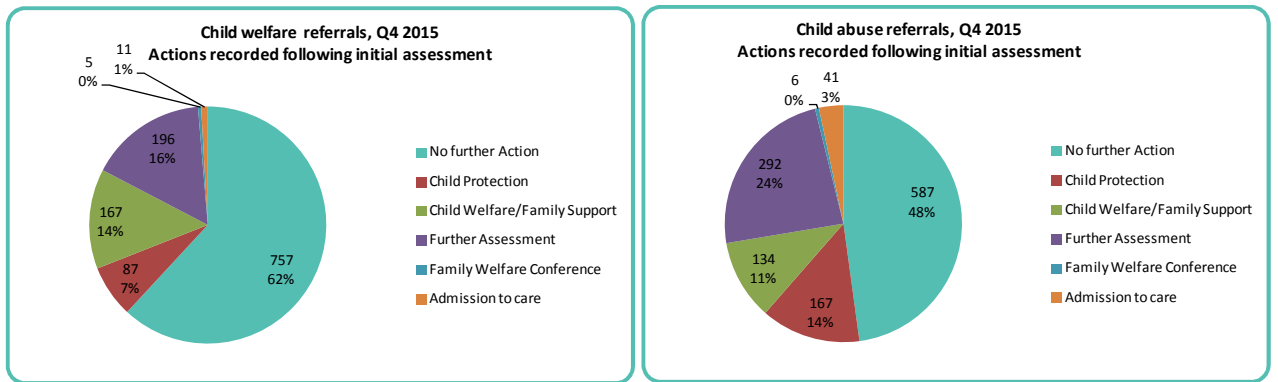


1.1.3 Actions Recorded

- A breakdown of the actions recorded following initial assessment is presented in Figure 6.
- Of the 2,450 actions recorded, 'No further action' was recorded for the majority (55%; n=1,344/2,450) of referrals: [62% (n=757/1,223) for child welfare referrals and 48% (n=587/1,227) for child abuse referrals].
- 52/2,450(2%) children were admitted to care. Of these, 79% (n=41) were child abuse referrals and 21% (n=11) were child welfare referrals.
- There were 254 (10%) actions of 'child protection'⁵. Of these, 66% (n=167) were child abuse referrals and 34% (n=87) were child welfare referrals.
- Further assessment was recorded for 20% (n=488/2,450) of cases while 12% (n=301/2,450) had an action of child welfare/family support recorded. There were 11 actions of family welfare conference recorded.

⁵ A child protection conference is requested for child(ren) who require a child protection response, as they have been assessed as being at ongoing risk of significant harm. A child protection plan is developed at the conference to safeguard the child(ren) identified as being at risk. Whereas children may suffer harm for a range of reasons, for the purpose of the child protection conference and the CPNS, the threshold of ongoing risk of significant harm is confined to abuse, including neglect, attributable to inappropriate or inadequate care from parent/s.

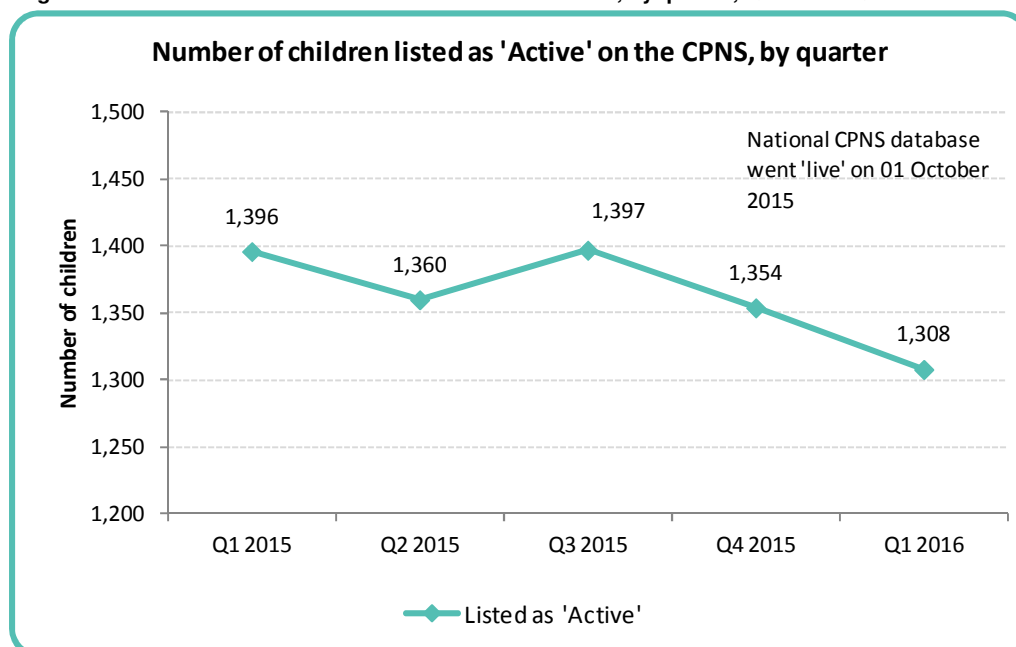
Figure 6: Breakdown of actions recorded following initial assessment, Q4 2015



1.2 Child Protection Notification System

- There were 1,308 children listed as 'active' on the Child Protection Notification System (CPNS)⁶ at the end of Q1 2016; 46 fewer than Q4 2015 (n=1,354) and the fewest number for the five quarters shown (Figure 7). These data were extracted from the national interim CPNS database that went 'live' on 01 October 2015.

Figure 7: Number of children listed as 'Active' on the CPNS, by quarter, Q1 2015 – Q1 2016



*Q4 2015 figure revised (from 1,349) since publication of the Q4 2015 Integrated Performance and Activity Report

- The average number of children listed as 'active' nationally, per 10,000 population 0-17 years was 11 and ranged from 25 in Dublin South Central to two in Dublin South East/Wicklow (Table 4). Ten areas reported a rate equal to, or above the national rate.

Table 4: Children listed as 'active' on the CPNS per 10,000 population 0-17 years, by area Q1 2016

| Area | 0-17 population (Census 2011) | No listed as active Q4 2015 | No/10,000 pop 0-17 yrs |
|----------|-------------------------------|-----------------------------|------------------------|
| DSC | 62,438 | 154 | 25 |
| DNC | 42,971 | 90 | 21 |
| Mayo | 32,514 | 68 | 21 |
| SO/LM/WC | 23,060 | 41 | 18 |
| Donegal | 44,534 | 72 | 16 |
| CN/MN | 35,085 | 56 | 16 |
| CW/KK/ST | 57,800 | 92 | 16 |
| Mid West | 94,989 | 151 | 16 |
| GY/RN | 77,270 | 99 | 13 |
| National | 1,148,687 | 1,308 | 11 |
| Midlands | 77,726 | 87 | 11 |
| LH/MH | 87,562 | 87 | 10 |
| WD/WX | 71,608 | 67 | 9 |

⁶ The CPNS, in accordance with the Children First: National Guidance for the Protection and Welfare of Children, 2011, is a national record of all children who are the subject of a child protection plan agreed at a child protection conference. The CPNS is accessible to named professional groups subject to strict protocols.

| | | | |
|--------------|---------|----|---|
| Kerry | 34,940 | 30 | 9 |
| Dublin North | 92,951 | 75 | 8 |
| Cork | 128,448 | 68 | 5 |
| DSW/K/WW | 102,800 | 52 | 5 |
| DSE/WW | 81,991 | 19 | 2 |

*Population for Dublin North and Dublin North City revised to take account of the reconfiguration of these administrative areas in 2014 (i.e., Dublin 15 transferred from Dublin North City to Dublin North). Population: CSO (Census 2011).

- At the end of Q1 2016, the number of children listed as 'active' ranged from 154 in Dublin South Central to 19 in Dublin South East/Wicklow (Table 5).
- Four areas reported an increase from Q4 2015, ranging from 19 in Dublin North to two in Waterford/Wexford.
- Of the 12 areas that reported a decrease between Q4 2015 and Q1 2016, the highest decrease was reported by Dublin South Central with 27 fewer children on the CPNS, followed by MidWest (n=10) and Mayo (n=9). The remaining area (Dublin North City) reported no change from Q4 2015.
- Of the 1,308 children listed as 'active' at the end of Q1 2016, 1,290 (99%) had an allocated social worker. Eighteen did not have an allocated social worker as follows: Dublin South Central (n=11); Dublin North (n=4); Louth/Meath (n=2) and Cork (n=1) (Table 5). Of the 18 children that did not have an allocated social worker, 12 were visiting from another jurisdiction and placed on the system temporarily while in this jurisdiction. Of the remaining six children, five were subsequently allocated a social worker and one (Cork) is awaiting transfer to another area.

Table 5: Children listed as 'active' on CPNS and number with allocated social worker Q1 2016

| Area | No Listed as Active Q1 2015 | No Listed as Active Q2 2015 | No Listed as Active Q3 2015 | No Listed as Active Q4 2015 | No Listed as Active Q1 2016 | No. Listed as Active Δ (+/-) Q4 2015 vs Q1 2016 | No with allocated SW Q1 2016 | % with Allocated SW Q1 2016 |
|-----------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|--|------------------------------|-----------------------------|
| DSC | 164 | 186 | 184 | 181 | 154 | -27 | 143 | 93% |
| DSE/WW | 26 | 24 | 22 | 16 | 19 | 3 | 19 | 100% |
| DSW/K/WW | 59 | 44 | 52 | 54 | 52 | -2 | 52 | 100% |
| Midlands | 77 | 90 | 109 | 94 | 87 | -7 | 87 | 100% |
| DNC | 82 | 86 | 84 | 90 | 90 | 0 | 90 | 100% |
| Dublin North | 42 | 32 | 40 | 56 | 75 | 19 | 71 | 95% |
| LH/MH | 107 | 108 | 102 | 92 | 87 | -5 | 85 | 98% |
| CN/MN | 40 | 32 | 39 | 43 | 56 | 13 | 56 | 100% |
| Cork | 91 | 93 | 86 | 71* | 68 | -3 | 67 | 99% |
| Kerry | 40 | 43 | 37 | 34* | 30 | -4 | 30 | 100% |
| CW/KK/ST | 118 | 86 | 80 | 97* | 92 | -5 | 92 | 100% |
| WD/WX | 87 | 80 | 91 | 65 | 67 | 2 | 67 | 100% |
| Mid West | 138 | 153 | 161 | 161* | 151 | -10 | 151 | 100% |
| GY/RN | 123 | 121 | 116 | 102 | 99 | -3 | 99 | 100% |
| Mayo | 75 | 65 | 86 | 77* | 68 | -9 | 68 | 100% |
| Donegal | 76 | 76 | 66 | 74* | 72 | -2 | 72 | 100% |
| SO/LM/WC | 51 | 41 | 42 | 47 | 41 | -6 | 41 | 100% |
| National | 1,396 | 1,360 | 1,397 | 1,354 | 1,308 | -46 | 1,290 | 99% |

*Q4 2015 figures revised since publication of the Q4 2015 Integrated Performance and Activity Report

- 51% (n=663/1,308) of children listed as “active” at the end of Q1 2016 were listed for 0-6 months; 23% (n=304/1,308) were listed for 7-12 months; 21% (n=275/1,308) were listed for 12-24 months while the remaining 5% (n=66/1,308) were listed for longer than 24 months.
- A breakdown of the length of time children were listed as ‘active’ by area is presented in Table 6. Mayo reported the highest percentage of children listed for > 12 months at 44% (n=30/68) followed by Dublin South Central (41%; n=63/154); Galway/Roscommon (37%; n=37/99); Donegal (36%; n=26/72) and Sligo/Leitrim/West Cavan (34%; 14/41). Cavan/Monaghan reported the lowest percentage (5%; n= 3/56)
- Almost two-thirds (65%; 98/151) of the children listed as ‘active’ in the MidWest were listed for 0-6 months; the highest percentage of all areas and followed by Dublin North (61%; 46/75); Dublin South West/Kildare/West Wicklow (60%; n=31/52); Dublin South East/Wicklow (58%; 11/19); CW/KK/ST (58%; 53/92); Cavan/Monaghan (57%; 32/56) and Dublin North City (56%; n= 50/90).

Table 6: Children listed as 'active' on the CPNS in each area at the end of Q1 2016, by length of time 'active'

| | Number 0-6 mths | % 0-6 mths | Number 7-12 mths | % 7-12 mths | Number > 12 mths | % > 12 mths | Total |
|-----------------|-----------------|------------|------------------|-------------|------------------|-------------|--------------|
| DSC | 50 | 32% | 41 | 27% | 63 | 41% | 154 |
| DSE/WW | 11 | 58% | 2 | 11% | 6 | 32% | 19 |
| DSW/K/WW | 31 | 60% | 13 | 25% | 8 | 15% | 52 |
| Midlands | 44 | 51% | 33 | 38% | 10 | 11% | 87 |
| DNC | 50 | 56% | 18 | 20% | 22 | 24% | 90 |
| Dublin North | 46 | 61% | 12 | 16% | 17 | 23% | 75 |
| LH/MH | 45 | 52% | 16 | 18% | 26 | 30% | 87 |
| CN/MN | 32 | 57% | 21 | 38% | 3 | 5% | 56 |
| Cork | 37 | 54% | 15 | 22% | 16 | 24% | 68 |
| Kerry | 9 | 30% | 16 | 53% | 5 | 17% | 30 |
| CW/KK/ST | 53 | 58% | 24 | 26% | 15 | 16% | 92 |
| WD/WX | 35 | 52% | 17 | 25% | 15 | 22% | 67 |
| Mid West | 98 | 65% | 25 | 17% | 28 | 19% | 151 |
| GY/RN | 43 | 43% | 19 | 19% | 37 | 37% | 99 |
| Mayo | 27 | 40% | 11 | 16% | 30 | 44% | 68 |
| Donegal | 38 | 53% | 8 | 11% | 26 | 36% | 72 |
| SO/LM/WC | 14 | 34% | 13 | 32% | 14 | 34% | 41 |
| National | 663 | 51% | 304 | 23% | 341 | 26% | 1,308 |

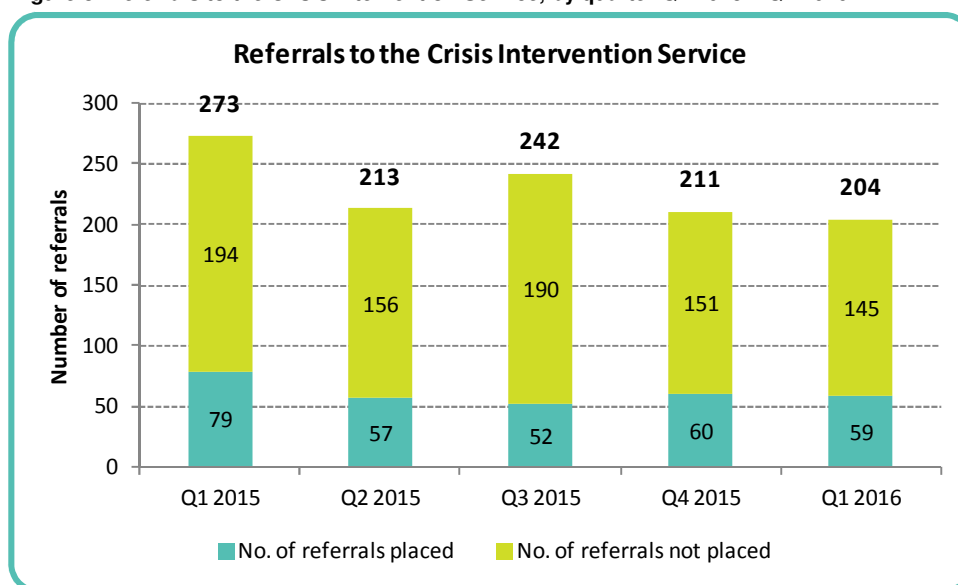
- During Q1 2016, a total of 40 children were reactivated on the CPNS (i.e., their status changed from ‘inactive’ to ‘active’).
- The national interim CPNS database went live on 01 October 2015. This database replaces all previous CPNS lists and is the sole source of data for CPNS purposes. Users are now able to record details of child protection conferences and place a child on the national database in line with the Tusla Child Protection Conference and Child Protection Notification System national guidelines. Access to this database is strictly controlled and the service is being provided centrally by the Crisis Intervention Team

based in Dublin. The system is also being made available to approved external agencies (e.g., Gardaí and hospitals) to conduct out of hours searches where required.

1.3 Crisis Intervention Service / Out of Hours Service

- The Crisis Intervention Service (CIS)⁷ received a total of 204 referrals during Q1 2016; seven fewer than Q4 2015 and 69 fewer than the same quarter last year (Figure 8).
- Of the 204 referrals, 29% (n=59) were placed. Based on the five quarters shown, about one in every four referrals (27%; n=307/1,143) was placed.
- During Q1 2016, 496 nights' accommodation were supplied by the CIS; 148 fewer than Q4 2015 (n=644) and 15 more than the same quarter last year (n=481).

Figure 8: Referrals to the Crisis Intervention Service, by quarter Q1 2015 – Q1 2016

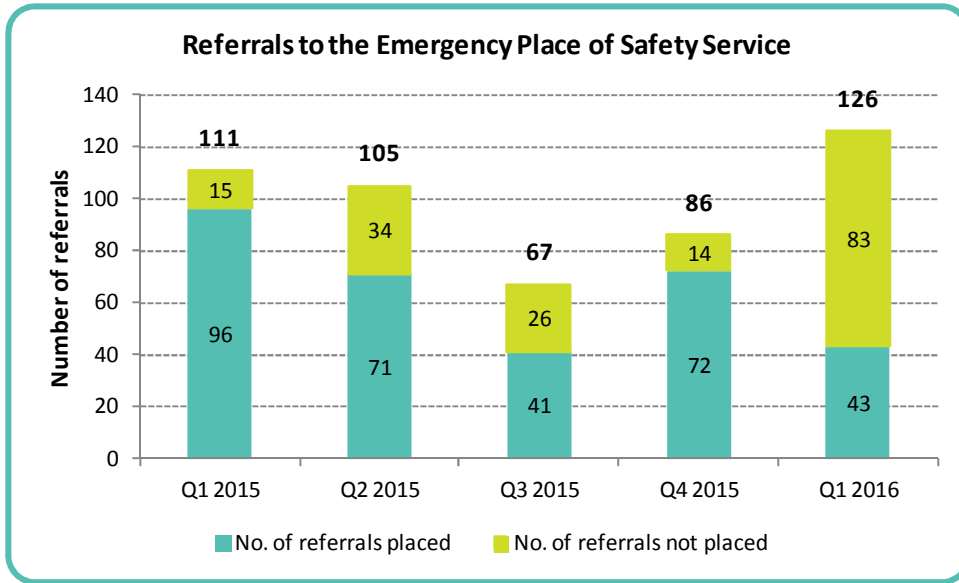


- The Emergency Place of Safety Service (EPSS)⁸ received a total of 126 referrals during Q1 2016; 40 more than Q4 2015 and 15 more than the same quarter last year (Figure 9).
- Of the 126 referrals, 33% (n=43/126) were placed; the lowest percentage for the five quarters shown. The decrease in the percentage placed has been attributed to the work of the National Emergency National Out of Hours Social Work Service that was established in late 2015.
- During Q1 2016, 68 nights' accommodation were supplied by the EPSS; 55 fewer than Q4 2015 (n=123) and 132 fewer than the same quarter last year (n=200).

⁷ The CIS provides an out-of-hours emergency social work service to young people aged under 18 years who are in crisis. The service operates across the greater Dublin area (Counties Dublin, Kildare and Wicklow). Referrals are made by service providers outside of normal working hours i.e. Gardaí, hospital and ambulance service personnel

⁸ Outside the greater Dublin area, an Emergency Place of Safety Service (EPSS) operates, whereby Gardaí can access an emergency placement for children found to be at risk out of hours. This service involves the out of hours placement of a child in a family setting until the next working day when the local social work service assumes responsibility for the case.

Figure 9: Referrals to the Emergency Place of Safety Service, by quarter Q1 2015 – Q1 2016



2.0 CHILDREN IN CARE

KEY AREAS OF FOCUS

- 2.1 Number of children in care
- 2.2 Number of children in care, by care type
- 2.3 Children in private placements
- 2.4 Children in care with an allocated social worker
- 2.5 Children in care with a written care plan
- 2.6 Children in care in education

KEY FACTS

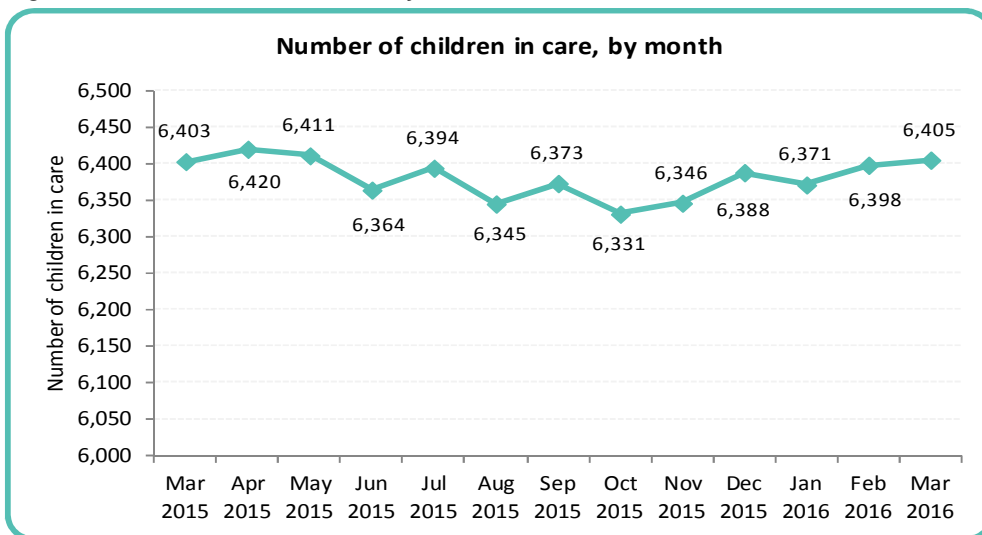
At the end of Q1 2016

- 6,405 children in care ; 17 more than at the end of Q4 2015
- 516 (8%) children in care in private placements; 20 more than at the end of Q4 2015 (4%)
- 17 (0.3%) children in care in a placement outside of the State; no change from Q4 2015
- 93% (n=5,941) of children in care had an allocated social worker (against a target of 100%); no change from Q4 2015
- 91% (n=5,802) of children in care had a written care plan (against a target of 90%); up 1% from Q4 2015 (90%)
- 97% (n=3,913/4,015) of children in care aged 6 to 15 years (inclusive) in full time education; down 1% from Q4 2015
- 92% (n=984/1,067) of children in care aged 16 and 17 years in full time education

2.1 Number of Children in Care

- At the end of Q1 2016, there were 6,405 children in care (Figure 10); 17 more than at the end of Q4 2015 (n=6,388).

Figure 10: Number of children in care by month, Mar 2015 – Mar 2016



- The average number of children in care at the end of Q1 2016 per 10,000 population 0-17 years was 56 and ranged from 146 in Dublin North City to 35 in Dublin North (Table 7). Eleven areas had a rate below the national rate.

Table 7: Number of children in care per 10,000 population 0-17 years, Q1 2016

| Area | 0-17 population (CSO 2011 Census) | No of CIC Q1 2016 | No of CIC/10,000 population 0-17 years |
|-----------------|-----------------------------------|-------------------|--|
| DNC | 42,971 | 627 | 146 |
| Cork | 128,448 | 908 | 71 |
| CW/KK/ST | 57,800 | 378 | 65 |
| DSC | 62,438 | 401 | 64 |
| Mid West | 94,989 | 599 | 63 |
| WD/WX | 71,608 | 438 | 61 |
| National | 1,148,687 | 6,405 | 56 |
| GY/RN | 77,270 | 413 | 53 |
| Midlands | 77,726 | 377 | 49 |
| Donegal | 44,534 | 213 | 48 |
| SO/LM/WC | 23,060 | 108 | 47 |
| CN/MN | 35,085 | 164 | 47 |
| LH/MH | 87,562 | 401 | 46 |
| DSW/K/WW | 102,800 | 457 | 44 |
| Mayo | 32,514 | 141 | 43 |
| Kerry | 34,940 | 149 | 43 |
| DSE/WW | 81,991 | 302 | 37 |
| Dublin North | 92,951 | 329 | 35 |

- Nine areas reported an increase in the number of children in care in their area between Q4 2015 and Q1 2016; the highest number reported by Louth/Meath (n=11), followed by Cork (n=9) and Dublin South Central (n=8) (Table 8).
- Of the eight areas that reported a decrease in the number of children in care in their area between Q4 2015 and Q1 2016, Waterford/Wexford reported the highest decrease with nine fewer children in care, followed by MidWest and Cavan/Monaghan with six fewer children in care.
- A breakdown of the number of children in care in each area for the six months October 2015 to March 2016 along with the difference in numbers between Q1 2016 and Q4 2015 is presented in Table 8.

Table 8: Breakdown of the number of children in care in each area, Oct 2015 – Mar 2016

| Area | No of CIC Oct-15 | No of CIC Nov-15 | No of CIC Dec-15 | No of CIC Jan-16 | No of CIC Feb-16 | No of CIC Mar-16 | Δ(+/-) Mar 2016 vs Dec 2015 |
|--------------|------------------|------------------|------------------|------------------|------------------|------------------|-----------------------------|
| DSC | 399 | 402 | 393 | 400 | 400 | 401 | 8 |
| DSE/WW | 304 | 305 | 306 | 306 | 307 | 302 | -4 |
| DSW/K/WW | 470 | 464 | 461 | 455 | 457 | 457 | -4 |
| Midlands | 338 | 346 | 371 | 363 | 365 | 377 | +6 |
| DNC | 631 | 627 | 625 | 623 | 624 | 627 | 2 |
| Dublin North | 332 | 324 | 331 | 321 | 329 | 329 | -2 |
| LH/MH | 386 | 392 | 390 | 401 | 401 | 401 | 11 |

| | | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|------------|
| CN/MN | 170 | 171 | 170 | 172 | 164 | 164 | -6 |
| Cork | 898 | 889 | 899 | 897 | 896 | 908 | 9 |
| Kerry | 146 | 143 | 145 | 143 | 146 | 149 | 4 |
| CW/KK/ST | 368 | 381 | 382 | 377 | 381 | 378 | -4 |
| WD/WX | 434 | 442 | 447 | 444 | 444 | 438 | -9 |
| Mid West | 607 | 607 | 605 | 598 | 605 | 599 | -6 |
| GY/RN | 412 | 404 | 407 | 413 | 414 | 413 | 6 |
| Mayo | 126 | 137 | 136 | 136 | 143 | 141 | 5 |
| Donegal | 206 | 205 | 210 | 212 | 212 | 213 | 3 |
| SO/LM/WC | 104 | 107 | 110 | 110 | 110 | 108 | -2 |
| Total | 6,331 | 6,346 | 6,388 | 6,371 | 6,398 | 6,405 | +17 |

2.2 Number of Children in Care by Care Type

- At the end of Q1 2016, 93% (n=5,952/6,405) of children in care were in foster care (general and relative) and 5% (n=334/6,405) were in a residential (general) placement (Table 9).
- There were 62 more children in foster care (general) at the end of Q1 2016 than Q4 2015 and 42 fewer children in foster care with relatives.
- An area breakdown of the number of children in care by care type at the end of Q1 2016 is presented in Appendix A (Table 4).

Table 9: Breakdown of the number of children in care by care type and month, Oct 15 - Mar 16

| | FC Gen | Δ+/- prev mth | FC Rel | Δ+/- prev mth | Res Care Gen | Δ+/- prev mth | Res Care Spec | Δ+/- prev mth | Other Care ⁹ | Δ+/- prev mth | Total | Δ+/- prev mth |
|--------------------------|--------------|---------------|--------------|---------------|--------------|---------------|---------------|---------------|-------------------------|---------------|--------------|---------------|
| Oct 15 | 4,047 | -30 | 1,818 | -19 | 346 | +5 | 13 | -1 | 107 | +3 | 6,331 | -42 |
| Nov 15 | 4,082 | +35 | 1,806 | -12 | 331 | -15 | 16 | +3 | 111 | +4 | 6,346 | +15 |
| Dec 15 | 4,100 | +18 | 1,832 | +26 | 331 | 0 | 16 | 0 | 109 | -2 | 6,388 | +42 |
| Jan 16 | 4,092 | -8 | 1,811 | -21 | 339 | +8 | 14 | -2 | 115 | +6 | 6,371 | -17 |
| Feb 16 | 4,127 | +35 | 1,807 | -4 | 337 | -2 | 14 | 0 | 113 | -2 | 6,398 | +27 |
| Mar 16 | 4,162 | +35 | 1,790 | -17 | 334 | -3 | 14 | 0 | 105 | -8 | 6,405 | +7 |
| Δ (+/-) Mar 16 vs Dec 15 | +62 | | -42 | | +3 | | -2 | | -4 | | +17 | |
| % of Total CIC Mar 16 | 65% | | 28% | | 5% | | 0% | | 2% | | 100% | |

FC Gen = Foster Care General; FC Rel = Foster Care with Relatives; Res Care Gen = Residential Care General; Res Care Spec = Residential Care Special; CIC = Children in care

- A total of 17 (0.27%) children were in out of state placements at the end of Q1 2016; no change from Q4 2015. *These children are included in the figures for the various care types set out in Table 9.*

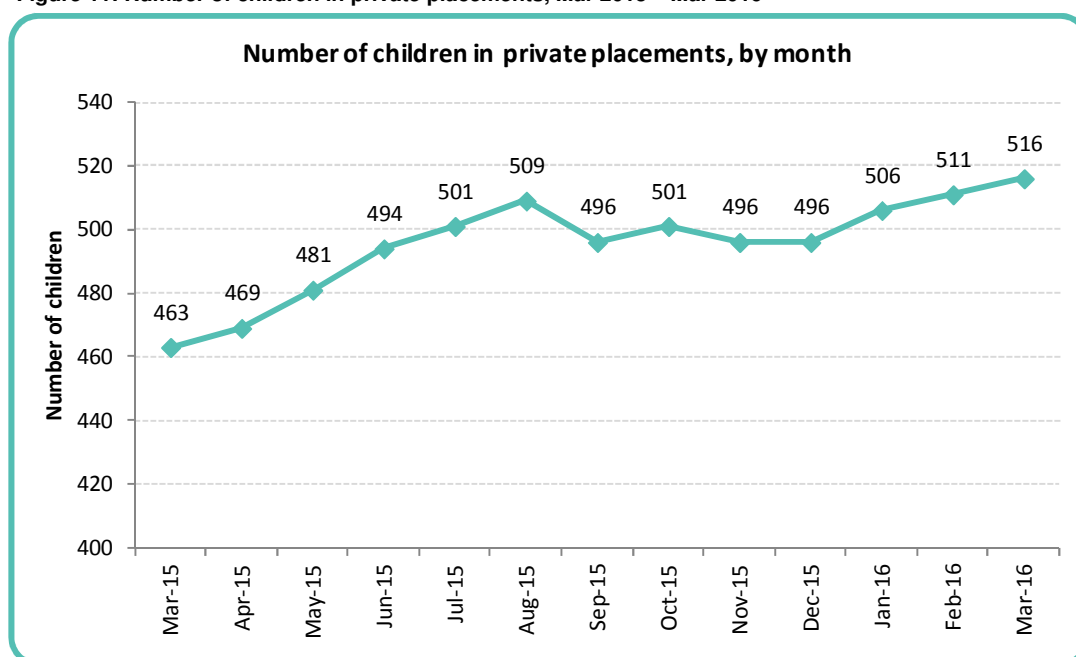
⁹ Other includes supported lodgings; at home under a care order; detention centre/prison; youth homeless facility; other residential centre (therapeutic; disability; residential assessment; mother & baby home)

- At the end of Q1 2016, two children in residential care were in a single care placement.
- A total of 180 children were in respite care (from home) at the end of Q1 2016.

2.3 Children in Private Placements

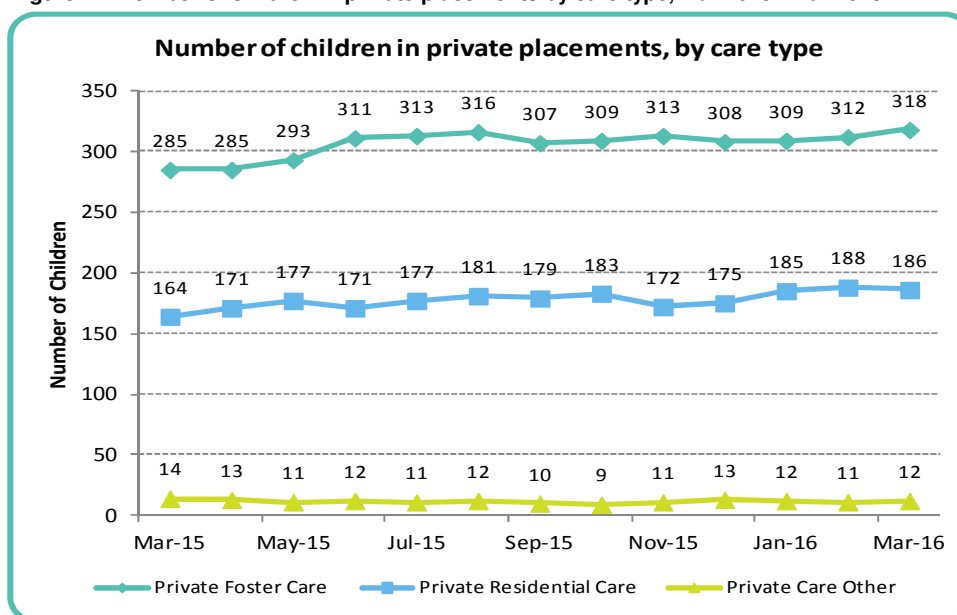
- At the end of Q1 2016 there were 516 children in private placements¹⁰; 20 (4%) more than at the end of Q4 2015 (n=496) and 53 (11%) more than at the end of March 2015 (n=463) (Figure 11).

Figure 11: Number of children in private placements, Mar 2015 – Mar 2016



- Sixty-two per cent (n=318) of children in private placements were in private foster care; 36% (n=186) were in private residential placements (Figure 12).

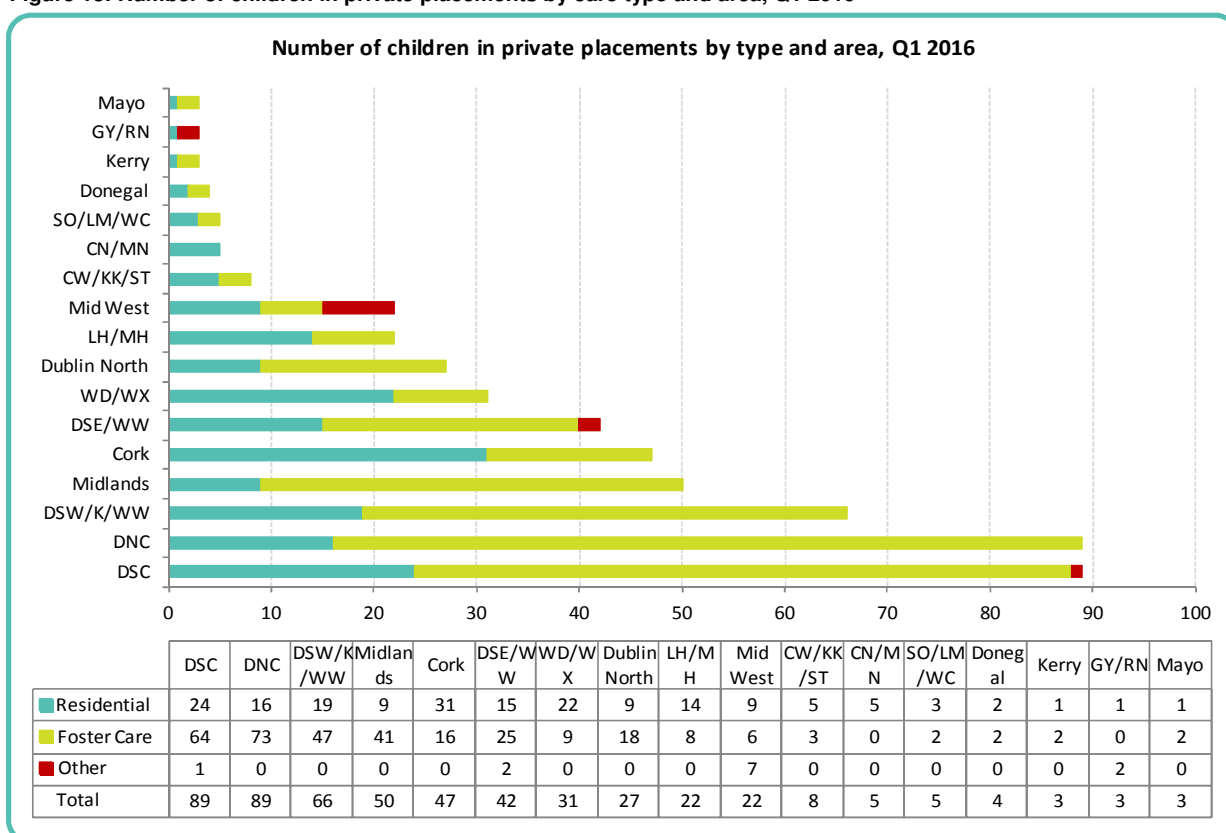
Figure 12: Number of children in private placements by care type, Mar 2015 - Mar 2016



¹⁰ The number of children in private placements is included in the children in care figures presented in sections 2.1 and 2.2

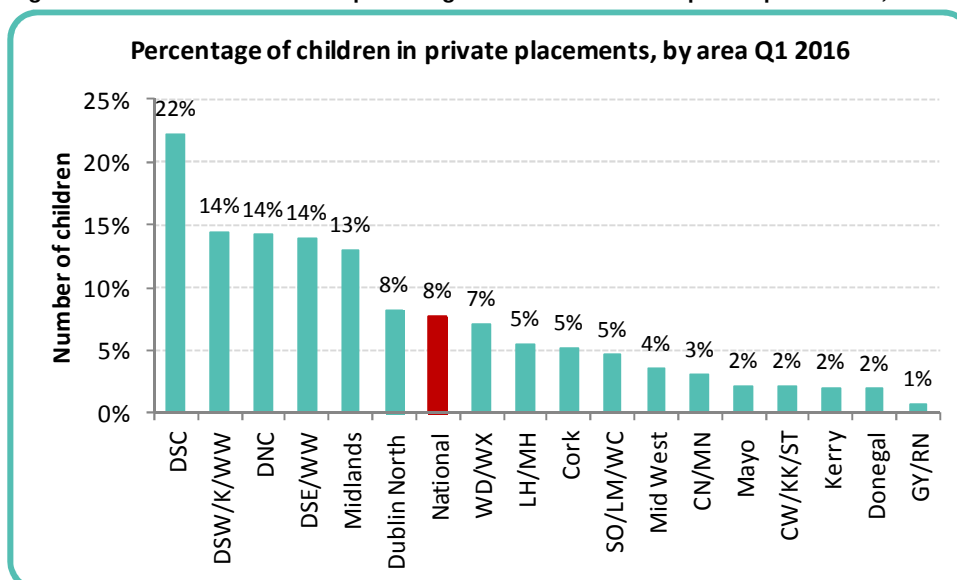
- At the end of Q1 2016, Dublin South Central and Dublin North City (DNC) had the highest number (n=89) of children in private placements while Kerry, Galway/Roscommon and Mayo had the fewest number (n=3) (Figure 13).
- Cork had the highest number of children in private residential placements at 31, followed by Dublin South Central with 24 children and Waterford/Wexford with 22 children in private residential placements (Figure 13).
- Dublin North City had the highest number of children in private foster care placements at 73, followed by Dublin South Central with 64 and Dublin South West/Kildare/West Wicklow with 47 (Figure 13).
- Areas with a higher preponderance of children in private residential care (than private foster care) include Cork at 66% (n=31/47) and Waterford/Wexford at 71% (n=22/31).

Figure 13: Number of children in private placements by care type and area, Q1 2016



- At the end of Q1 2016, the percentage of children in care in private placements in each area ranged from 22% (n=89/401) in Dublin South Central to less than 1% (3/413) in Galway/Roscommon (Figure 14). Nationally, 8% (n=515/6,405) of children in care at the end of Q1 2016 were in private placements.

Figure 14: Area breakdown of the percentage of children in care in private placements, Q1 2016



- Nine areas reported an increase in the number of children in private placements at the end of Q1 2016 when compared to Q4 2015 (Table 10). The highest increase was reported by Louth/Meath (n=5) and MidWest (n=5) (Table 10).
- One area, Dublin North that reported a decrease (n=3). No change for the remaining seven areas.

Table 10: Number of children in private placements by area

| Area | Total Private Placement Oct 15 | Total Private Placement Nov 15 | Total Private Placement Dec 15 | Total Private Placement Jan 16 | Total Private Placement Feb 16 | Total Private Placement Mar 16 | Δ+/- Mar vs Dec |
|--------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------|
| DSC | 79 | 82 | 86 | 88 | 88 | 89 | 3 |
| DSE/WW | 37 | 37 | 40 | 42 | 43 | 42 | 2 |
| DSW/K/WW | 75 | 65 | 66 | 66 | 66 | 66 | 0 |
| Midlands | 45 | 48 | 47 | 49 | 46 | 50 | 3 |
| DNC | 89 | 91 | 89 | 90 | 91 | 89 | 0 |
| Dublin North | 32 | 30 | 30 | 29 | 29 | 27 | -3 |
| LH/MH | 22 | 22 | 17 | 26 | 23 | 22 | 5 |
| CN/MN | 4 | 4 | 4 | 5 | 5 | 5 | 1 |
| Cork | 45 | 46 | 46 | 45 | 44 | 47 | 1 |
| Kerry | 3 | 3 | 3 | 2 | 2 | 3 | 0 |
| CW/KK/ST | 8 | 8 | 8 | 8 | 10 | 8 | 0 |
| WD/WX | 24 | 27 | 29 | 27 | 30 | 31 | 2 |
| Mid West | 20 | 18 | 17 | 17 | 19 | 22 | 5 |
| GY/RN | 6 | 5 | 3 | 3 | 3 | 3 | 0 |
| Mayo | 2 | 1 | 3 | 2 | 3 | 3 | 0 |
| Donegal | 4 | 4 | 3 | 3 | 4 | 4 | 1 |
| SO/LM/WC | 6 | 5 | 5 | 4 | 5 | 5 | 0 |
| Total | 501 | 496 | 496 | 506 | 511 | 516 | +20 |

2.4 Children in Care with an Allocated Social Worker

- At the end of Q1 2016, 93% (n=5,941/6,405) of children in care nationally had an allocated social worker (against a target of 100%); no change from Q4 2015. A total of 464 children were awaiting allocation of a social worker at the end of Q1 2016; 13 more than at the end of Q4 2015 (n=451) (Table 11).
- In terms of care type, the percentage of children in foster care (general) with an allocated social worker was up 1% from Q4 2015, while the percentage in foster care with relatives and residential (general) were both down 1%. Almost all children in residential care (general) continued to have an allocated social worker (97%; n=324/333).

Table 11: Children in care (CIC) with an allocated social worker (SW) by care type, Q4 2015 and Q1 2016

| Care Type | CIC Dec 2015 | No with SW Dec 2015 | % with SW Dec 2015 | CIC Mar 2016 | No with SW Mar 2016 | % with SW Mar 2016 | Δ+/- Mar vs Dec |
|----------------------------|--------------|---------------------|--------------------|--------------|---------------------|--------------------|-----------------|
| Foster Care (General) | 4,100 | 3,830 | 93% | 4,162 | 3,892 | 94% | +1% |
| Foster Care (Relatives) | 1,832 | 1,662 | 91% | 1,790 | 1,611 | 90% | -1% |
| Residential Care (General) | 331 | 323 | 98% | 334 | 324 | 97% | -1% |
| Residential Special Care | 16 | 16 | 100% | 14 | 14 | 100% | 0.0% |
| Other Placements | 109 | 106 | 97% | 105 | 100 | 95% | -2.0% |
| Total | 6,388 | 5,937 | 93% | 6,405 | 5,941 | 93% | 0% |

- At the end of Q1 2016, five areas met the target of 100% of children in care with an allocated social worker. A further eight areas reported a percentage of 90% or higher (Table 12).
- Three areas (CW/KK/ST, MidWest and Midlands) reported an increase in percentage performance from Q4 2015; the most notable being that Carlow/Kilkenny/South Tipperary up 10% to 97%. In contrast, performance in Waterford/Wexford dropped six percentage points from 95% to 89%.
- The area with the highest number of children awaiting an allocated social worker is MidWest (n=96) followed by Dublin South West/Kildare/West Wicklow (n=82); Dublin North City (n=50); Waterford/Wexford (n=48); Donegal (n=45) and Cork (n=44).

Table 12: Children in care with an allocated social worker, Q4 2015 – Q1 2016

| Area | No in Care Dec 2015 | No with an allocated SW Dec 2015 | % with an allocated SW Dec 2015 | No in Care Mar 2016 | No with an allocated SW Mar 2016 | % with an allocated SW Mar 2016 | +/- Mar vs Dec |
|----------|---------------------|----------------------------------|---------------------------------|---------------------|----------------------------------|---------------------------------|----------------|
| DSE/WW | 306 | 306 | 100% | 302 | 302 | 100% | 0% |
| CN/MN | 170 | 170 | 100% | 164 | 164 | 100% | 0% |
| Kerry | 145 | 145 | 100% | 149 | 149 | 100% | 0% |
| Mayo | 136 | 136 | 100% | 141 | 141 | 100% | 0% |
| SO/LM/WC | 110 | 110 | 100% | 108 | 108 | 100% | 0% |
| LH/MH | 390 | 390 | 100% | 401 | 398 | 99% | -1% |

| | | | | | | | |
|--------------|-------|-------|-----|-------|-------|-----|------|
| GY/RN | 407 | 399 | 98% | 413 | 402 | 97% | -1% |
| CW/KK/ST | 382 | 331 | 87% | 378 | 365 | 97% | +10% |
| DSC | 393 | 378 | 96% | 401 | 383 | 96% | 0% |
| Cork | 899 | 860 | 96% | 908 | 864 | 95% | -1% |
| Midlands | 371 | 337 | 91% | 377 | 354 | 94% | +3% |
| National | 6,388 | 5,937 | 93% | 6,405 | 5,941 | 93% | 0% |
| DNC | 625 | 600 | 96% | 627 | 577 | 92% | -4% |
| Dublin North | 331 | 309 | 93% | 329 | 298 | 91% | -2% |
| WD/WX | 447 | 424 | 95% | 438 | 390 | 89% | -6% |
| Mid West | 605 | 492 | 81% | 599 | 503 | 84% | +3% |
| DSW/K/WW | 461 | 384 | 83% | 457 | 375 | 82% | -1% |
| Donegal | 210 | 166 | 79% | 213 | 168 | 79% | 0% |

2.5 Children in Care with a Written Care Plan

- At the end of Q1 2016, 91% (n=5,802/6,405) of children in care had a written care plan; up 1% percentage point from Q4 2015. A total of 603 children did not have a written care plan, down 17 from 620 at the end of Q4 2015 (Table 13). *However, it should be noted that variances have been identified in how data on this metric are being reported by areas. In some areas care plans that have fallen due for review and not updated are not included. This is the subject of a review.*
- There was little change in the percentage with a written plan across the care types between Q4 2015 and Q1 2016. The percentage for all care types, with the exception of foster care with relatives, continues to exceed the target of 90%.

Table 13: Breakdown of the number of children in care (CIC) with a written care by type, Q4 2015 and Q1 2016

| Care Type | CIC Dec 2015 | No with CP Dec 2015 | % with CP Dec 2015 | CIC Mar 2016 | No with CP Mar 2016 | % with CP Mar 2016 | Δ+/- Mar vs Dec 2015 |
|--------------------------|--------------|---------------------|--------------------|--------------|---------------------|--------------------|----------------------|
| Foster Care General | 4,100 | 3,725 | 91% | 4,162 | 3,806 | 91% | 0% |
| Foster Care (Relatives) | 1,832 | 1,619 | 88% | 1,790 | 1,576 | 88% | -0% |
| Residential Care General | 331 | 307 | 93% | 334 | 310 | 93% | 0% |
| Residential Special Care | 16 | 16 | 100% | 14 | 14 | 100% | 0.0% |
| Other Placements | 109 | 101 | 93% | 105 | 96 | 91% | -2% |
| National | 6,388 | 5,768 | 90% | 6,405 | 5,802 | 91% | +1% |

- At the end of Q1 2016, 12 areas met the target of 90% of children in care with a written care plan (Table 14).
- Six areas reported an increased percentage from Q4 2015, the highest being Dublin North up from 76% to 86%; Cavan/Monaghan up from 89% to 96% and SO/LM/WC up from 93% to 100%.

Table 14: Breakdown of the number of children in care with a written care plan, Q4 2015 – Q1 2016

| Area | No in Care Dec 2015 | No with a care plan Dec 2015 | % with a care plan Dec 2015 | No in Care Mar 2016 | No with a care plan Mar 2016 | % with a care plan Mar 2016 | +/- Mar vs Dec |
|--------------|---------------------|------------------------------|-----------------------------|---------------------|------------------------------|-----------------------------|----------------|
| CW/KK/ST | 382 | 382 | 100% | 378 | 378 | 100% | 0% |
| GY/RN | 407 | 407 | 100% | 413 | 413 | 100% | 0% |
| Mayo | 136 | 136 | 100% | 141 | 141 | 100% | 0% |
| SO/LM/WC | 110 | 102 | 93% | 108 | 108 | 100% | 7% |
| WD/WX | 447 | 441 | 99% | 438 | 436 | 100% | 1% |
| Mid West | 605 | 599 | 99% | 599 | 595 | 99% | 0% |
| Donegal | 210 | 205 | 98% | 213 | 211 | 99% | 1% |
| Kerry | 145 | 143 | 99% | 149 | 145 | 97% | -1% |
| Midlands | 371 | 361 | 97% | 377 | 366 | 97% | 0% |
| CN/MN | 170 | 151 | 89% | 164 | 158 | 96% | 8% |
| Cork | 899 | 836 | 93% | 908 | 845 | 93% | 0% |
| LH/MH | 390 | 363 | 93% | 401 | 364 | 91% | -2% |
| Total | 6,388 | 5,768 | 90% | 6,405 | 5,802 | 91% | 0% |
| DNC | 625 | 570 | 91% | 627 | 553 | 88% | -3% |
| Dublin North | 331 | 253 | 76% | 329 | 284 | 86% | 10% |
| DSE/WW | 306 | 257 | 84% | 302 | 257 | 85% | 1% |
| DSW/K/WW | 461 | 355 | 77% | 457 | 343 | 75% | -2% |
| DSC | 393 | 207 | 53% | 401 | 205 | 51% | -2% |

2.6 Children in Care in Education

- At the end of Q1 2016, 97% (n=3,913/4,015) of children in care aged 6 to 15 years (inclusive) were in full time education; down 1% on Q4 2015 (Table 15).
- Six areas reported 100% of children in care aged 6 to 15 years in full time education. All areas reported a percentage of 94% or higher (Table 15).

Table 15: Children in care, 6 -15 years, in full time education, Q4 2015 – Q1 2016

| Area | No of CIC 6-15 years Q4 2015 | No of CIC 6-15 years in education Q4 2015 | % of CIC 6-15 years in education Q4 2015 | No of CIC 6-15 years Q1 2016 | No of CIC 6-15 years in education Q1 2016 | % of CIC 6-15 years in education Q1 2016 | Δ(+/-) Q1 2016 vs Q4 2015 |
|--------------|------------------------------|---|--|------------------------------|---|--|---------------------------|
| DSC | 252 | 242 | 96% | 253 | 239 | 94% | -2% |
| DSE/WW | 207 | 206 | 100% | 207 | 206 | 100% | 0% |
| DSW/K/WW | 287 | 278 | 97% | 281 | 269 | 96% | -1% |
| Midlands | 188 | 182 | 97% | 205 | 201 | 98% | +1% |
| DNC | 412 | 407 | 99% | 406 | 393 | 97% | -2% |
| Dublin North | 211 | 210 | 100% | 212 | 209 | 99% | -1% |
| LH/MH | 230 | 227 | 99% | 249 | 243 | 98% | -1% |
| CN/MN | 98 | 98 | 100% | 94 | 94 | 100% | 0% |
| Cork | 534 | 517 | 97% | 547 | 524 | 96% | -1% |
| Kerry | 97 | 97 | 100% | 97 | 97 | 100% | 0% |
| CW/KK/ST | 230 | 229 | 100% | 221 | 210 | 95% | -5% |
| WD/WX | 321 | 313 | 98% | 306 | 302 | 99% | 1% |
| Mid West | 387 | 381 | 98% | 382 | 374 | 98% | 0% |
| GY/RN | 260 | 260 | 100% | 238 | 237 | 100% | 0% |

| | | | | | | | |
|--------------|--------------|--------------|-------------|--------------|--------------|-------------|------------|
| Mayo | 96 | 96 | 100% | 117 | 117 | 100% | 0% |
| Donegal | 134 | 131 | 98% | 133 | 131 | 98% | 0% |
| SO/LM/WC | 68 | 68 | 100% | 67 | 67 | 100% | 0% |
| Total | 4,012 | 3,942 | 98% | 4,015 | 3,913 | 97% | -1% |

- For the same period, 92% (n=984/1,067) of children in care aged 16 and 17 years were in full time education; no change from Q4 2015 (Table 16).
- The percentage of children in care aged 16 and 17 years in full time education ranged from 100% (n=61/61) in Galway/Roscommon to 78% (n=56/72) in Dublin South Central. Thirteen areas reported 90% or higher (Table 16).
- Eight areas reported an increase in percentage from Q4 2015, the highest increase was reported by MidWest up 15 percentage points from 80% to 95%, followed by Dublin North up six percentage points from 88% to 94% and Cavan/Monaghan up six percentage points to 91%.
- In contrast, Dublin South Central dropped 14 percentage points to 78%; the lowest percentage of all areas.

Table 16: Children in care, 16 and 17 years, in full time education, Q4 2015 – Q1 2016

| Area | No of CIC 16-17 years Q4 2015 | No of CIC 16-17 years in education Q4 2015 | % of CIC 16-17 years in education Q4 2015 | No of CIC 16-17 years Q1 2016 | No of CIC 16-17 years in education Q1 2016 | % of CIC 16-17 years in education Q1 2016 | Δ(+/-) Q1 2016 vs Q4 2015 |
|--------------|-------------------------------|--|---|-------------------------------|--|---|---------------------------|
| DSC | 73 | 67 | 92% | 72 | 56 | 78% | -14% |
| DSE/WW | 44 | 41 | 93% | 44 | 42 | 95% | 2% |
| DSW/K/WW | 96 | 93 | 97% | 99 | 92 | 93% | -4% |
| Midlands | 46 | 41 | 89% | 54 | 48 | 89% | 0% |
| DNC | 91 | 85 | 93% | 105 | 99 | 94% | 1% |
| Dublin North | 49 | 43 | 88% | 50 | 47 | 94% | 6% |
| LH/MH | 75 | 70 | 93% | 68 | 64 | 94% | 1% |
| CN/MN | 33 | 28 | 85% | 33 | 30 | 91% | 6% |
| Cork | 161 | 148 | 92% | 160 | 146 | 91% | -1% |
| Kerry | 25 | 24 | 96% | 25 | 24 | 96% | 0% |
| CW/KK/ST | 65 | 64 | 98% | 58 | 55 | 95% | -3% |
| WD/WX | 78 | 77 | 99% | 77 | 71 | 92% | -7% |
| Mid West | 93 | 74 | 80% | 94 | 89 | 95% | 15% |
| GY/RN | 51 | 51 | 100% | 61 | 61 | 100% | 0% |
| Mayo | 17 | 15 | 88% | 17 | 15 | 88% | 0% |
| Donegal | 29 | 25 | 86% | 31 | 27 | 87% | 1% |
| SO/LM/WC | 22 | 20 | 91% | 19 | 18 | 95% | 4% |
| Total | 1,048 | 966 | 92% | 1,067 | 984 | 92% | 0% |

3.0 SOCIAL WORK ACTIVITY INFORMATION

KEY AREAS OF FOCUS

- 3.1 Number of open cases
- 3.2 Number of open cases allocated / awaiting allocation
- 3.3 Cases awaiting allocation by priority level
- 3.4 Cases awaiting allocation by time waiting

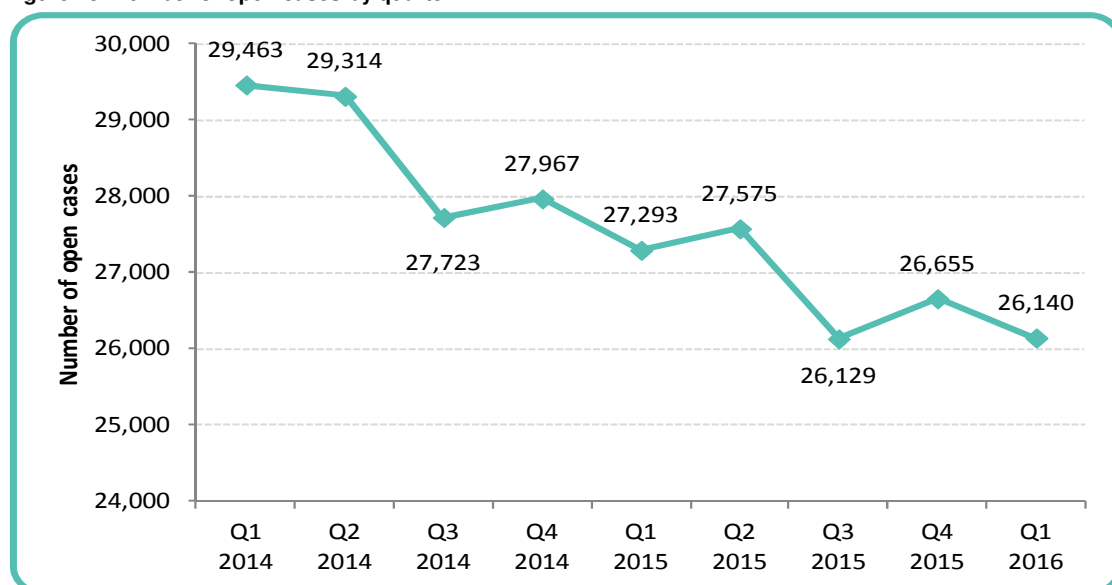
KEY FACTS

- 26,140 cases open to social work at the end of Q1 2016; 515 fewer than Q4 2015
- 79% (n=20,561) of open cases allocated to a social worker at the end of Q1 2016; up from 75% in Q4 2015; highest percentage allocated Q1 2015 – Q1 2016
- 5,579 cases awaiting allocation at the end of Q1 2016; 1,139 fewer than Q4 2015 and the fewest number for the period Q1 2015 – Q1 2016. Cases awaiting allocation down 24% (n=1,788) on Q1 2015 (n=7,367)
- 22% (n=1,214) of cases awaiting allocation were categorised as 'high priority'; 215 more than Q4 2015
- 72% (n=871/1,214) of cases awaiting allocation categorised as 'high priority' at the end of Q1 2016 were waiting less than 3 months. The number of 'high priority' cases waiting over 3 months dropped by 34 between Q4 2016 and Q1 2016.

3.1 Open Cases¹¹

- At the end of Q1 2016, there were 26,140 cases open to social work nationally; 515 fewer than at the end of Q4 2015 (n=26,655) and 1,153 (4%) fewer than Q1 2015 (Figure 15).

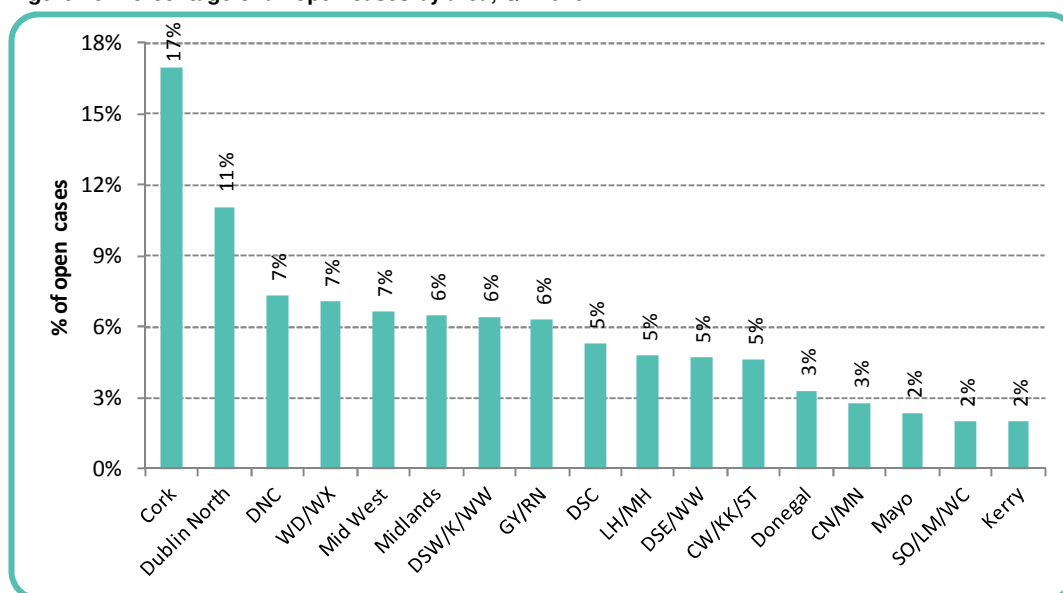
Figure 15: Number of open cases by quarter



¹¹ Open cases include cases held on intake, allocated, unallocated child welfare and protection and children in care cases.

- The percentage of open cases nationally ranges from over 17% (n=4,427) in Cork to just under 2% (n=519) in Kerry (Figure 16). There are over 1,500 more cases open in Cork than the next highest area (Dublin North; n=2,892).

Figure 16: Percentage of all open cases by area, Q1 2016



- A breakdown of open cases by area for the four quarters Q2 2015 – Q1 2016, along with the difference between Q1 2016 and Q4 2015 is presented in Table 17.
- Eight areas reported an increase in open cases from Q4 2015 and of these Cavan/Monaghan reported the highest increase (n=93), followed by Midlands (n=85) and Waterford/Wexford (n=63).
- Of the nine areas that reported a decrease between Q4 2015 and Q1 2016, Cork reported the highest decrease (n=163) followed by Sligo/Leitrim/West Cavan (n=160); Carlow/Kilkenny/South Tipperary (n=153) and Dublin North (n=133) (Table 17).

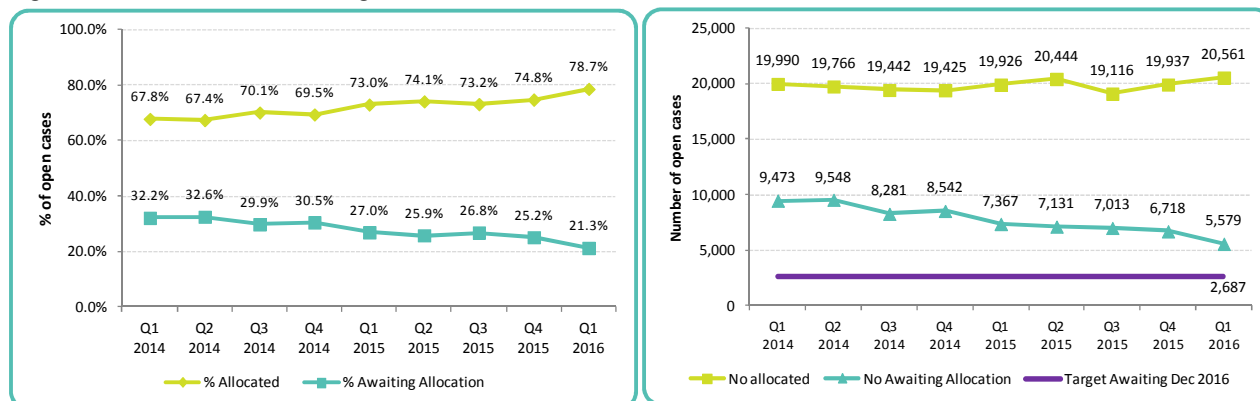
Table 17: Area breakdown of open cases Q2 2015 – Q1 2016 along with change from Q4 2015

| Area | Open Cases Q2 2015 | Open Cases Q3 2015 | Open Cases Q4 2015 | Open Cases Q1 2016 | Δ (+/-) Q1 vs Q4 |
|-------------------|--------------------|--------------------|--------------------|--------------------|------------------|
| DSC | 1,405 | 1,497 | 1,426 | 1,384 | -42 |
| DSE/WW | 1,397 | 1,238 | 1,334 | 1,223 | -111 |
| DSW/K/WW | 1,768 | 1,338 | 1,724 | 1,674 | -50 |
| Midlands | 1,598 | 1,638 | 1,609 | 1,694 | 85 |
| Dublin North City | 1,825 | 1,989 | 1,889 | 1,913 | 24 |
| Dublin North | 3,026 | 3,017 | 3,025 | 2,892 | -133 |
| Louth/Meath | 1,478 | 1,378 | 1,279 | 1,249 | -30 |
| Cavan/Monaghan | 571 | 549 | 634 | 727 | 93 |
| Cork | 4,517 | 4,390 | 4,590 | 4,427 | -163 |
| Kerry | 624 | 493 | 502 | 519 | 17 |
| CW/KK/ST | 1,959 | 1,307 | 1,358 | 1,205 | -153 |
| Waterford/Wexford | 1,875 | 1,756 | 1,784 | 1,847 | 63 |
| Mid West | 1,860 | 1,788 | 1,683 | 1,733 | 50 |
| GY/RN | 1,487 | 1,589 | 1,733 | 1,645 | -88 |
| Mayo | 565 | 614 | 573 | 620 | 47 |
| Donegal | 853 | 886 | 826 | 862 | 36 |
| SO/LM/WC | 767 | 662 | 686 | 526 | -160 |
| National | 27,575 | 26,129 | 26,655 | 26,140 | -515 |

3.2 Open Cases Allocated / Awaiting Allocation

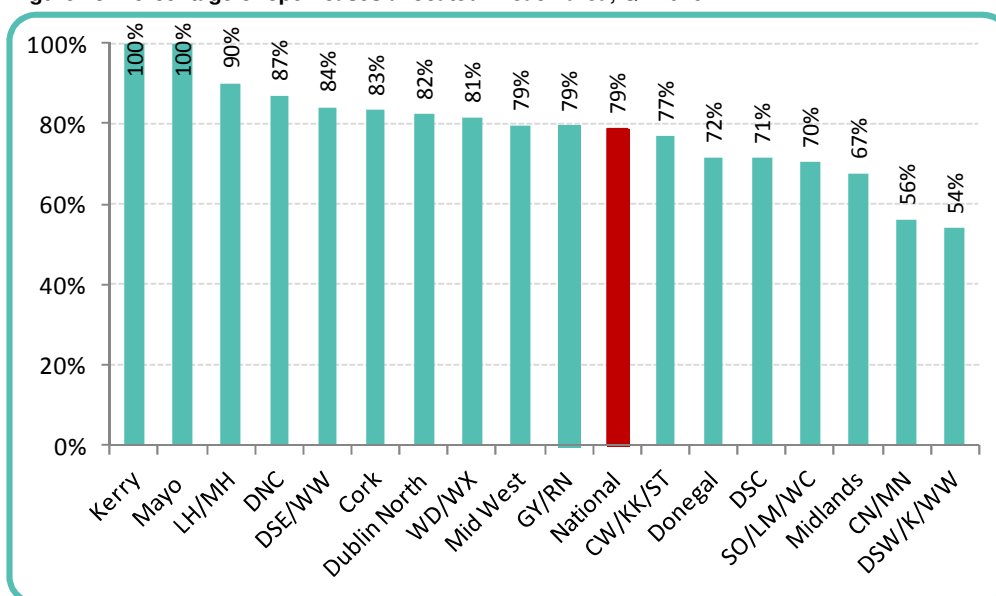
- Of the 26,140 open cases reported at the end of Q1 2016, 79% (n=20,561) were allocated to a social worker; up from 75% (19,937/26,655) in Q4 2015 (Figure 17). A total of 5,579 (21%) cases were awaiting allocation at the end of Q1 2016; 1,139 (17%) fewer than Q4 2015 (n=6,718) and 1,788 (24%) fewer than Q1 2015 (n=7,367).
- The target set for year end is a 60% reduction in the number of cases that were awaiting allocation at the end of December 2015 (n=6,718) i.e., approximately 2,687 cases or fewer awaiting allocation.

Figure 17: Cases allocated/awaiting allocation, Q1 2014 – Q1 2016



- At the end of Q1 2016, the percentage open cases allocated in each area ranged from 100% in Kerry (n=519/519) and Mayo (n=620/620) to 54% in Dublin South West/Kildare/West Wicklow (902/1,674) (Figure 18). More than seven out of 10 cases were allocated at the end of Q1 2016 in 14 out of the 17 areas.

Figure 18: Percentage of open cases allocated in each area, Q1 2016



- Ten of the 15 with cases awaiting allocation areas reported an increase from Q4 2015 in the percentage of open cases allocated (Table 18). The areas reporting the highest increase in percentage allocated were Dublin South Central and Dublin North both up 18 percentage points.

Table 18: Area breakdown of the number and % of cases allocated/awaiting allocation, Q4 2015 and Q1 2016

| Area | No Allocated Q4 2015 | No Awaiting Allocation Q4 2015 | % Allocated Q4 2015 | No Allocated Q1 2016 | No Awaiting Allocation Q1 2016 | % Allocated Q1 2016 | Δ (+/-) Q1 vs Q4 |
|-----------------|----------------------|--------------------------------|---------------------|----------------------|--------------------------------|---------------------|------------------|
| DSC | 752 | 674 | 53% | 988 | 396 | 71% | 18% |
| DSE/WW | 1,080 | 254 | 81% | 1,030 | 193 | 84% | 3% |
| DSW/K/WW | 887 | 837 | 51% | 902 | 772 | 54% | 3% |
| Midlands | 1,153 | 456 | 72% | 1,143 | 551 | 67% | -5% |
| DNC | 1,594 | 295 | 84% | 1,662 | 251 | 87% | 3% |
| Dublin North | 1,940 | 1,085 | 64% | 2,379 | 513 | 82% | 18% |
| Louth/Meath | 1,209 | 70 | 95% | 1,125 | 124 | 90% | -5% |
| CN/MN | 353 | 281 | 56% | 408 | 319 | 56% | 0% |
| Cork | 3,690 | 900 | 80% | 3,686 | 741 | 83% | 3% |
| Kerry | 502 | 0 | 100% | 519 | 0 | 100% | 0% |
| CW/KK/ST | 1,088 | 270 | 80% | 926 | 279 | 77% | -3% |
| WD/WX | 1,392 | 392 | 78% | 1,505 | 342 | 81% | 3% |
| Mid West | 1,406 | 277 | 84% | 1,377 | 356 | 79% | -5% |
| GY/RN | 1,347 | 386 | 78% | 1,304 | 341 | 79% | 1% |
| Mayo | 573 | 0 | 100% | 620 | 0 | 100% | 0% |
| Donegal | 547 | 279 | 66% | 617 | 245 | 72% | 6% |
| SO/LM/WC | 424 | 262 | 62% | 370 | 156 | 70% | 8% |
| National | 19,937 | 6,718 | 75% | 20,561 | 5,579 | 79% | 4% |

3.3 Cases Awaiting Allocation by Priority Level¹²

- Of the cases awaiting allocation (n=5,579) at the end of Q1 2016, 22% (n=1,214) were categorised as 'high priority'; 215 more than Q4 2015 (Table 19). The number of 'high priority' cases awaiting allocation has decreased by 30% (n=517) since Q1 2015.
- The target set for year end is 5% or fewer high priority cases awaiting allocation i.e., 5% or fewer of the target number awaiting (n=2,687) or approximately 134.
- Fifty-five per cent of cases (n=3,059) awaiting allocation at the end of Q1 2016 were categorised as 'medium priority' up from 54% in Q4 2015 while the remaining 23% (n=1,306) were categorised as 'low priority'; down from 31% in Q4 2015.

Table 19: Breakdown of service activity data, Q1 2015 – Q1 2016

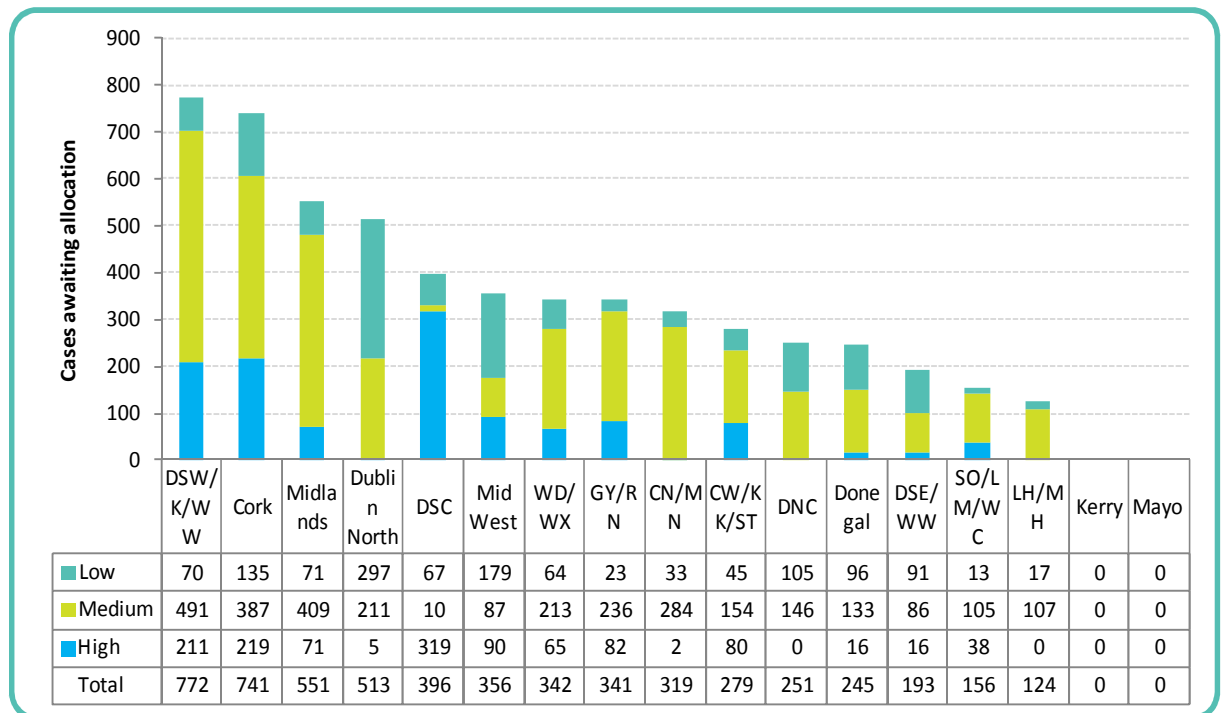
| | Q1 2015 | Q2 2015 | Q3 2015 | Q4 2015 | Q1 2016 | (+/-) |
|--|---------|---------|---------|---------|---------|-------|
|--|---------|---------|---------|---------|---------|-------|

¹² The priority level as per the guidance outlined in 'Measuring the Pressure' V2. Note: The priority levels in this guidance are currently under national review to ensure that the priority levels identified equate with categorisation of risk. A recent national review highlighted cases being categorised in accordance with actual risk rather than the priority levels in the "Measuring the Pressure" V2.

| | | | | | | Q1 vs Q4 |
|---------------------------------|------------------|-------------------|-------------------|-------------------|-------------------------|----------|
| Open cases | 27,293 | 27,575 | 26,129 | 26,655 | 26,140 | -515 |
| No (%) Allocated | 19,926 (73%) | 20,444 (74.1%) | 19,116 (73.2%) | 19,937 (74.8%) | 20,561 (79%) | +624 |
| No (%) Awaiting Allocation | 7,367 (27%) | 7,131 (25.9%) | 7,013 (26.8%) | 6,718 (25.2%) | 5,579 (21%) | -1,139 |
| No (%) High Priority Awaiting | 1,731 (23.5%) | 1,505 (21%) | 1,305 (19%) | 999 (15%) | 1,214 (22%) | +215 |
| No (%) Medium Priority Awaiting | 3,893 (52.8%) | 3,375 (47%) | 3,231 (46%) | 3,617 (54%) | 3,059 (55%) | -558 |
| No (%) Low Priority Awaiting | 1,743 (23.7%) | 2,251 (32%) | 2,477 (35%) | 2,102 (31%) | 1,306 (23%) | -796 |

- At the end of Q1 2016, Dublin South West/Kildare/West Wicklow reported the highest number of cases awaiting allocation (n=772), followed by Cork (n=741), Midlands (n=551) and Dublin North (n=513) (Figure 19). Eleven of the 15 areas with cases awaiting allocation reported fewer than 400 cases awaiting allocation.
- Dublin South Central reported the highest number of 'high priority' cases awaiting allocation (n=319/396; 81%), followed by Cork (n=219/741; 30%) and Dublin South West/Kildare/West Wicklow (211/772; 27%). Sixty-two percent (n=749/1,214) of all high priority cases awaiting allocation were reported by these three areas.

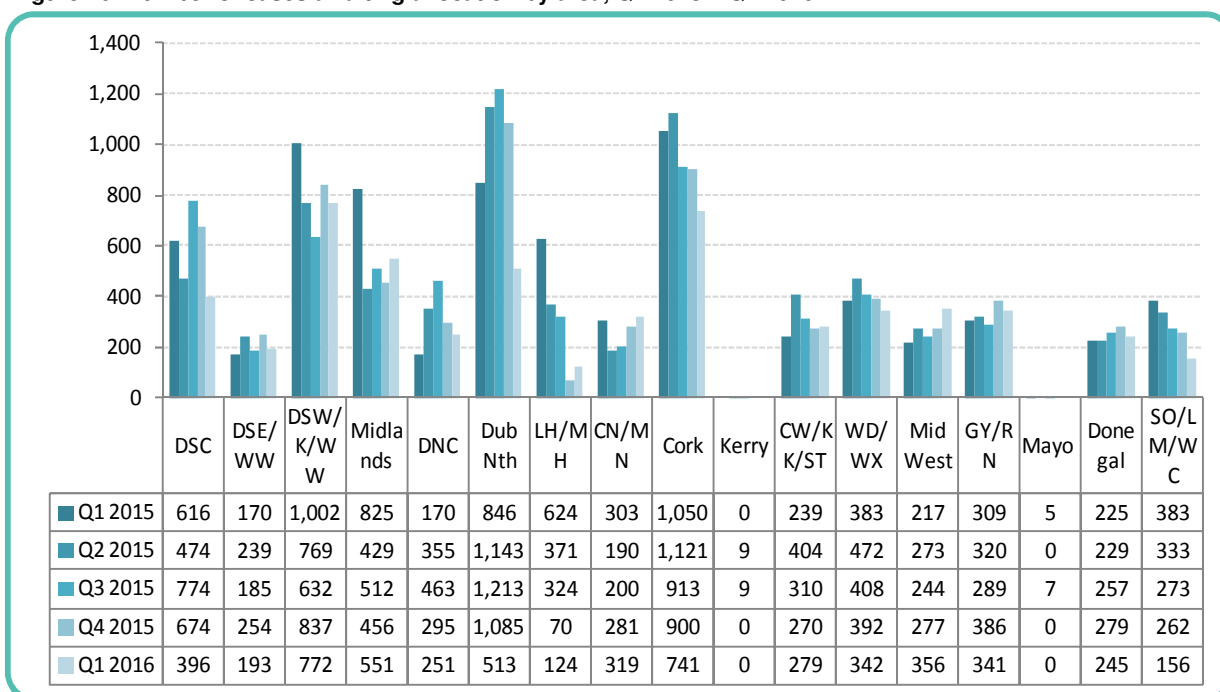
Figure 19: Area breakdown of cases awaiting allocation by priority level, Q1 2016



- Figure 20 shows the number of cases awaiting allocation at the end of each quarter (Q1 2015 –Q1 2016) by area.

- Ten areas reported a decrease in cases awaiting allocation between Q4 2015 and Q1 2016. The highest decrease was reported Dublin North (n=572; 53%) followed by Dublin South Central (n=278; 41%); Cork (n=159; 18%) and Sligo/Leitrim/West Cavan (n=106; 40%).
- Five areas reported an increase ranging from 95 for the Midlands area to nine for CW/KK/ST area.

Figure 20: Number of cases awaiting allocation by area, Q1 2015 – Q1 2016



3.4 Cases Awaiting Allocation by Waiting Time

- The majority (72%; n=871/1,214) of cases categorised as 'high priority' awaiting allocation at the end of Q1 2016 were waiting less than 3 months (Table 20). The number of 'high priority' cases waiting over 3 months for allocation decreased by 34 between Q4 2015 and Q1 2016.
- Fifty percent (n=1,525/3,059) of cases categorised as 'medium priority' awaiting allocation at the end of Q1 2016 were waiting less than 3 months. The number of 'medium priority' cases awaiting more than 3 months at the end of Q1 2016 was down 213 on Q4 2015 (Table 20).

Table 20: Breakdown of cases awaiting allocation by priority level and time waiting, Q1 2015 – Q1 2016

| High Priority / Time Waiting | Q1 2015 | Q2 2015 | Q3 2015 | Q4 2015 | Q1 2016 | Δ (+/-) Q1 2016 vs Q4 2015 |
|------------------------------|---------|---------|---------|---------|------------|----------------------------|
| 1 week | 120 | 131 | 94 | 76 | 185 | +109 |
| 1-2 weeks | 123 | 119 | 145 | 111 | 101 | -10 |
| 2-3 weeks | 79 | 65 | 144 | 73 | 251 | +178 |
| 3-4 weeks | 107 | 103 | 82 | 101 | 112 | +11 |
| 1-2 months | 249 | 241 | 148 | 105 | 123 | +18 |
| 2-3 months | 235 | 240 | 165 | 156 | 99 | -57 |

| | | | | | | |
|---------------------------------------|----------------|----------------|----------------|----------------|----------------|-----------------------------|
| >3 months | 818 | 606 | 527 | 377 | 343 | -34 |
| Total | 1,731 | 1,505 | 1,305 | 999 | 1,214 | +215 |
| Medium Priority / Time Waiting | Q1 2015 | Q2 2015 | Q3 2015 | Q4 2015 | Q1 2016 | Δ (+/-) Q1 vs Q4 |
| 1 week | 227 | 170 | 94 | 83 | 87 | 4 |
| 1-2 weeks | 171 | 193 | 165 | 214 | 151 | -63 |
| 2-3 weeks | 206 | 193 | 152 | 265 | 190 | -75 |
| 3-4 weeks | 231 | 195 | 185 | 176 | 190 | +14 |
| 1-2 months | 524 | 505 | 378 | 623 | 516 | -107 |
| 2-3 months | 927 | 528 | 451 | 509 | 391 | -118 |
| >3 months | 1,607 | 1,591 | 1,806 | 1,747 | 1,534 | -213 |
| Total | 3,893 | 3,375 | 3,231 | 3,617 | 3,059 | -558 |
| Low Priority / Time Waiting | Q1 2015 | Q2 2015 | Q3 2015 | Q4 2015 | Q1 2016 | Δ (+/-) Q1 vs Q4 |
| 1 week | 30 | 32 | 51 | 16 | 20 | +4 |
| 1-2 weeks | 30 | 98 | 74 | 65 | 74 | +9 |
| 2-3 weeks | 32 | 108 | 86 | 38 | 112 | +74 |
| 3-4 weeks | 55 | 139 | 87 | 140 | 58 | -82 |
| 1-2 months | 233 | 238 | 290 | 279 | 193 | -86 |
| 2-3 months | 662 | 329 | 320 | 210 | 184 | -26 |
| >3 months | 701 | 1,307 | 1,569 | 1,354 | 665 | -689 |
| Total | 1,743 | 2,251 | 2,477 | 2,102 | 1,306 | -796 |

4.0 AFTERCARE SERVICES

KEY AREAS OF FOCUS

- 4.1 Young adults in receipt of an aftercare service
- 4.2 Children in care with an aftercare plan / allocated aftercare worker
- 4.3 Young adults discharged from care by reason of reaching 18 years

KEY FACTS

At the end of Q1 2016:

- 1,858 young adults (all ages) in receipt of aftercare services
- 57% (n=1,001/1,754) of young adults aged 18-22 years (inclusive) in receipt of aftercare services were in full-time education; down 1% on Q4 2015
- 34% (n=362/1,067) of children in care aged 16 and 17 years had a preparation for leaving care and aftercare plan; up 4% from Q4 2015
- 36% (n=382/1,067) of children in care 16 and 17 years had an allocated aftercare worker; up 3% from Q4 2015
- 121 young adults were discharged from care by reason of reaching 18 years; 90% (n=95/106) of those availing of an aftercare service had an allocated aftercare worker

4.1 Young adults in receipt of aftercare services

- At the end of Q1 2016, there were 1,858 young adults (all ages i.e., 18 years and upwards and inclusive of those 25 or older) in receipt of aftercare services; 23 more than Q4 2015 (n= 1,835) (Table 21).
- Of the 1,858 young adults in receipt of aftercare services, 1,754 (94%) were aged **18-22 years** (inclusive).
- 57% (n=1,001/1,754) of this cohort were in full-time education; down one percentage point on Q4 2015 (Table 21).

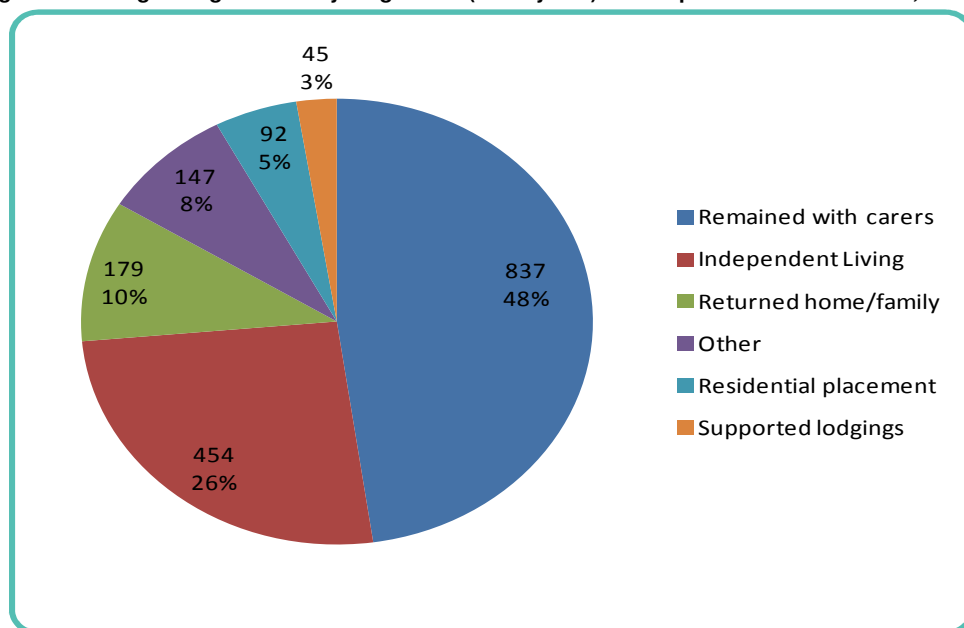
Table 21: Breakdown of young adults in receipt of aftercare services and in fulltime education Q1 2015 – Q1 2016

| | Total no. of young adults in receipt of aftercare services (all ages) | No. (%) of 18-22 years inclusive in receipt of aftercare service | % 18-22 years inclusive in receipt of aftercare in full time education |
|----------|---|--|--|
| Q1 2016 | 1,858 | 1,754 | 1,001 (57%) |
| Q4 2015 | 1,835 | 1,763 | 1,022 (58%) |
| Q3 2015 | 1,796 | 1,737 | 1,009 (58%) |
| Q2 2015* | 1,723 | 1,666 | 941 (56%) |
| Q1 2015 | 1,783 | 1,720 | 1,012 (59%) |

* Q2 2015 data for DSW/K/WW partial.

- In terms of living arrangements, 48% (n=837) of the 18-22 year olds remained with their carers, 10% (n=179) returned home, 26% (n=454) were in independent living arrangements and 5% (n=92) were in a residential placement (Figure 21).

Figure 21: Living arrangements of young adults (18-22 years) in receipt of aftercare services, Q1 2016



- At the end of Q1 2016, there were 1,067 children in care aged 16 and 17 years (Table 22).
- 34% (n =362/1,067) of this cohort had a preparation for leaving care and aftercare plan at the end of Q1 2016; up 4% from 30% in Q4 2015.
- The percentage of children with a plan at the end of Q1 2016 ranged from 0% (n=0/105) in Dublin North City to 100% in Kerry (n=25/25) and Mayo (17/17) (Table 22). With the exception of the five areas Kerry, Mayo, DSW/K/WW, Galway/Roscommon and Sligo/Leitrim/West Cavan the percentage for all other areas was less than 50%.
- Eight areas reported an increase from Q4 2015 ranging from 63% (Galway/Roscommon) to 2% (Dublin South Central and Dublin South East/Wicklow). Of the areas that reported a decrease, the most significant was reported by Midlands, down from 100% to 28%.

Table 22: Children in care 16 & 17 years with a preparation for leaving care & aftercare plan, Q4 2015–Q1 2016

| Area | No of CIC aged 16 & 17 years Q4 2015 | No with plan Q4 2015 | % with plan Q4 2015 | No of CIC aged 16 & 17 years Q1 2016 | No with plan Q1 2016 | % with plan Q1 2016 | Δ (=/-) Q1 2016 vs Q4 2015 |
|--------------|--------------------------------------|----------------------|---------------------|--------------------------------------|----------------------|---------------------|----------------------------|
| DSC | 73 | 6 | 8% | 72 | 7 | 10% | 2% |
| DSE/WW | 44 | 13 | 30% | 44 | 14 | 32% | 2% |
| DSW/K/WW | 96 | 32 | 33% | 99 | 69 | 70% | 37% |
| Midlands | 46 | 46 | 100% | 54 | 15 | 28% | -72% |
| DNC | 91 | 0 | 0% | 105 | 0 | 0% | 0% |
| Dublin North | 49 | 9 | 18% | 50 | 15 | 30% | 12% |
| LH/MH | 75 | 21 | 28% | 68 | 16 | 24% | -4% |
| CN/MN | 33 | 10 | 30% | 33 | 16 | 48% | 18% |
| Cork | 161 | 43 | 27% | 160 | 40 | 25% | -2% |

| | | | | | | | |
|--------------|--------------|------------|-------------|--------------|------------|-------------|-----------|
| Kerry | 25 | 25 | 100% | 25 | 25 | 100% | 0% |
| CW/KK/ST | 65 | 5 | 8% | 58 | 8 | 14% | 6% |
| WD/WX | 78 | 24 | 31% | 77 | 21 | 27% | -4% |
| Mid West | 93 | 38 | 41% | 94 | 31 | 33% | -8% |
| GY/RN | 51 | 3 | 6% | 61 | 42 | 69% | 63% |
| Mayo | 17 | 17 | 100% | 17 | 17 | 100% | 0% |
| Donegal | 29 | 16 | 55% | 31 | 14 | 45% | -10% |
| SO/LM/WC | 22 | 6 | 27% | 19 | 12 | 63% | 36% |
| Total | 1,048 | 314 | 30% | 1,067 | 362 | 34% | 4% |

- 36% (n=382/1,067) of children in care 16 and 17 years had an allocated aftercare worker at the end of Q1 2016; up three percentage points from Q4 2015 (Table 23).
- The percentage with an allocated aftercare worker at the end of Q1 2016 ranged from 100% in Mayo (n=17/17) to 4% in Kerry (n=1/25). Eleven areas reported a percentage of less than 50% (Table 23).
- Nine areas reported an increase in percentage from Q4 2015 ranging from 55% (Galway/Roscommon) to 3% (Dublin South Central and Donegal). Of the seven areas that reported a decrease, the most significant was the Midlands down from 100% to 39%.

Table 23: Children 16 and 17 years with an allocated aftercare worker, Q4 2015 – Q1 2016

| Area | No of 16 & 17 years in care Q4 2015 | No with allocated aftercare worker Q4 2015 | % with allocated aftercare worker Q4 2015 | No of 16 & 17 years in care Q1 2016 | No with allocated aftercare worker Q1 2016 | % with allocated aftercare worker Q1 2016 | Δ (=/-) Q1 2016 vs Q4 2015 |
|--------------|-------------------------------------|--|---|-------------------------------------|--|---|----------------------------|
| DSC | 73 | 11 | 15% | 72 | 13 | 18% | 3% |
| DSE/WW | 44 | 24 | 55% | 44 | 32 | 73% | 18% |
| DSW/KWW | 96 | 19 | 20% | 99 | 26 | 26% | 6% |
| Midlands | 46 | 46 | 100% | 54 | 21 | 39% | -61% |
| DNC | 91 | 14 | 15% | 105 | 10 | 10% | -5% |
| Dublin North | 49 | 22 | 45% | 50 | 20 | 40% | -5% |
| LH/MH | 75 | 25 | 33% | 68 | 30 | 44% | 11% |
| CN/MN | 33 | 10 | 30% | 33 | 20 | 61% | 31% |
| Cork | 161 | 43 | 27% | 160 | 40 | 25% | -2% |
| Kerry | 25 | 2 | 8% | 25 | 1 | 4% | -4% |
| CW/KK/ST | 65 | 10 | 15% | 58 | 12 | 21% | 6% |
| WD/WX | 78 | 26 | 33% | 77 | 21 | 27% | -6% |
| Mid West | 93 | 31 | 33% | 94 | 40 | 43% | 10% |
| GY/RN | 51 | 10 | 20% | 61 | 46 | 75% | 55% |
| Mayo | 17 | 17 | 100% | 17 | 17 | 100% | 0% |
| Donegal | 29 | 16 | 55% | 31 | 18 | 58% | 3% |
| SO/LM/WC | 22 | 19 | 86% | 19 | 15 | 79% | -7% |
| Total | 1,048 | 345 | 33% | 1,067 | 382 | 36% | 3% |

4.2 Young adults discharged from care by reason of reaching 18 years

- During Q1 2016, 121 young adults were discharged from care by reason of reaching 18 years. Of these 97% (n=117/121) were eligible for an aftercare service of which 91% (n=106/117) were availing of a service (Table 24).
- 90% (n=95/106) of those availing of a service had an allocated aftercare worker. The percentage with an aftercare worker was 100% in all but two areas, Cork (n=9/18; 50%) and DSW/K/WW (n=7/9; 78%)

Table 24: Number discharged, eligible for aftercare service and allocated aftercare worker, Q4 2015-Q1 2016

| Area | No discharged Q4 2015 | No discharged eligible for aftercare Q4 2015 | No with allocated aftercare worker Q4 2015 | % with allocated aftercare worker Q4 2015 | No discharged Q1 2016 | No discharged eligible for aftercare Q1 2016 | No availing of an aftercare service Q1 2016 (new for 2016) | No with allocated aftercare worker Q1 2016 | % availing with allocated aftercare worker Q1 2016 (new for 2016) |
|--------------|-----------------------|--|--|---|-----------------------|--|--|--|---|
| DSC | 13 | 12 | 4 | 33% | 12 | 11 | 3 | 3 | 100% |
| DSE/WW | 6 | 6 | 6 | 100% | 3 | 3 | 3 | 3 | 100% |
| DSW/K/WW | 19 | 19 | 15 | 79% | 13 | 10 | 9 | 7 | 78% |
| Midlands | 16 | 15 | 15 | 100% | 7 | 7 | 7 | 7 | 100% |
| DNC | 19 | 19 | 13 | 68% | 10 | 10 | 9 | 9 | 100% |
| Dublin North | 5 | 5 | 5 | 100% | 6 | 6 | 6 | 6 | 100% |
| LH/MH | 3 | 2 | 2 | 100% | 12 | 12 | 12 | 12 | 100% |
| CN/MN | 7 | 7 | 7 | 100% | 2 | 2 | 2 | 2 | 100% |
| Cork | 21 | 20 | 18 | 90% | 18 | 18 | 18 | 9 | 50% |
| Kerry | 2 | 2 | 1 | 50% | 1 | 1 | 1 | 1 | 100% |
| CW/KK/ST | 1 | 1 | 1 | 100% | 13 | 13 | 13 | 13 | 100% |
| WD/WX | 9 | 9 | 9 | 100% | 7 | 7 | 7 | 7 | 100% |
| Mid West | 11 | 11 | 11 | 100% | 8 | 8 | 7 | 7 | 100% |
| GY/RN | 10 | 10 | 9 | 90% | 4 | 4 | 4 | 4 | 100% |
| Mayo | 2 | 2 | 2 | 100% | 0 | 0 | 0 | 0 | - |
| Donegal | 4 | 4 | 3 | 75% | 1 | 1 | 1 | 1 | 100% |
| SO/LM/WC | 2 | 2 | 2 | 100% | 4 | 4 | 4 | 4 | 100% |
| Total | 150 | 146 | 123 | 84% | 121 | 117 | 106 | 95 | 90% |

5.0 ADOPTION SERVICES

KEY AREAS OF FOCUS

5.1 Information and Tracing Service

5.2 Adoption Assessments Completed

KEY FACTS

- 646 applicants awaiting an information and tracing service; up 54 (9%) on Q4 2015
- 1 – 36 weeks wait from time of application to provision of non identifying information; against a target of 8 weeks. All but two areas are meeting this target
- Priority 1 applications: 1 week – 3 months wait from application to allocation of a social worker (target 3 months)
- Priority 2 applications: 1 week – 6 months wait from application to allocation of a social worker (target 6 months)
- All other applications: 1 week – 24 months wait from application to allocation of a social worker (target 12 months by year end). All but two areas meeting the target
- 33 adoption assessments (domestic, inter-country, fostering to adoption) completed during Q1 2016; 12 fewer than Q4 2015
- 15 applications for step-adoption received Q1 2016; two fewer than Q4 2015

5.1 Information and Tracing Service

The Agency's Adoption Information and Tracing Service oversees a broad spectrum of enquiries from a wide range of people, including adopted people, birth parents, adoptive parents, siblings of adopted people and other birth relatives and people raised in long-term foster care. The service operates on a non-statutory basis within the wider legal framework of the Adoption Acts and assists each of these categories of person with their information and tracing enquiries.

- At the end of Q1 2016, there were 646 applicants awaiting an information and tracing service; up 54 (9%) on Q4 2015 (n=592) (Table 25). The target is for 200 or fewer applicants awaiting a service by year end.
- More than half (51%; n=330/646) of those waiting nationally were waiting on the Cork/Kerry service, which holds the majority of files.
- Four of the seven services reported an increase from Q4 2015 in applicants waiting. The highest increase was reported by Carlow/Kilkenny/South Tipperary/Waterford/Wexford, up 41 (77%) from Q4 2015 and was followed by MidWest up 28 (56%) from Q4 2015.
- For the same period the number waiting on a service in Dublin North East / Dublin Mid Leinster dropped by 18 (16%) while the number waiting in Donegal/Sligo/Leitrim/West Cavan dropped by 13 (52%); there was little or no change in the Cork/Kerry area.

Table 25: Number of applicants awaiting the information and tracing service, Q4 2015 – Q1 2016

| Service Area | No waiting Q4 2015 | No waiting Q1 2016 | Δ (+/-) Q1 2016 vs Q4 2015 |
|---|-----------------------|-----------------------|-------------------------------|
| Dublin Mid Leinster Dublin North East <i>These two services are combined for applications waiting</i> | 116 | 98 | -18 |
| Cork/Kerry | 332 | 330 | -2 |
| CW/KK/ST/WD/WX | 53 | 94 | +41 |
| Midwest | 50 | 78 | +28 |
| Galway/Roscommon | 16 | 28 | +12 |
| Mayo | 0 | 6 | +6 |
| Donegal/SLWC | 25 | 12 | -13 |
| National | 592 | 646 | +54 |

- At the end of Q1 2016, the length of time from application (production of ID) to the provision of non identifying information ranged from one week (Mayo and DML) to 36 weeks (Galway/Roscommon) (Table 26). The target for the length time of application to production of non identifying information is eight weeks or less by year end. All but two areas (MidWest and Galway) are currently meeting this target.
- The length of time from application to the provision of non identifying information dropped by 16 weeks in Galway/Roscommon between Q4 2015 and Q1 2016; the highest decrease of all areas, followed by Cork/Kerry down eight weeks and MidWest down six weeks.

Table 26: Length of time (weeks) from application to the provision of non identifying information, Q4 2015-Q1 2016

| Area | Length of Time (weeks) Q4 2015 | Length of Time (weeks) Q1 2016 | Δ (+/-) Q1 2016 vs Q4 2016 |
|---------------------|--------------------------------------|--------------------------------------|-------------------------------|
| Dublin Mid Leinster | - | 1 | - |
| Dublin North East | 2 | 3 | +1 |
| Cork/Kerry | 12 | 4 | -8 |
| CW/KK/ST/WD/WX | 8 | 8 | 0 |
| Midwest | 26 | 20 | -6 |
| Galway/Roscommon | 52 | 36 | -16 |
| Mayo | 1 | 1 | 0 |
| Donegal/SLWC | 8 | 8 | 0 |

- At the end of Q1 2016:
 - the length of time from application (production of ID) to allocation of a social worker for priority 1 applications ranged from one week to 3 months (Carlow/Kilkenny/South Tipperary/Waterford/Wexford), against a target of 3 months (Table 27)
 - the length of time from application (production of ID) to allocation of a social worker for priority 2 applications ranged from 1 week to 6 months (Cork/Kerry), against a target of 6 months (Table 27)
 - the length of time from application (production of ID) to allocation of a social worker for all other applications ranged from 1 week (Dublin Mid Leinster) to 24 months (Cork/Kerry), against a target of 12 months or by year end (Table 27). All but two areas (Dublin North East and Cork/Kerry) are currently meeting this target

Table 27: Length of time (mths) from application to allocation of a social worker, by type Q1 2016

| Area | Priority 1 Applications Waiting time (mths) | Priority 2 Applications Waiting time (mths) | All other Applications (mths) |
|----------------------------------|---|---|-------------------------------|
| Dublin Mid Leinster | 0.25 | 0.25 | 0.25 |
| Dublin North East | 2 | 5 | 18 |
| Cork/Kerry | 0.5 | 6 | 24 |
| CW/KK/ST/WD/WX | 3 | 3 | 12 |
| Midwest | 1 | 3 | 12 |
| Galway/Roscommon | 2 | 2 | 12 |
| Mayo* | - | - | 3 |
| Donegal/Sligo/Leitrim/West Cavan | 1 | 2 | 4 |

*Mayo does not operate a priority waiting list. When a referral is received it is deemed a priority case and allocated

5.2 Adoption

- A total of 33 adoption assessments (fostering to adoption, inter-country and domestic) were completed during Q1 2016; 12 fewer than Q4 2015. A breakdown of assessment types completed is presented in Table 28.

Table 28: Breakdown of assessments completed by type, Q4 2015 – Q1 2016

| Area | No of assessments completed Q4 2015 | No of assessments completed Q1 2016 | Δ (+/-) Q1 2016 vs Q4 2015 |
|-------------------------------|-------------------------------------|-------------------------------------|----------------------------|
| Fostering to Adoption | 24 | 9 | -15 |
| Inter-Country Adoption | 17 | 20 | +3 |
| Domestic Adoption | 4 | 4 | 0 |
| Total | 45 | 33 | -12 |

- The projected waiting time for assessment (2nd) for inter-country adoption (i.e. from waiting list to the beginning of preparation) ranges from 1 month to 13 months (Cork/Kerry) (Table 29). The waiting time in all but two areas (Cork/Kerry and MidWest) is 6 months or less.

Table 29: Projected waiting time for 2nd assessment, Inter Country Adoption, Q4 2015 – Q1 2016

| Area | Waiting time – 2 nd assessment Inter country Adoption (months) Q4 2016 | Waiting time – 2 nd assessment Inter country Adoption (months) Q1 2016 | Δ (+/-) Q1 2016 vs Q4 2015 |
|------------------------|---|---|----------------------------|
| Midlands | - | 3 | |
| LH/MH/CN/MN | 6 | 4 | -2 |
| Dublin/Kildare/Wicklow | 3 | 3 | 0 |
| Cork/Kerry | 13 | 13 | 0 |
| CW/KK/STWD/WX | 6 | 6 | 0 |
| Midwest | 12 | 12 | 0 |
| Galway/Roscommon | 0 | 1 | +1 |
| Mayo | 3 | 3 | 0 |
| Donegal/SLWC | 2 | 2 | 0 |

- Fifteen applications for step-adoption were received during Q1 2016; two more than Q4 2015 (Table 30).

Table 30: Step-adoption applications received, Q4 2015 - Q1 2016

| Area | No of applications received Q4 2015 | No of applications received Q1 2016 | Δ (+/-) Q1 2016 vs Q4 2015 |
|----------------------|--|--|--------------------------------------|
| Step-parent Adoption | 13 | 15 | +2 |
| Total | 13 | 15 | +2 |

6.0 FOSTER CARERS

KEY AREAS OF FOCUS

6.1 Number of foster carers

6.2 Foster carers approved and on the Panel of Approved Foster Carers

6.2 Foster carers (relative) unapproved

KEY FACTS

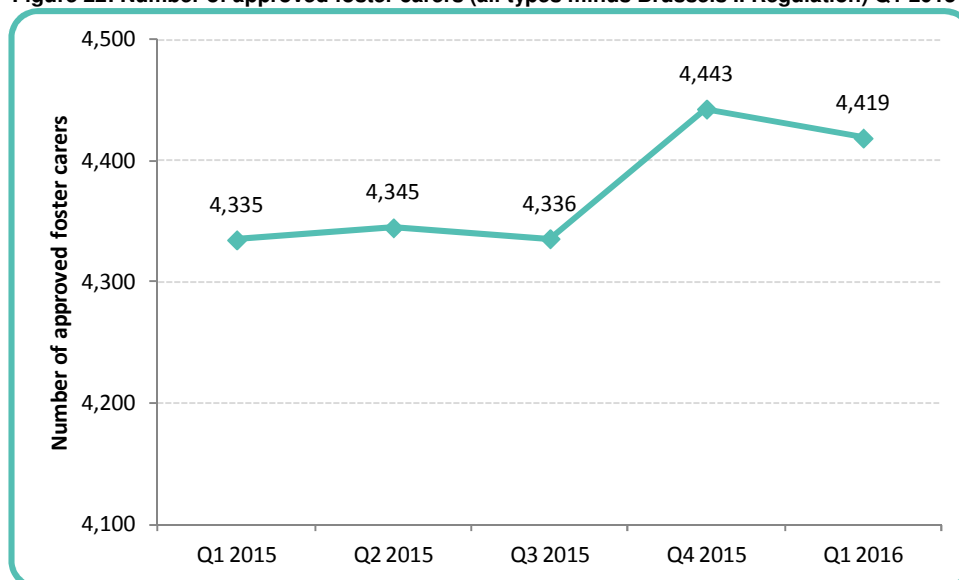
At the end of Q1 2016:

- 4,419 approved foster carers on panel (all types minus Brussels II); 24 fewer than Q4 2015; 84 more than Q1 2015
- 75% (n=1,188) of relative foster carers approved against a target of 80%
- 85% (n=2,501) of general foster carers (approved) had an allocated link (social) worker against a target of 90%; up from 82% Q4 2015
- 83% (n=987) of relative foster carers (approved) had an allocated link (social worker) against a target of 85%; up from 72% (856) Q4 2015
- 389 unapproved relative foster carers; up nine on Q4 2015
- 315 (81%) of the unapproved relative foster carers had a child placed with them for longer than 12 weeks; down from 86% (n=327) Q4 2015
- 69% (n=218) of unapproved relative foster carers with a child placed > 12 weeks had an allocated link (social) worker; up from 64% (n=209) Q4 2015

6.1 Number of foster carers

- At the end of Q1 2016, there were 4,419 foster carers (all types minus Brussels II Regulation) on the panel of approved foster carers; 24 fewer than Q4 2015 but 84 more than Q1 2015 (Figure 22). There were 389 unapproved relative foster carers; nine more than Q4 2015.

Figure 22: Number of approved foster carers (all types minus Brussels II Regulation) Q1 2015 - Q1 2016



- Two-thirds (66.5%; n=2,942) of all approved foster carers are general foster carers. Relative foster carers account for a further 27% (1,188), while private foster carers account for the remaining 6.5% (n=289) (Table 31).
- At the end of Q1 2016, 75% (n=1,188/1,577) of relative foster carers were approved and on the Panel against a target of 80%.

Table 31: Breakdown of foster carers by type Q1 2015 - Q1 2016

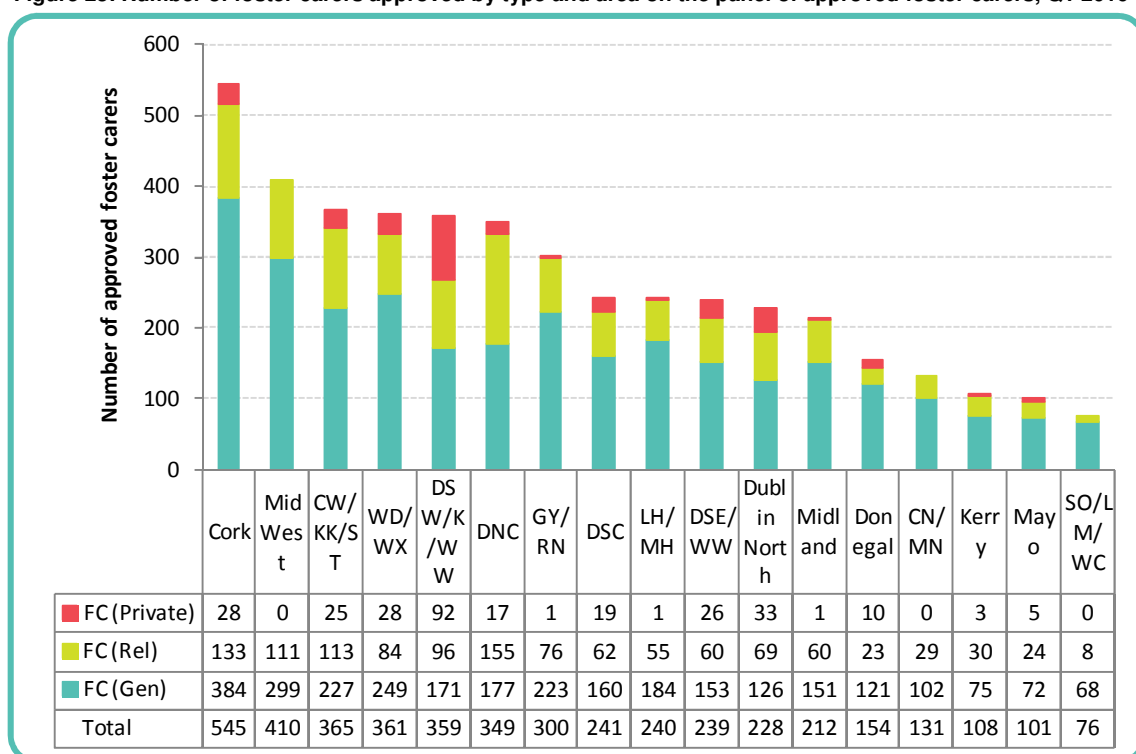
| Foster Carers | Q1 2015 | Q2 2015 | Q3 2015 | Q4 2015 | Q1 2016 | Δ (+/-) Q1 2016 vs Q4 2015 |
|-----------------------|---------|---------|---------|--------------------|---------|----------------------------------|
| General (Approved) | 2,896 | 2,890 | 2,894 | 2,955 [#] | 2,942 | -13 |
| Relative (Approved) | 1,172 | 1,154 | 1,167 | 1,194 | 1,188 | -6 |
| Private (Approved) | 267 | 301 | 275 | 294 | 289 | -5 |
| Relative (Unapproved) | 439 | 437 | 410 | 380 | 389 | +9 |

*Figure revised from 2,957 to 2,955 since publication of Q4 2015 Integrated Performance and Activity Report

6.2 Foster carers approved and on the Panel of Approved Foster Carers

- A breakdown of the number of foster carers approved and on the panel by type and area, at the end of Q1 2016 is presented in Figure 23. The number of foster carers approved (all types) and on the panel ranged from 545 in the Cork to 76 in Sligo/Leitrim/West Cavan.
- Dublin South West/Kildare/West Wicklow had the highest number of private foster carers approved and on the panel at 92, followed by Dublin North at 33 and Waterford/Wexford and Cork both with 28.
- Three areas (MidWest, Cavan/Monaghan and Sligo/Leitrim/West Cavan) had no private foster carers approved and on the panel at the end of Q1 2016.

Figure 23: Number of foster carers approved by type and area on the panel of approved foster carers, Q1 2016



- Five areas reported an overall increase from Q4 2015 in the number of foster carers approved and on the Panel, with the highest increase reported by Carlow/Kilkenny/South Tipperary (n=12), followed by Mayo (n=7) and Dublin South East Wicklow (n=3) (Table 32).
- Of the ten areas that reported a decrease in the number of foster carers approved, the highest decrease was reported by Dublin North (n=9) followed by Louth/Meath (n=8); MidWest (n=6) and Galway/Roscommon (n=6) (Table 32).
- Carlow/Kilkenny/South Tipperary reported the highest increase in general (n=+6) and relative foster carers (n=+5) from Q4 2015. Mayo reported the highest increase in private foster carers (n=5).

Table 32: Area breakdown of approved foster carers (all types), Q1 2015 – Q1 2016

| Area | Total Q1 2015 | Total Q2 2015 | Total Q3 2015 | Total Q4 2015 | Total Q1 2016 | Δ (+/-) Q1 2016 v Q4 2015 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------------------|
| DSC | 208 | 202 | 199 | 246 | 241 | -5 |
| DSE/Wicklow | 231 | 232 | 227 | 236 | 239 | 3 |
| DSW/K/WW | 338 | 351 | 353 | 357 | 359 | 2 |
| Midland | 198 | 202 | 209 | 217 | 212 | -5 |
| DNC | 364 | 345 | 348 | 351 | 349 | -2 |
| Dublin North | 232 | 232 | 229 | 237 | 228 | -9 |
| LH/MH | 253 | 258 | 255 | 248 | 240 | -8 |
| CN/MN | 133 | 129 | 128 | 129 | 131 | 2 |
| Cork | 550 | 546 | 549 | 550 | 545 | -5 |
| Kerry | 106 | 106 | 106 | 108 | 108 | 0 |
| CW/KK/ST | 336 | 351 | 354 | 353 | 365 | 12 |

| | | | | | | |
|-----------------|--------------|--------------|--------------|--------------|--------------|------------|
| WD/WX | 360 | 367 | 353 | 361* | 361 | 0 |
| MidWest | 412 | 417 | 420 | 416 | 410 | -6 |
| GY/RN | 290 | 294 | 293 | 306 | 300 | -6 |
| Mayo | 103 | 95 | 105 | 94 | 101 | 7 |
| Donegal | 150 | 153 | 141 | 156 | 154 | -2 |
| SO/LM/WC | 71 | 65 | 67 | 78 | 76 | -2 |
| National | 4,335 | 4,345 | 4,336 | 4,443 | 4,419 | -24 |

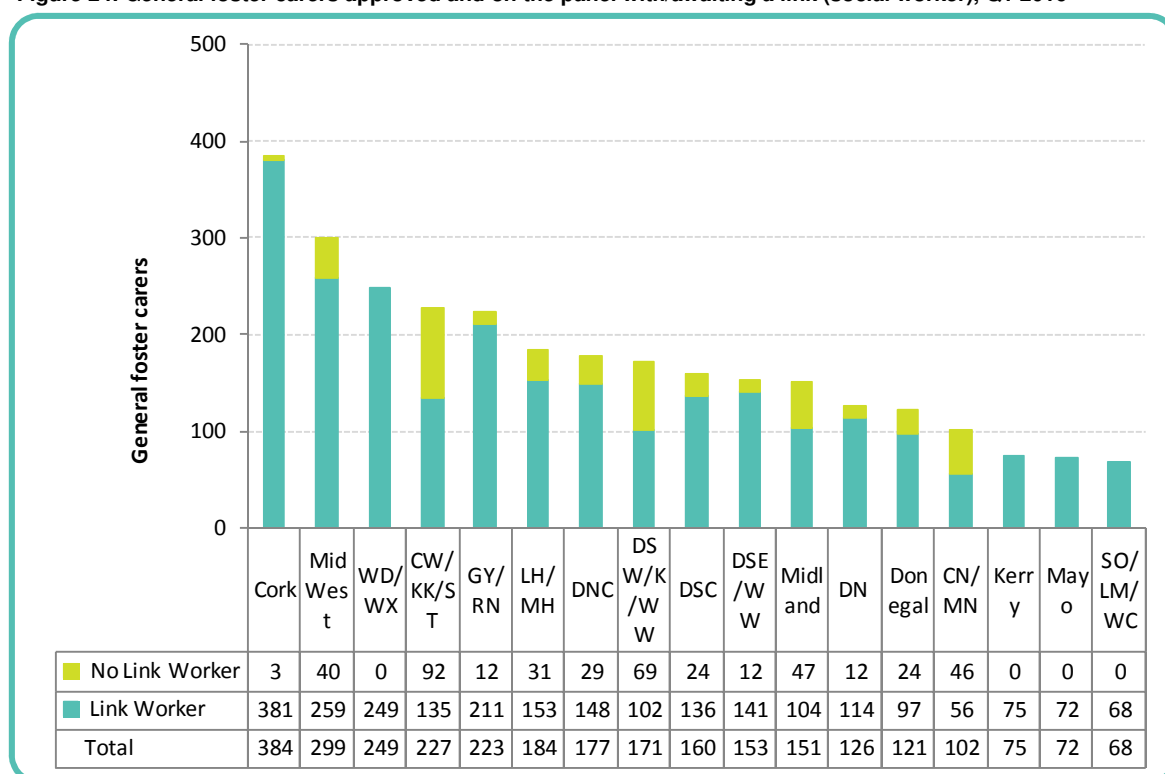
*Revised from 363 to 361 since publication of the Q4 2015 Integrated Performance and Activity Report

- At the end of Q1 2016, 85% (n=2,501/2,942) of general foster carers approved and on the Panel had an allocated link (social) worker against a target of 90%; up from 82% (n=2,419) in Q4 2015. A total of 441 carers were awaiting an allocated worker compared to 536 at the end of Q4 2015. Eight areas reported a percentage of 90% or higher with four of these areas reporting 100% (Table 33).
- At the end of Q1 2016, Carlow/Kilkenny/South Tipperary reported the highest number (n=92) of foster carers awaiting an allocated link worker, followed by Dublin South West/Kildare/West Wicklow (n=69); Midlands (n=47) and Cavan/Monaghan (n=46).
- Eleven areas reported a decrease in the number of foster carers awaiting an allocated link worker from Q4 2015; the highest decrease was reported by Carlow/Kilkenny/South Tipperary (n=25), followed by Donegal (n=17), Midlands (n=13); Dublin North City (n=14); Galway/Roscommon (n=10); Dublin North (n=9) and Cavan/Monaghan (n=9). Two areas reported an increase, MidWest (n=18) and to a lesser extent Cork (n=1).

Table 33: General foster carers (approved) with/awaiting link social worker, Q4 2014 - Q1 2016

| Area | With Link Worker Q4 2015 | Awaiting Link Worker Q4 2015 | % With Link Worker Q4 2015 | With Link Worker Q1 2016 | Awaiting Link Worker Q1 2016 | % With Link Worker Q1 2016 | Δ +/- % Q1 2016 vs Q4 2015 | Δ +/- Number Awaiting Link Worker Q1 2016 vs Q4 2015 |
|-----------------|--------------------------|------------------------------|----------------------------|--------------------------|------------------------------|----------------------------|----------------------------|--|
| Kerry | 75 | 0 | 100% | 75 | 0 | 100% | 0% | 0 |
| WD/WX | 248 | 0 | 100% | 249 | 0 | 100% | 0% | 0 |
| Mayo | 70 | 0 | 100% | 72 | 0 | 100% | 0% | 0 |
| SO/LM/WC | 69 | 0 | 100% | 68 | 0 | 100% | 0% | 0 |
| Cork | 383 | 2 | 99% | 381 | 3 | 99% | 0% | 1 |
| GY/RN | 204 | 22 | 90% | 211 | 12 | 95% | 4% | -10 |
| DSE/WW | 137 | 15 | 90% | 141 | 12 | 92% | 2% | -3 |
| Dublin North | 114 | 21 | 84% | 114 | 12 | 90% | 6% | -9 |
| MidWest | 284 | 22 | 93% | 259 | 40 | 87% | -6% | 18 |
| DSC | 133 | 29 | 82% | 136 | 24 | 85% | 3% | -5 |
| DNC | 133 | 43 | 76% | 148 | 29 | 84% | 8% | -14 |
| LH/MH | 146 | 38 | 79% | 153 | 31 | 83% | 4% | -7 |
| Donegal | 79 | 41 | 66% | 97 | 24 | 80% | 14% | -17 |
| Midland | 92 | 60 | 61% | 104 | 47 | 69% | 8% | -13 |
| DSW/K/WW | 103 | 71 | 59% | 102 | 69 | 60% | 0% | -2 |
| CW/KK/ST | 104 | 117 | 47% | 135 | 92 | 59% | 12% | -25 |
| CN/MN | 45 | 55 | 45% | 56 | 46 | 55% | 10% | -9 |
| National | 2,419 | 536 | 82% | 2,501 | 441 | 85% | +3% | -95 |

Figure 24: General foster carers approved and on the panel with/awaiting a link (social worker), Q1 2016

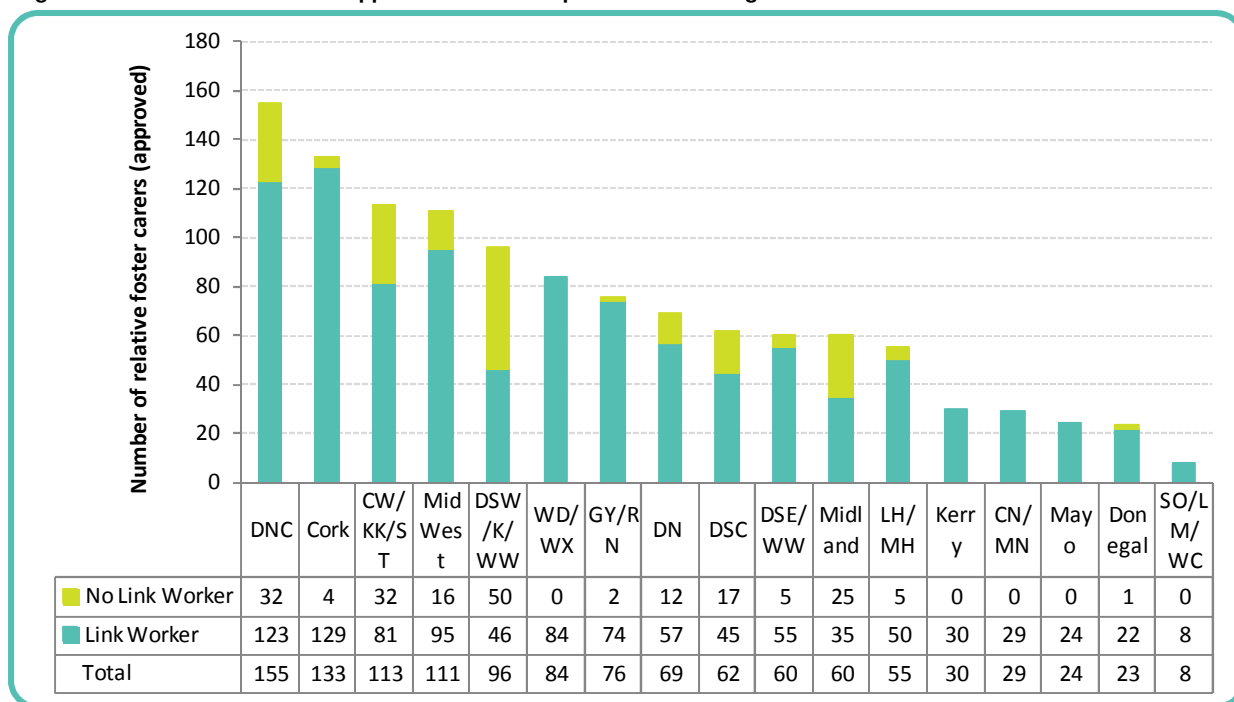


- For the same period 83% (n=987/1,188) of relative foster carers approved and on the panel had an allocated link (social) worker; up from 72% (856/1,194) in Q4 2015. A total of 201 carers were awaiting an allocated link worker compared to 338 at the end of Q4 2015. Eleven areas reported a percentage of 85% (target) or higher with five of these areas reporting 100% (Table 34).
- Dublin South West/Kildare/West Wicklow reported the highest number awaiting an allocated link worker (n=50), followed by Carlow/Kilkenny/South Tipperary (n=32) and Dublin North City (n=32) (Figure 25).
- Thirteen areas reported a decrease in the number of foster carers awaiting an allocated social worker from Q4 2015; the highest decrease was reported by Waterford/Wexford (n=47); followed by Cavan/Monaghan (n=28); Carlow/Kilkenny/South Tipperary (n=13); Louth/Meath (n=12) and Dublin North City (n=11). Two areas reported a small increase, Dublin South West/Kildare/West Wicklow (n=5) and MidWest (n =3) (Table 34).

Table 34: Relative foster cares (approved) with/awaiting an allocated link worker Q4 2015 - Q1 2016

| Area | With Link Worker Q4 2015 | Awaiting Link Worker Q4 2015 | % With Link Worker Q4 2015 | With Link Worker Q1 2016 | Awaiting Link Worker Q1 2016 | % With Link Worker Q1 2016 | Δ +/- % Q1 2016 vs Q4 2015 | Δ +/- Number Awaiting Link Worker Q1 2016 vs Q4 2015 |
|--------------|--------------------------|------------------------------|----------------------------|--------------------------|------------------------------|----------------------------|----------------------------|--|
| CN/MN | 1 | 28 | 3% | 29 | 0 | 100% | +97% | -28 |
| Kerry | 30 | 0 | 100% | 30 | 0 | 100% | 0% | 0 |
| WD/WX | 38 | 47 | 45% | 84 | 0 | 100% | +55% | -47 |
| Mayo | 24 | 0 | 100% | 24 | 0 | 100% | 0% | 0 |
| SO/LM/WC | 0 | 8 | 0% | 8 | 0 | 100% | +100% | -8 |
| GY/RN | 71 | 7 | 91% | 74 | 2 | 97% | +6% | -5 |
| Cork | 131 | 6 | 96% | 129 | 4 | 97% | +1% | -2 |
| Donegal | 17 | 6 | 74% | 22 | 1 | 96% | +22% | -5 |
| DSE/WW | 52 | 7 | 88% | 55 | 5 | 92% | +4% | -2 |
| LH/MH | 40 | 17 | 70% | 50 | 5 | 91% | +21% | -12 |
| MidWest | 97 | 13 | 88% | 95 | 16 | 86% | -3% | +3 |
| Dublin North | 52 | 17 | 75% | 57 | 12 | 83% | +7% | -5 |
| DNC | 115 | 43 | 73% | 123 | 32 | 79% | +7% | -11 |
| DSC | 47 | 18 | 72% | 45 | 17 | 73% | 0% | -1 |
| CW/KK/ST | 63 | 45 | 58% | 81 | 32 | 72% | +13% | -13 |
| Midland | 31 | 31 | 50% | 35 | 25 | 58% | +8% | -6 |
| DSW/K/WW | 47 | 45 | 51% | 46 | 50 | 48% | -3% | +5 |
| Total | 856 | 338 | 72% | 987 | 201 | 83% | 11% | -137 |

Figure 25: Relative foster carers approved and on the panel with/awaiting allocated link Q1 2016



6.3 Foster carers (relative) unapproved

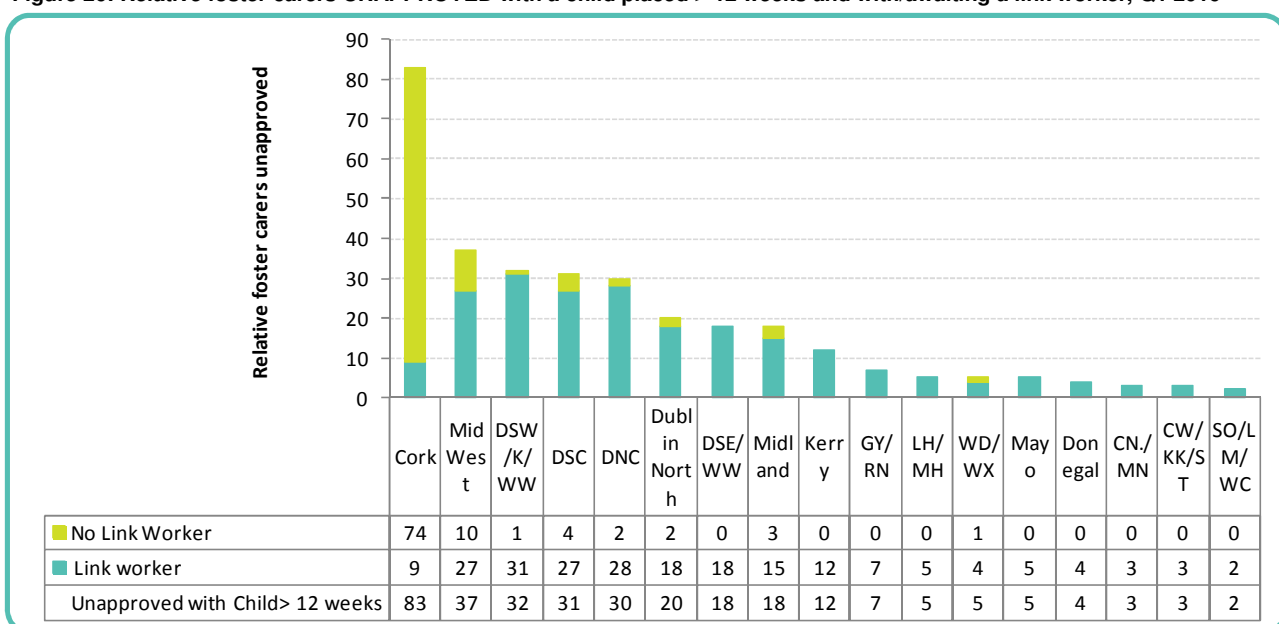
- At the end of Q1 2016, there were 389 relative foster carers that were unapproved; up nine from Q4 2015 (Table 35).
- Of these 315 (81%) had a child placed with them for longer than 12 weeks; down from 86% (n=327/380) at the end of Q4 2015 (Table 35).
- Of the 315 foster carers that had a child placed with them for >12 weeks, 69% (n= 218/315) had an allocated link (social) worker at the end of Q1 2016; up from 64% (n=209/327) at the end of Q4 2015. A total of 97 carers were awaiting allocation of a link worker compared to 118 at the end of Q4 2015

Table 35: Breakdown of foster carers not approved, Q1 2015 – Q1 2016

| Unapproved Relative Foster Carers | Q1 2015 | Q2 2015 | Q3 2015 | Q4 2015 | Q1 2016 | Δ (+/-) Q1 2016 vs Q4 2015 |
|---|--------------|--------------|--------------|--------------|---------------|----------------------------|
| No. unapproved | 439 | 437 | 410 | 380 | 389 | +9 |
| No (%) with a child > 12 weeks | 366 (83%) | 368 (84%) | 350 (85%) | 327 (86%) | 315 (81%) | -12 |
| Child > 12 weeks and who have a Link Worker | 184 (50%) | 174 (47%) | 204 (58%) | 209 (64%) | 218* (69%) | +9 (4%) |
| Child > 12 weeks AWAITING a Link Worker | 182 | 194 | 146 | 118 | 97 | -21 (18%) |

- An area breakdown of the number of relative foster carers unapproved that had a child placed for longer than 12 weeks and had/awaiting a link worker at the end of Q1 2016, is presented in Figure 26.
- Cork had the highest number (n=83) of relative foster carers unapproved with a child placed for longer than 12 weeks, at the end of Q1 2016. Sligo/Leitrim/West Cavan had the fewest number (n = 2).
- In nine areas all unapproved relative foster carers with a child for >12 weeks had a link work (Figure 26).
- Of the remaining eight areas, Cork had the highest number (n=74; 89%) of unapproved relative fosters awaiting a link worker, followed to a lesser extent by MidWest (n=10). The other five areas had four or fewer unapproved relative foster carers with a child >12 weeks without a link worker.
- The number of unapproved relative fosters with no link worker in Dublin South West/Kildare/West Wicklow decreased by 13 from Q4 2015.

Figure 26: Relative foster carers UNAPPROVED with a child placed > 12 weeks and with/awaiting a link worker, Q1 2016



7.0 QUALITY ASSURANCE

7.1 Internal Inspection and Monitoring Service

7.2 Hiqa Inspections

7.1 Internal Inspection and Monitoring

The Agency's Inspection and Monitoring Service is responsible for meeting the Agency's statutory inspection and monitoring functions in accordance with:

- Part VIII the Child Care Act 1991
- National Standards for Children's Residential Centres
- National Standards for Foster Care
- National Standards for Special Care Units

In accordance with the Agency's Business Plan for 2016, this service was re-structured in Q1 2016. This has resulted in the creation of two teams: a team responsible for the monitoring and review of Tusla's (statutory) residential and foster care services and expanded to include child protection services and a team responsible for the registration and inspection of private residential and foster care services. The new structure became operational on the 1st April 2016. A risk and intelligence led approach will be used to target areas where service improvement and monitoring activity is most needed.

7.2 HIQA Inspections

The Health Information and Quality Authority (Hiqa) published seven inspection reports in Q1 2016 as follows:

- Child Protection and Welfare Services (n=1)
- Children's Residential Centres (n=6)

Monitoring inspections assess continuing compliance with the Standards for the service type (e.g., child protection and welfare, residential etc.) and can be announced or unannounced. On completion of the inspection, services are provided with the findings of the inspection and action plans are developed to address areas for improvement identified. The inspection reports and action plans are published on the Hiqa website.

The inspection reports set out the findings of monitoring inspections against themes which generally encompass the following or various elements of these:

- Child Centred Services
- Safe and Effective Services
- Leadership, Governance and Management
- Use of Resources
- Workforce
- Use of Information

The summary of judgments and findings against the standards assessed for each of the services that had an inspection report published by Hiqa in Q1 2016 are presented in below:

7.2.1 Child Protection and Welfare Services

➤ Summary of Judgments

Table 36: Child Protection and Welfare Services, Hiqa Inspections Summary Judgments

| CHILD PROTECTION AND WELFARE SERVICES | | | | | |
|--|--------------------------|------------------|----------------|----------------------|-----------------------------|
| National Standards for the Protection and Welfare of Children, Hiqa 2012 | | | | | |
| Services Inspected | Summary of Judgments | | | | |
| | No of Standards Assessed | Exceeds Standard | Meets Standard | Requires Improvement | Significant Risk Identified |
| Dublin South East/Wicklow | 27 (Announced/Full) | 0 | 9 | 17 | 1 |

➤ Summary of Findings

This inspection found a service where the safety of children was prioritised. There was an effective system to ensure that referrals of children were screened quickly and thoroughly assessed. The majority of services were delivered in a timely manner. Managers ensured that the most vulnerable children were prioritised and there were few delays or backlogs that compromised the service they received. Children First (2011): National Guidance for the Protection and Welfare of Children was implemented to a large extent. Children who were most vulnerable and at risk had an allocated social worker and a child protection plan.

However, not all social workers were clear regarding the criteria for requesting a child protection conference. Complex cases and patterns of long term neglect required further consideration and a large number of retrospective abuse referrals had not yet been assessed which meant that the potential risk to children was not fully known (judgment of significant risk). Staff were found to be competent and committed but there was a significant number of staff vacancies and a lack of community resources limited the effectiveness of the area to meet all the demands on its service.

The area provided a child-centred service and, though there was little written information available to children and families in relation to their rights, the rights of children were promoted in various ways. In the majority of cases, there was good communication with individual children and families, who felt that they were treated with respect, but the process of engaging them in formal consultation about the quality of the service was at an early stage of development. Complaints were managed fairly but children and families were given little information on how to make a complaint. There was no strategy in place for raising awareness of the general public about child abuse and about how to access the service. The service had quality assurance mechanisms in place but these needed to be improved as did the overall system for managing risk.

7.2.2 Children's Residential Centres

➤ Summary of Judgments

Table 37: Residential Centres, Hiqa Inspections Summary Judgments

| Residential Care Centre | | | | | |
|--|---------------------------|------------------|----------------|----------------------|-----------------------------|
| SI No. 259 /1995 – Child Care (Placement of Children in Residential Care) Regulations 1995 and the National Standards for Residential Care (2001). | | | | | |
| Centre Inspected | Summary of Judgments | | | | |
| | No of Standards Assessed | Exceeds Standard | Meets Standard | Requires Improvement | Significant Risk Identified |
| ID 18 | 10 (unannounced / full) | 2 | 4 | 4 | 0 |
| ID 20 | 10 (unannounced / full) | 1 | 5 | 4 | 0 |
| ID 51 | 10 (unannounced / full) | 0 | 1 | 8 | 1 |
| ID 76 | 10 (unannounced / full) | 0 | 5 | 4 | 1 |
| ID 445 | 10 (unannounced / themed) | 0 | 5 | 5 | 0 |
| ID OSV 0004186 | 10 (unannounced / themed) | 0 | 4 | 6 | 0 |

➤ Summary of Findings

ID 18 (West): Inspection November 2015

This inspection found a centre that was well managed and provided high-quality care to the children. The report referred to a comfortable and relaxed atmosphere within the centre and children in the centre receiving emotional and physical care to a very high standard. Staff were said to be well supported and there were clear management and leadership structures in place. Staff members applied effective safeguarding practices and inspectors saw interactions and interventions by staff members which promoted the protection and safety of children. The report referred to children being actively involved in their care and decisions about their lives, and children spoke very positively about the staff team. The report stated that children's quality of life was great. Education was highly valued and practices to support children to achieve their potential were said to be excellent. Behaviours that challenged were found to be effectively managed, and management of the centre actively reviewed risks, practices and interventions within the centre.

The staff team was found to be very experienced and skilled; they were responsive to the children's needs and warm in their interaction. Communication and collaboration with the social work department was clear and effective. However, records kept in the centre relating to children were not regularly reviewed by supervising social workers. Efforts to identify an appropriate foster family, for over two years, for one young person resident, had not been effective. This was a cause for much distress and unhappiness in his/her placement, despite evident progress and a high regard for the staff team. While some

management systems were effective, risk management and quality assurance systems needed to improve.

ID 20 (Dublin North East): Inspection October 2015

This inspection found a centre where children were safe and protected. While some improvements were needed in relation to the risk assessments for the centre, this had already been identified by the centre manager prior to inspection. Staff advocated for children and children were involved in decisions around their care. Children and families spoke positively about the centre and the staff who worked there. Up to date placement plans were not on file for children and staff reported these had been sent out to social workers to be signed. Inspectors identified some issues around the management of medication and how shared care arrangements were recorded on the register of children. Children received good quality care and effective systems were in the early stages of being developed in relation to the governance of the centre. The manager had good oversight of the provision of care to children. A training needs analysis had not been undertaken by the date of inspection.

ID 51 (Dublin Mid Leinster): Inspection October 2015

This inspection found a centre where children were safe and their physical care needs were met. Their educational needs were prioritised and their healthcare needs were addressed as appropriate. The staff valued the views of children and made efforts to consult with them. However, additional work was required to ensure children were supported to understand their rights on an ongoing basis and to ensure children had access to advocacy services. Consultation occurred with the children but this could be enhanced to include participation in how the centre was run. Admissions to the centre were planned and structured but due consideration was not always given to the mix of children and young people in the centre. This resulted in placement breakdowns for some children and there were a number of short term placements in the centre which were not in the best interests of the children.

There was a positive approach to the management of complaints but it was not always recorded if the child was satisfied with the outcome of the complaint. Staff were committed to providing a safe and effective service but there were extensive gaps in the training needs of staff and this impacted on the quality of the care provided to the children. Some physical interventions were used without staff having the appropriate training. Incidents relating to child protection and welfare were not managed in line with Children First, National Guidance for the Protection and Welfare of Children, 2011.

The report referred to a centre that was well managed and the staff team sought to deliver a high-quality care to the children. While management systems ensured that there was effective monitoring and quality assurance processes in place, records were not up to date and this impacted on the overall monitoring of the service. There was a risk management system but further work was required to ensure effective interventions were available to manage presenting risks. There was no risk register. There was a committed staff team working in the centre but the staffing compliment was not optimal due to a number of staff on extended leave. There was an over reliance on agency staff which meant that children

were not always receiving consistent care. The significant risk identified pertained to management and staffing,

ID 76 (Dublin North East): Inspection October 2015

This inspection found a centre that provided safe and effective care to children but at the time of this inspection one of the young people was a missing child in care. Risk was managed and the centre responded well to young people's presenting needs and complex behaviours and issues associated with substance misuse. Three of the four young people being cared for had serious substance misuse and antisocial behaviour issues. One of the young people had disengaged from the centre and at the time of inspection was a missing child in care. Subsequently inspectors were informed that this young person was staying intermittently with family but when not in their care was a young person at risk. The rights of young people were promoted, valued and respected. Young people were involved in decisions about their care and the voice of the young people was reflected in centre records. Each of the young people had up-to-date care and placement plans in place. One of the young people did not have a social worker at the time of inspection but all other statutory requirements were met.

The centre was well managed, there was strong leadership and clear lines of accountability. Risk was well managed but monitoring systems required improvement to ensure practice was consistently safe, effective and of good quality. The statement of purpose and function did not adequately outline the model of service being delivered. Managers and staff had a good knowledge of the young people's assessed care needs and this contributed to effective care planning and review processes. Outcomes for the majority of young people had improved during their time in the centre. There was a reduction in substance misuse and antisocial behaviour for two of the young people. The staff team made every effort to meet the changing and complex needs of the young people and were flexible in their approach to delivering their care.

ID 445 (Dublin North East): Inspection November 2015

This inspection found a centre that was well managed and the staff team delivered high quality care to young people. The centre's model of care was based on building relationships with young people and supporting them in gaining independence. Young people were happy in the centre and the staff team provided them with support and guidance. Care plans were of good quality and were implemented through placement plans. Young people completed programmes which helped them prepare for living independently in the community. There were effective safeguarding measures in place and young people were safe in the centre. Young people's rights were generally promoted and respected and the staff team consulted with them regularly. However, the implementation of some policies, when young people were over the age of 18, impacted on their rights and had been raised as a risk by some staff members.

Admissions were well managed by the staff team but discharges were impeded, from time to time, due to the lack of suitable accommodation. The report stated that the Agency managed this well by extending the young people's placement in the centre but that this may have an impact on admissions in the future. Some management systems required

improvement. While communication and decision making systems were generally effective, risk management and the quality management systems required further development and management oversight. Not all risks had been identified in the centre. The staff team were experienced and most had received up-to-date training. Some further improvements were required with policies and procedures, medication management, the statement of purpose and function, and the recording of complaints, incidents, fire records and staff supervision and training.

OSV-0004186 (South): Inspection December 2015

This centre previously operated using a high support model. However, inspectors were informed that the purpose and function was in the process of revision and the mix of children admitted was expanded to include those requiring a lower support service. Inspectors found that the centre's statement of purpose and working practices had not been significantly updated to meet the needs of all children and as a consequence, some practices were overly restrictive for those requiring a lower level of support.

The report referred to systems in place for the provision of multidisciplinary care and good working relationships existed between the centre staff, the therapist and the teaching staff. A Child and Family Agency monitoring officer was also in place. Three of the four children had an allocated social worker. Statutory care reviews took place in a timely manner and care plans were generally updated regularly. Social work visits were carried out in a timely manner. Each child was fully engaged in the school and their health and emotional needs were met in the centre.

A previous Hiqa inspection carried out in September 2013 highlighted premises issues in an action plan and recommended that the institutional features of the building be addressed or planning was to be commenced to move the service to an alternative location. At the time of this inspection, these issues remained outstanding. Management structures didn't identify clear lines of authority and accountability for a key member of the staff. Administration, risk assessment and auditing required improvement in the centre. The centre's procedures for conclusion of investigations against staff were not transparent.

8.0 NATIONAL EARLY YEARS INSPECTORATE

KEY AREAS OF FOCUS

8.1 New developments

8.2 Activity data

KEY FACTS

- 4,427 EYS nationally at the end of Q1 2016; fewest number for period Q1 2015 – Q1 2016
- 33 new registrations/notifications in Q1 2016;
- 71 services found to be closed during Q1 2016
- 15% (n=677/4,427) of EYS inspected during Q1 2016
- 39 complaints received in respect of EYS during Q1 2016
- 0 prosecutions of EYS taken by the Agency during Q1 2016; two prosecutions taken in 2015.

8.1 New Developments

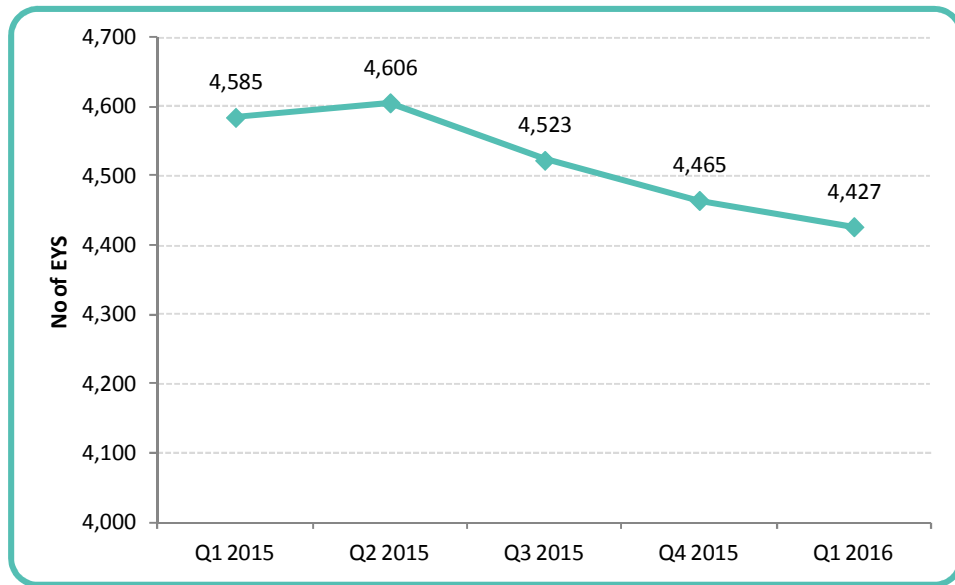
- The Early Years Inspectorate scoped out the extent and boundaries of a Regulatory Quality Framework Guidance Document.
- Focus on training for the Inspectorate was:
 - Leadership
 - Employee Safety
 - Managing Risk
 - Child Protection and Welfare Strategy
 - IT Training
- Business case for a registration office developed
- One additional Early Years Inspector was recruited

8.2 Activity Data

- At the end of Q1 2016, there was a total of 4,427 early years services¹³ (EYS) nationally; 38 fewer than Q4 2015 (n=4,565) and the fewest number for the five quarters shown (Figure 27).

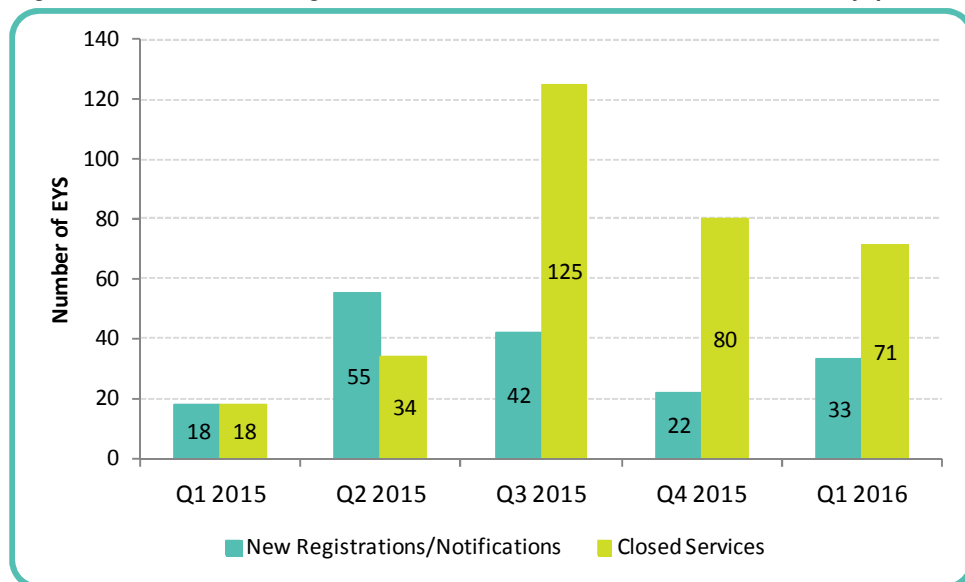
¹³ Early Years Services is an overarching term that includes Pre-School Services. The Child and Family Agency is responsible for inspecting pre-schools, play groups, nurseries, crèches, day-care and similar services which cater for children aged 0-6, under the Child Care (Pre-School Services) Regulations 2006.

Figure 27: Number of EYS, by quarter



- There were 33 new registrations/new notifications of EYS in Q1 2016; 11 more than Q4 2015 (n=22) (Figure 28).
- A total 71 EYS were found to be closed during Q1 2016; nine fewer than Q4 2015 (n=80) (Figure 28). It should be noted that closure of services is found on inspection. The Inspectorate targets EYS not inspected in three or more years and on commencement of inspection a proportion of these are found to be closed. No service was de-registered by the Agency in Q1 2016.

Figure 28: Number of new registrations/notifications of EYS and number closed, by quarter

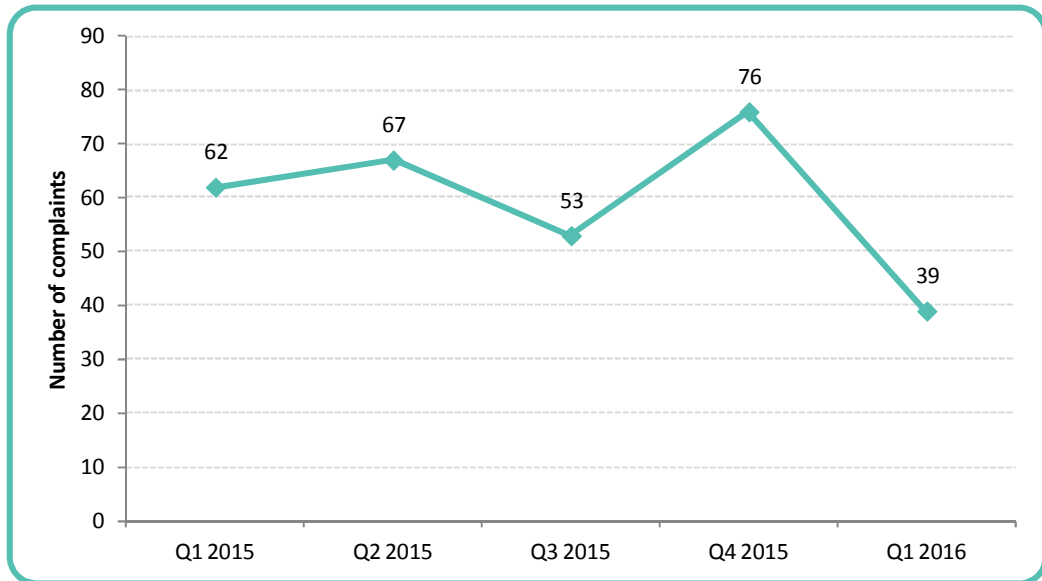


Note: for Q2 2015 the number of new registrations/notifications has been revised from 56 to 55 and the number of services closed revised from 33 to 34, following a validation exercise that took place in one region following publication of the Q2 Integrated performance and Activity Report

- Fifteen percent (n=677/4,427) of EYS were inspected in Q1 2016.
- There were no prosecutions of EYS taken by the Agency in Q1 2016. A total of two prosecutions were taken in 2015.

- 39 complaints relating to EYS were received during Q1 2016, 37 fewer than Q4 2015 and the fewest number for the five quarters shown (Figure 29).

Figure 29: Number of complaints received in respect of EYS, by quarter



9.0 EDUCATIONAL WELFARE SERVICES

KEY AREAS OF FOCUS

- 9.1 Number of new children worked with
- 9.2 School attendance notices and summonses under Section 25 of the Education (Welfare) Act 2000
- 9.3 Children registered as being educated in places other than recognised schools
- 9.4 Applications and assessments under Section 14 of the Education (Welfare) Act 2000
- 9.5 Educational Welfare Officers – Workforce position

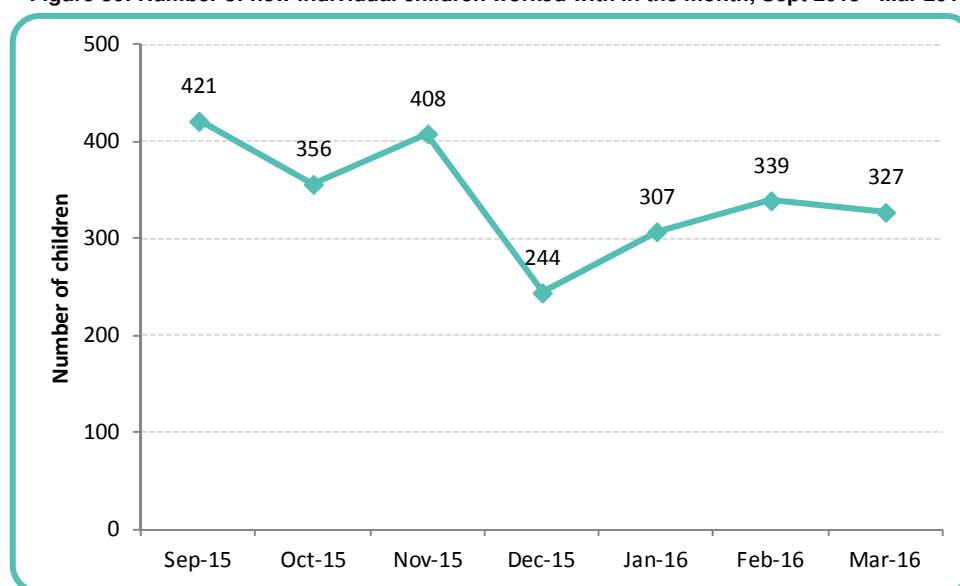
KEY FACTS

- 973 new individual children worked with during Q1 2016; 2,402 worked with between September 2015 and March 2016
- 120 school attendance notices (SANs) were issued in respect of 95 children under Section 25 of the Education (Welfare) Act 2000¹ during Q1 2016. A total of 329 SANs (231 children) issued between September 2015 and March 2016.
- 48 summonses were issued in respect of 34 children under Section 25 of the Education (Welfare) Act 2000¹ during Q1 2016. A total of 97 summonses (70 children) were issued between September 2015 and March 2016.
- 370 children registered as being educated in places other than in recognised schools, Q1 2016. A total of 897 children registered between September 2015 and March 2016; 22% (n=193) registered as home educated.
- Applications were made under Section 14 of the Education (Welfare) Act 2000, in respect of 250 children during Q1 2016. Applications were made for 1,397 children between September 2015 and March 2016.
- 96 assessments were carried out under Section 14 of the Education (Welfare) Act 2000 during Q1 2016. A total of 255 assessments were carried out between September 2015 and March 2016
- 1 child refused registration Q1 2016
- 74.15 Educational Welfare Officers at the end of March 2016, an increase of 6.14 on the Q4 2015 (n=68.01) and 11.3 on Q1 2015 (n=62.85)

9.1 Number of New Children

- EWS worked with 973 new individual children in Q1 2016, bringing the total number worked with from September 2015 to March 2016 to 2,402 (Figure 30). Fewer children were worked with in the months December 2015 to March 2016 than in the months September 2015 to November 2015.

Figure 30: Number of new individual children worked with in the month, Sept 2015 - Mar 2016



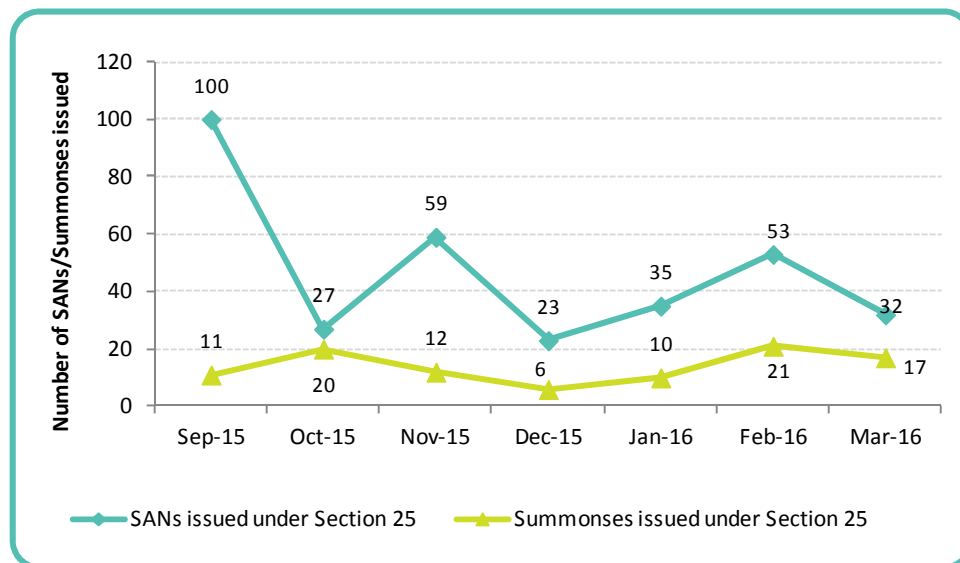
- EWS is in the process of introducing a new case management system. Cases will be weighted based on intensity and managed accordingly. As this system becomes fully implemented the term brief intervention (as was used in the past) will be phased out. A new dataset for reporting is also being defined and will be presented in future reports.

9.2 School Attendance Notices and Summonses under Section 25

- In Q1 2016, EWS issued a total of 120 school attendance notices (SANs) under Section 25 of the Education (Welfare) Act 2000¹⁴; 11 more than Q4 2015 (n=109) (Figure 31). The 120 attendance notices issued were in respect of 95 individual children i.e., more than one notice was issued in respect of some children.
- This brings to 329 (231 individual children) the number of SANs issued from September 2015 to March 2016. The highest number (n=100) of SANs was issued in September 2015.
- In Q1 2016, EWS issued a total of 48 summonses under Section 25 of the Education (Welfare Act) 2000 (Figure 31); ten more than Q4 2015 (n=38). The summonses issued were in respect of 34 individual children i.e., more than one summons was issued in respect some children.
- This brings to 97 (70 individual children) the number of summonses issued from September 2015 to March 2016. The highest number (n=21) of summonses was issued in February 2016.

¹⁴ Section 25 Education (Welfare) Act 2000—(1) Subject to section 17(2), the Board shall, if of opinion that a parent is failing or neglecting to cause his or her child to attend a recognised school in accordance with this Act, serve a notice (hereafter in this section referred to as a “school attendance notice”) on such parent—(a) requiring him or her on the expiration of such period as is specified in the notice, to cause his or her child named in the notice to attend such recognised school as is specified in the notice, and there to attend on each school day that the notice is in force, and (b) informing him or her that if he or she fails to comply with a requirement under paragraph (a) he or she shall be guilty of an offence.

Figure 31: SANs and summonses issued under Section 25 Education and Welfare Act 2000, by month



- In Q1 2016 Educational Welfare Officers (EWOs) attended a total of 110 court cases pertaining to their own cases; 11 more than Q4 2015 and an additional 11 court cases in a supporting capacity (e.g., at the request of social work services). This brings to 286 the number of court cases attended from September 2015 – March 2016 (Table 38).
- EWOs were also in attendance at a total of 61 child protection conferences (CPC) during Q1 2016; 13 more than Q4 2015. This brings to 119 the number CPCs attended from September 2015 – March 2016 (Table 38).

Table 38: Court cases and child protection conferences attended by Educational Welfare Officers, by month

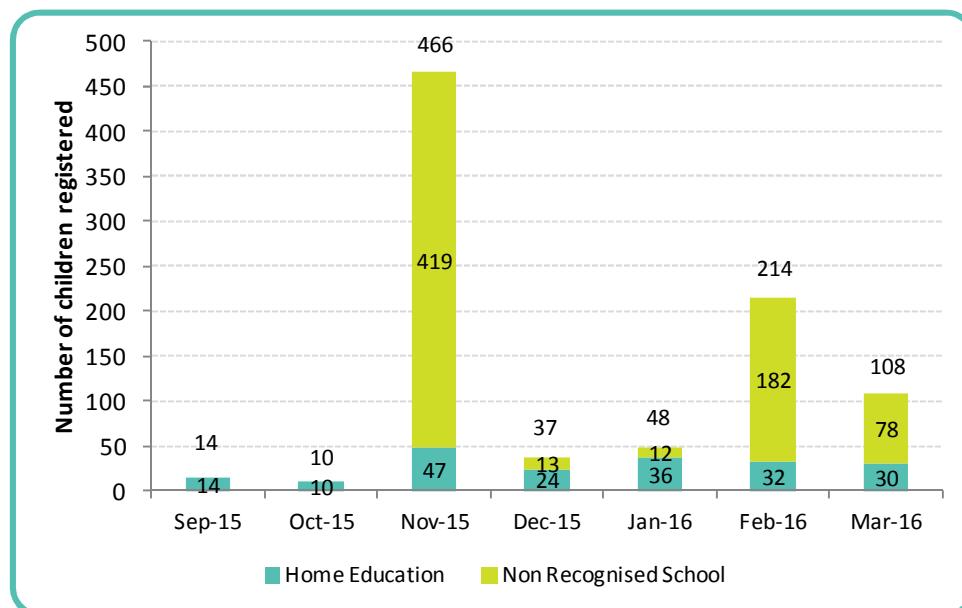
| Metric | Sep-15 | Oct- 15 | Nov- 15 | Dec- 15 | Jan-16 | Feb-16 | Mar-16 | Total |
|---|--------|---------|---------|---------|--------|--------|--------|-------|
| No of court cases attended where EWOs attended in relation to their own cases | 49 | 36 | 26 | 37 | 31 | 41 | 38 | 258 |
| No of other court cases where EWOs attended in support (e.g. at request of social work) | 6 | 0 | 5 | 6 | 2 | 5 | 4 | 28 |
| No of Child Protection Conferences held where an EWO was in attendance | 10 | 11 | 20 | 17 | 17 | 21 | 23 | 119 |

9.3 Children educated in places other than recognised schools

- During Q1 2016, a total of 370 children were registered as being educated in places other than in recognised schools; 98 (26%) of these children were registered as being home educated (Figure 32).
- This brings to 897 the number of children who were registered as being educated in places other than in recognised schools, between September 2015 and March 2016.

Twenty-two per cent (n=193/897) of these children were registered as being home educated.

Figure 32: Children registered as being educated in places other than in recognised schools, by month



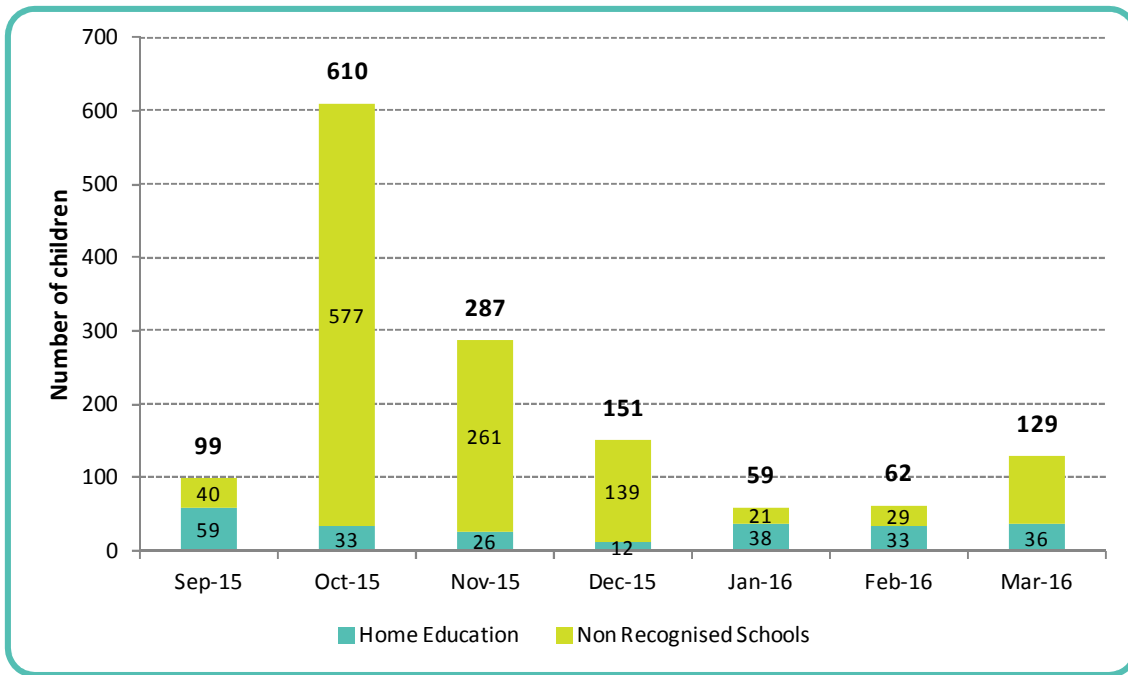
9.4 Applications and Assessments under Section 14

- During Q1 2016, applications were made under Section 14 of the Education (Welfare) Act 2000¹⁵ in respect of 250 children; 107 to be registered as home-educated and 143 to be registered as in receipt of education from a non-recognised school (Figure 33).
- This brings to 1,397 the number of children in respect of whom an application was made under Section 14, between September 2015 and March 2016; 237 of whom to be registered as home educated.

¹⁵ Section 14 Education (Welfare) Act 2000 14.—(1) The Board shall, on the commencement of this section, cause to be established and maintained a register of all children in receipt of education in a place other than a recognised school (hereafter in this section referred to as “the register”). (2) Subject to subsection (3), where a parent chooses to educate, or have educated, his or her child in a place other than a recognised school he or she shall, in accordance with this section, apply to the Board to have the child concerned registered in the register.

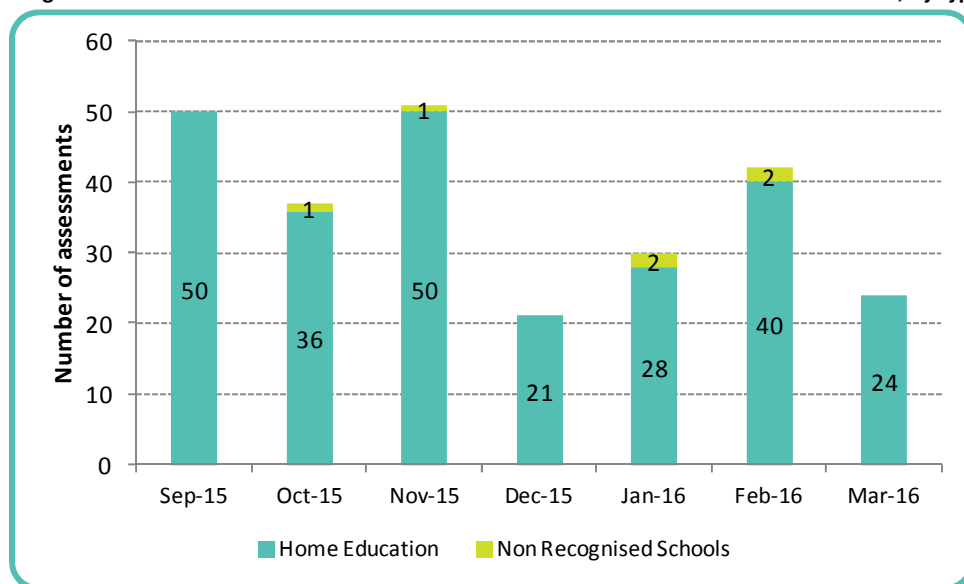
(5) As soon as practicable after an application under this section is received by the Board, the Board shall, for the purpose of determining whether the child is receiving a certain minimum education, cause an authorised person to carry out, in consultation with the parent who made the application, an assessment of—...

Figure 33: Applications made under Section 14 Educational and Welfare Act 2000, by type and month



- During Q1 2016, a total of 96 assessments were carried out under Section 14 of the Education (Welfare) Act 2000; all but four were in respect of home education (Figure 34).
- This brings to 255 the number of assessments that were carried out between September 2015 and March 2016 and of these 98% (n=249/255) were for home education.

Figure 34: Assessments carried out under Section 14 Education and Welfare Act 2000, by type and month



- During Q1 2016 one child was refused registration. This brings to two the number of children who were refused registration between September 2015 and March 2016. There were no appeals made against decisions not to register.

9.5 Educational Welfare Officers – Workforce Position

- At the end of Q1 2016 there was a total of 74.15 (WTE) educational welfare officers (EWOs); an increase of 6.14 on the Q4 2015 (n=68.01) and 11.3 on Q1 2015 (n=62.85)
- Four EWOs started with EWS during January and February 2016 (latest available data) and three EWOs were on maternity leave at the end of February 2016.

10.0 HUMAN RESOURCES

KEY AREAS OF FOCUS

10.1 Workforce Position

10.2 Absence Rate

10.3 Social Work Staff

10.4 Residential Services

10.5 Workforce Learning and Development

KEY FACTS

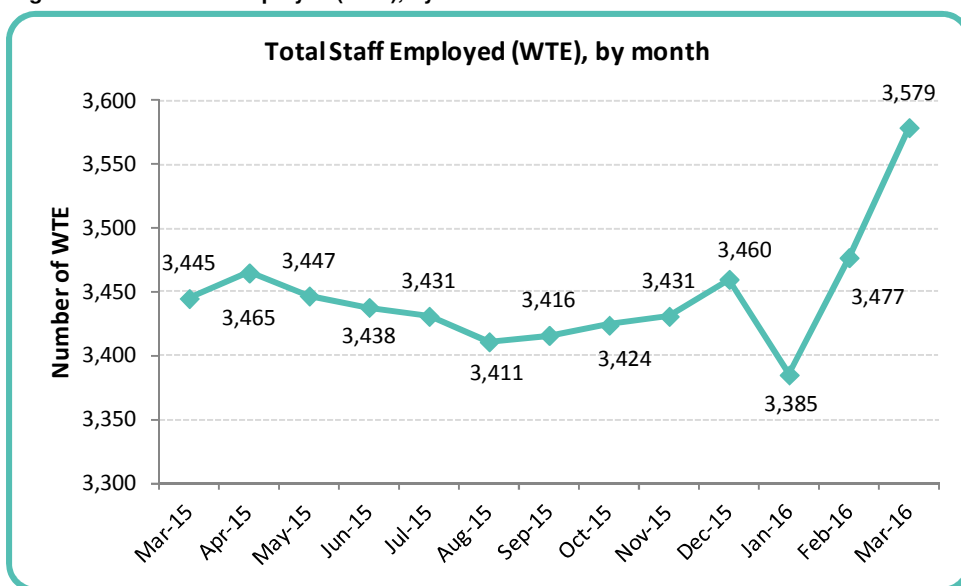
At the end of Q1 2016:

- 3,579 staff (WTE) employed by the Agency; up 119 on Q4 2015
- 161 new staff came on to the Agency's payroll during January and February 2016 (latest data available)
- 47 staff left (incl. retirements) the Agency during January and February 2016 (latest data available)
- 143 staff on maternity leave at the end of February 2016 (latest data available)
- 267 additional posts in progress with the National Recruitment Service (NRS)
- Overall absence rate was 4.78% at the end of February 2016; down 0.45 percentage points from Q4 2015 (5.23%)
- 171 courses run by Workforce Learning and Development in Q1 2016 at which 2,903 persons attended.

10.1 Workforce Position

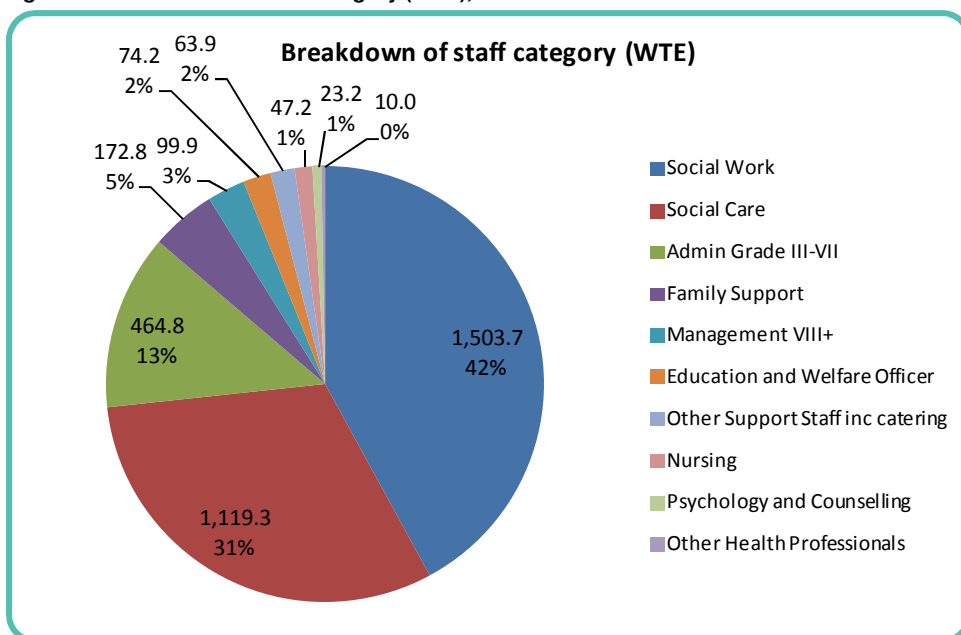
- At the end of Q1 2016, there were 3,579 whole time equivalent (WTE) staff (excluding agency staff) employed by Tusla; an increase of 119 on the number reported at the end of Q4 2015 (n=3,460) and 134 (3.9%) on the number reported at the end of Q1 2015 (Figure 35). The decrease noted in January is due to unpaid leave (shorter working year) in December 2015.

Figure 35: Total Staff Employed (WTE), by month Mar 2015– Mar 2016



- Social workers are the largest category of staff employed by the Agency accounting for 42% (n=1,503.7) of total staff (WTE) employed at the end of Q1 2016, followed by social care staff accounting for a further 31% (n=1,119.3) of total WTE. Management (i.e., grade VIII and above) accounts for 3% (n=99.9) of the workforce (Figure 36).

Figure 36: Breakdown of staff category (WTE), Q1 2016



- All categories of staff, with the exception of social care and nursing experienced an increase in WTEs between Q4 2015 and Q1 2016 (Table 39).

Table 39: Breakdown of staff (WTE) by category and month

| Staffing by Category | Mar -15 | Dec-15 | Mar -16 | Δ+/- Q1 2016 vs Q4 2015 |
|-------------------------------|--------------|--------------|-----------------|-------------------------|
| Social Work | 1,411.84 | 1,401.80 | 1,503.67 | 101.87 |
| Social Care | 1,148.89 | 1,125.40 | 1,119.3 | -6.10 |
| Psychology & Counselling | 19.67 | 22.43 | 23.15 | 0.72 |
| Other Support Staff | 64.18 | 62.58 | 63.88 | 1.30 |
| Other Health Professionals | 8.67 | 9.5 | 9.98 | 0.48 |
| Nursing | 45.9 | 49.59 | 47.2 | -2.39 |
| Management VIII+ | 82.2 | 92.08 | 99.88 | 7.80 |
| Family Support | 176.08 | 171.7 | 172.77 | 1.07 |
| Education and Welfare Officer | 62.85 | 68.01 | 74.15 | 6.14 |
| Admin Grade III-VII | 424.45 | 456.87 | 464.81 | 7.94 |
| Total Staffing | 3,445 | 3,460 | 3,578.79 | 118.79 |

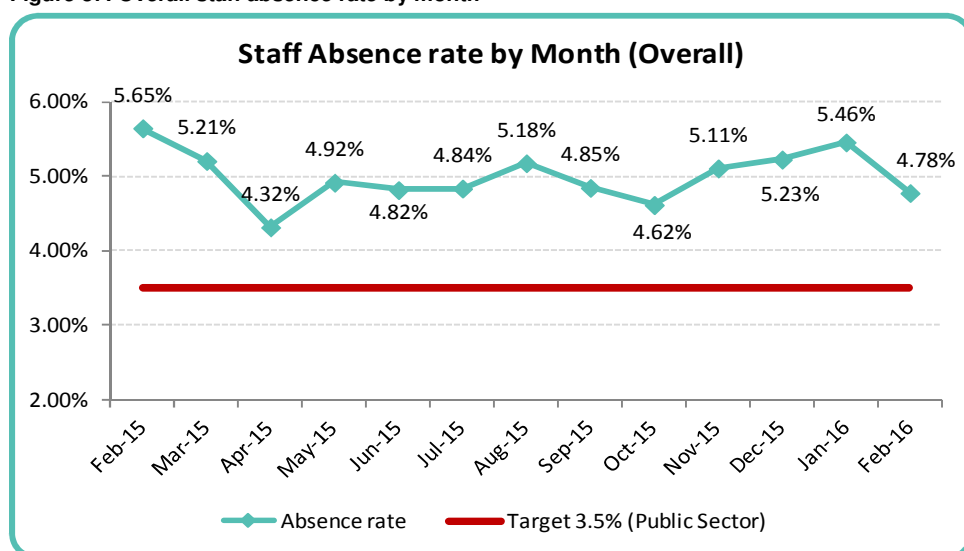
- A total of 161 new staff joined Tusla (came onto Tusla's payroll) during January and February 2016 (latest data available); the majority (82%; n=132) of whom were social workers.
- A total of 36 staff left (i.e., resigned, career breaks) Tusla during January and February 2016 (latest data available); the majority (67%; n=24/36) of whom were social workers. In addition to these staff, 11 staff retired; five of whom were social workers.
- A total of 143 staff were on maternity leave at the end of February 2016. Fifty-one percent (n=73) of these staff were social workers.
- 171 agency staff employed by Tusla at the end of February 2016; down 130 on January 2016 due to the offer of temporary contacts to agency social workers.
- A total of 267 additional posts were in progress with the National Recruitment Service (NRS) at the end of Q1 2016, the majority (64%; n= 172) of which were social work posts.

10.2 Absence Rate

- At the end of February 2016¹⁶ the overall absence rate for the Agency was 4.78% against a target of 3.5% (target for public sector). This is 0.45 percentage points lower than the percentage reported for Q4 2015 (5.23%) and 0.87 percentage points lower than the same period last year (Feb 2015) (Figure 37).

¹⁶ Absence rates are reported quarterly in arrears

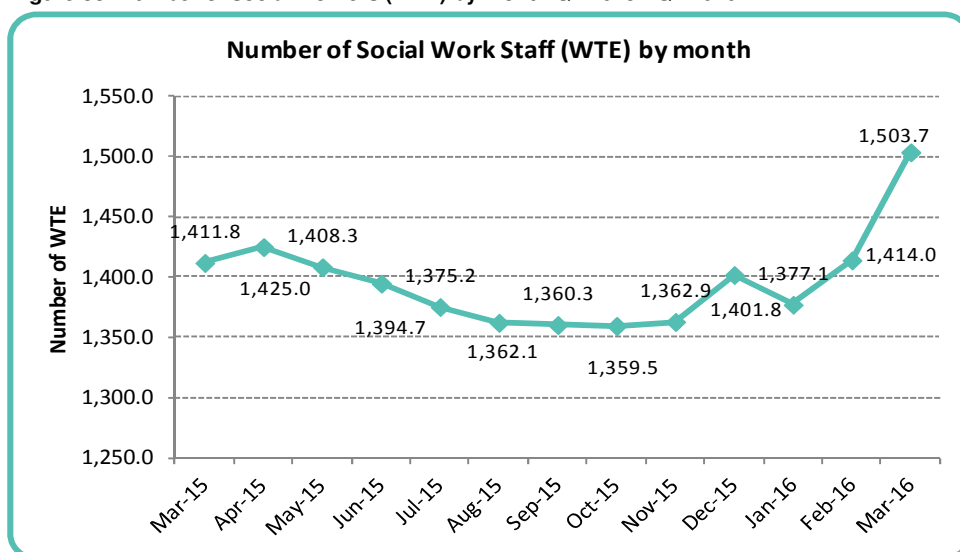
Figure 37: Overall staff absence rate by month



10.3 Social Work Staff (WTE)

- At the end of Q1 2016 there were 1,503.7 whole time equivalent (WTE) social work staff (all grades and excluding agency staff) employed by Tusla; an increase of 101.9 on the number reported at the end of Q4 2015 (n=1,401.8) and 91.9 on the number reported at the end of Q1 2015 (Figure 38).

Figure 38: Number of social workers (WTE) by month Q1 2015 - Q1 2016



- 132 social workers joined Tusla (came onto Tusla's payroll) during January and February 2016 (latest data available)
- 50 agency social workers were employed at the end of February 2016; down 135 from Q4 2015 due to the offer of temporary contracts to agency staff.
- 24 social workers left (i.e., resigned, career breaks) Tusla during January and February 2016. In addition to these staff, five social workers retired.
- 73 social workers were on maternity leave at the end of February 2016.
- 172 additional posts were in progress with the National Recruitment Service (NRS) at the end of Q1 2016

- The absence rate for social workers was 4.05% at the end of February 2016; 0.73 percentage points lower than the national rate of 4.78%
- A breakdown of the number of social workers (all grades) employed at the end of each quarter Q1 2015 – Q1 2016 by area is presented in Table 40.

Table 40: Breakdown of social work staff (WTE) by area Q1 2015 - Q1 2016

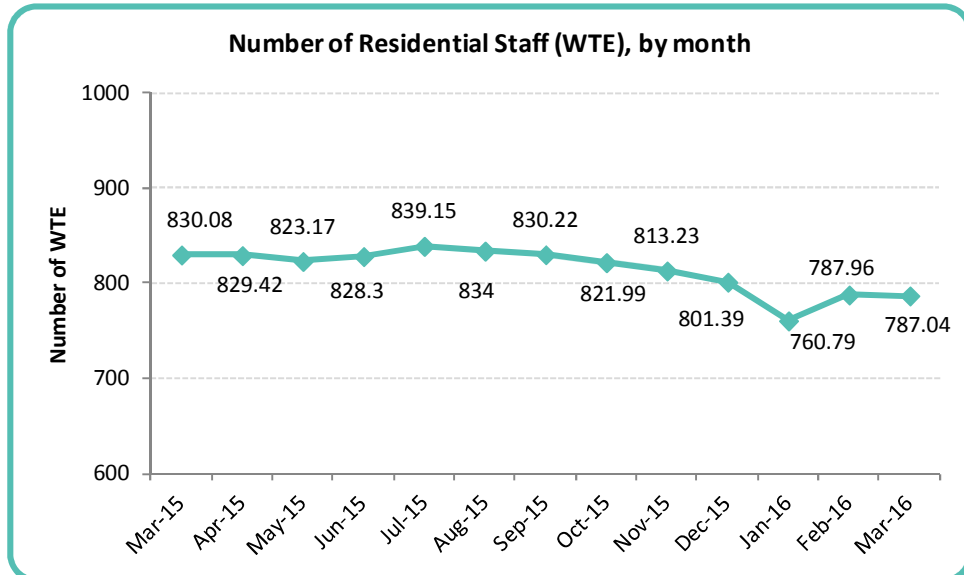
| Area | Social Work (WTE) Q1 2015 | Social Work (WTE) Q2 2015 | Social Work (WTE) Q3 2015 | Social Work (WTE) Q4 2015 | Social Work (WTE) Q1 2016 | Δ +/- Q1 2016 vs Q4 2015 |
|-----------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|
| DSC | 75.36 | 76.85 | 71.33 | 72.9 | 75.42 | 2.52 |
| DSE/WW | 91.41 | 91.49 | 97.17 | 100.3 | 107.01 | 6.71 |
| DSW/K/WW | 87.35 | 80.83 | 82.38 | 77.69 | 85.53 | 7.84 |
| Midlands | 78.62 | 77.2 | 72.64 | 76.63 | 81.96 | 5.33 |
| Regional Services DML | 28.59 | 26.8 | 25.37 | 26.15 | 18.33 | -7.82 |
| DML | 361.33 | 353.17 | 348.89 | 353.67 | 368.25 | +14.58 |
| CN/MN | 29.54 | 27.06 | 27.97 | 31.8 | 34.06 | 2.26 |
| DNC | 115.37 | 111.7 | 106.7 | 109.51 | 122.74 | 13.23 |
| LH/MH | 78.31 | 77.19 | 71.2 | 76.4 | 83 | 6.6 |
| Dublin North | 64.35 | 62.52 | 58.84 | 64.29 | 72.27 | 7.98 |
| Regional Services DNE | 42.14 | 36.58 | 36.07 | 38.82 | 31.17 | -7.65 |
| DNE | 329.71 | 315.05 | 300.78 | 320.82 | 343.24 | +22.42 |
| CW/KK/ST | 60.23 | 59.53 | 57.91 | 59.03 | 64.4 | 5.37 |
| Cork* | 160.25 | 155.53 | 148.4 | 138.95 | 158.85 | 19.9 |
| Kerry* | 16.4 | 17.11 | 17.46 | 40.17 | 41.22 | 1.05 |
| WD/WX | 82.91 | 82.08 | 81.19 | 78.62 | 89.24 | 10.62 |
| Regional Services South | 30.84 | 25.4 | 25.13 | 26.51 | 11.16 | -15.35 |
| South | 350.63 | 339.65 | 330.09 | 343.28 | 364.87 | +21.59 |
| Donegal | 55.42 | 55.45 | 54.63 | 52.25 | 51.21 | -1.04 |
| GY/RN | 84.24 | 89.27 | 78.66 | 85.58 | 89.27 | 3.69 |
| Mayo | 36.72 | 35.57 | 37.18 | 37.98 | 35.38 | -2.6 |
| Mid West | 116.33 | 113.6 | 113.39 | 116.31 | 120.18 | 3.87 |
| SO/LM/WC | 36.85 | 35.45 | 38.31 | 35.81 | 39.24 | 3.43 |
| Regional Services West | 14.17 | 11.02 | 13.31 | 11.61 | 2 | -9.61 |
| West | 343.73 | 340.36 | 335.48 | 339.54 | 337.28 | -2.26 |
| Residential DML | 4 | 4 | 3.91 | 4.83 | 3.76 | -1.07 |
| Residential DNE | 5.36 | 5.43 | 4.93 | 3.6 | 4.46 | 0.86 |
| Residential West | 4.9 | 4.9 | 4.9 | 3.12 | | -3.12 |
| Residential South | 3 | 3 | 4 | 5.83 | 5.9 | 0.07 |
| Residential Services | 17.26 | 17.33 | 17.74 | 17.38 | 14.12 | -3.26 |
| Corporate | 6.7 | 26.14 | 24.34 | 24.11 | 72.91 | 48.8 |
| Early Years Service | 2.48 | 3 | 3 | 3 | 3 | 0 |
| Corporate | 9.18 | 29.14 | 27.34 | 27.11 | 75.91 | +48.8 |
| Total | 1,411.84 | 1,394.7 | 1,360.32 | 1,401.8 | 1503.67 | +101.87 |

*Q4 figures for Cork and Kerry have been adjusted to account for a coding error in the system i.e. 10 social workers that should have been code to Kerry were coded to Cork in error

10.4 Residential Services Staff (WTE)

- At the end of Q1 2016 there were 787.04 WTE staff (all grades) employed in Residential Services; down 14.35 on Q4 2015 (n=801.39) (Figure 39).

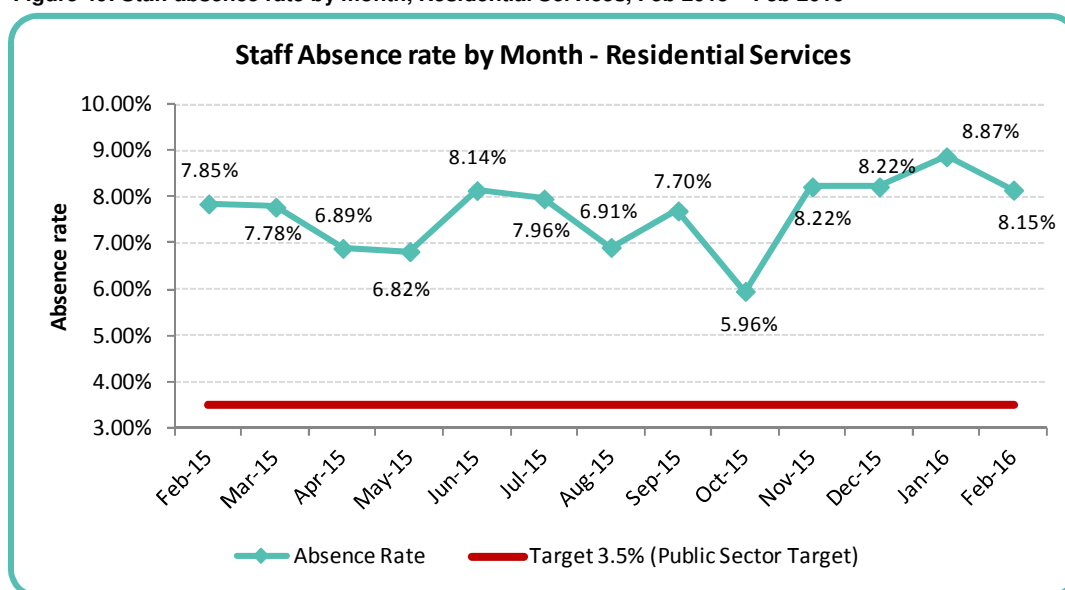
Figure 39: Number of Residential Services Staff (WTE), by month



- A total of four staff left (i.e., career breaks, resignations) residential services during January and February 2016, while a further two staff retired. No new staff joined residential services (i.e., joined Agency's payroll) during January and February 2016.
- There were 86 agency staff employed by Residential Services at the end of February 2016.
- At the end of February 2016¹⁷ the absence rate for Residential Services was running at 8.15%; 0.07 percentage points lower than at the end of Q4 2015 (8.22%) and 0.3 percentage points higher than the same period last year (7.85%) (Figure 40). The rate for Residential Services at the end of February 2016 was 3.37% higher than the overall rate of 4.78% for the Agency.

¹⁷ Absence data is reported a month in arrears

Figure 40: Staff absence rate by month, Residential Services, Feb 2015 – Feb 2016



10.5 Workforce Learning and Development

- Workforce Learning and Development (WLD) ran a total of 171 courses during Q1 2016 at which a total of 2,903 persons attended. A breakdown of the courses run and attendees by type is presented in Table 41. Some planned courses as per the Tusla Business Plan, 2016, have been excluded from the table as data for training delivered to some service areas, and some courses that are being provided by external providers, will not be available until later in 2016.
- During Q1, 2016 the most frequently run course was Meitheal Standardised Training with 28 courses run. This was followed by Children First Basic training with 26 courses.
- A total of 1,637 Tusla staff attended training during Q1 2016 and of these 64% (n = 1044/1,637) were social workers.
- Fifteen percent (n=446/2,903) of all those who attended training during Q1 2016 attended Children First Basic training, the majority (67%: n=298/446) of whom were HSE staff.
- A total of 837 external staff attended training in Q1 2016; the majority (68%; n=568/837) of whom received Partnership, Prevention and Family Support (PPFS) training (e.g. Meitheal Standardised Training, Meitheal Train the Trainer courses, Meitheal Standardised Briefings, Participation of Young People Standard Briefings and Parenting Strategy Briefings).
- There were 39 courses that were categorised as 'Other' courses. These courses which constitute 23% of all the courses, refer to a range of locally delivered courses that are developed in response to particular needs and requests in areas such as Neglect, Child Development; addressing HIQA Recommendations etc.

Table 41: Breakdown of courses run by Workforce Learning and Development and attendees by type, Q1, 2016

| WORKFORCE LEARNING AND DEVELOPMENT - TRAINING ACTIVITY DATA - Q1 2016 | | | | | | |
|---|-----------------|--------------------------|-----------------------|---------------|---------------------|---------------------|
| STANDARDISED COURSE TITLE | NO. COURSES RUN | NO. TUSLA SOCIAL WORKERS | NO. TUSLA OTHER STAFF | NO. HSE STAFF | NO. OTHER EXT STAFF | TOTAL NO. ATTENDEES |
| Children First - Basic Training | 26 | 37 | 26 | 298 | 85 | 446 |
| Children First - for Foster Carers | 3 | 0 | 0 | 0 | 53 | 53 |
| Children First Refresher Programme | 1 | 2 | 24 | 0 | 0 | 26 |
| Core Court Room Skills | 4 | 57 | 0 | 0 | 0 | 57 |
| DSGBV - Awareness & Response | 5 | 18 | 11 | 21 | 26 | 76 |
| Legal Rights of Unmarried Parents | 5 | 85 | 27 | 14 | 2 | 128 |
| Practice Dev. for Newly Appointed SWs | 3 | 44 | 0 | 0 | 0 | 44 |
| Suicide Prevention - SafeTALK | 2 | 14 | 19 | 0 | 8 | 41 |
| SV - Making the Most of SV for Supervisees | 2 | 13 | 17 | 1 | 0 | 31 |
| SV - Staff Supervision Skills Training for Supervisors | 1 | 2 | 1 | 3 | 2 | 8 |
| TCI - Core | 2 | 12 | 0 | 10 | 12 | 34 |
| TCI - Refresher | 12 | 0 | 102 | 0 | 11 | 113 |
| Reflective Recording & Report Writing | 2 | 9 | 17 | 0 | 0 | 26 |
| Attachment Theory Into Practice | 2 | 34 | 5 | 0 | 0 | 39 |
| Direct Work with Children | 3 | 22 | 37 | 0 | 0 | 59 |
| Foundations for Assessment | 1 | 26 | 0 | 0 | 0 | 26 |
| Leadership Development Programme | 2 | 29 | 16 | 0 | 0 | 45 |
| Evidence Informed Practitioner Programme | 2 | 49 | 0 | 0 | 0 | 49 |
| Caseload Management | 1 | 28 | 0 | 0 | 0 | 28 |
| Legal Briefing Seminar | 1 | 32 | 5 | 1 | 0 | 38 |
| Other | 39 | 466 | 147 | 10 | 70 | 693 |
| Meitheal Standardised Train the Trainer | 2 | 0 | 1 | 2 | 13 | 16 |
| Meitheal Standardised Training Course | 28 | 15 | 47 | 12 | 346 | 420 |
| Meitheal Standardised Briefing | 8 | 8 | 12 | 33 | 65 | 118 |
| Participation of Young People Std Briefing | 8 | 20 | 38 | 13 | 81 | 152 |
| Parenting Strategy Briefing | 6 | 22 | 41 | 11 | 63 | 137 |
| TOTAL | 171 | 1044 | 593 | 429 | 837 | 2903 |

Other Developments in Q1 2016:

- Four leadership development programmes that were commenced in Q4 of 2015 were completed in Q1 of 2016. The target group was Tusla multi-disciplinary managers.
- A leadership network meeting was held on the 2nd March 2016 to explore a Tusla Model of Leadership. An appreciative enquiry methodology was used and a paper on the proposed model was produced. This Model of Leadership will be consulted on with other key groups and will form a core component of the Leadership and Management Development Strategy that is under development. The invitees were drawn from the participants on the Leadership Development Programmes held during 2014 and 2015.
- WLD held a national consultation day with all the WLD staff on 28th January 2016 on the development of a National Strategy for Learning and Organisational Development. Vision and mission statements for the WLD service were drawn up as a result of this process.
- A coaching and mentoring system was established through the setting up of Peer Support and Learning Groups (PSLG) in each region. The PSLG will support Partnership, Prevention and Family Support (PPFS) trainers to deliver standardised training for PPFS.

- An audit was carried out to identify how many Meitheal trainers are available to deliver this training from the original cohort that was trained in 2014.
- The WLD Directory of Training Programmes, 2016 was completed and is available on the Tusla hub.
- Six training and development officers participated in training for Instructional Design for Online Teaching to support the development of e-learning courses for Tusla. This training and development of e-learning courses is being carried out in preparation for the establishment of the Tusla Learning Management System hub.
- A WLD project team was established to develop a learning and development plan for alternative care staff. This will include residential care, foster care, aftercare and adoption.
- A WLD project team was established to develop a learning and development plan for clerical staff.
- A WLD project team was established to develop quality assurance mechanisms and to implement the WLD Evaluation and Monitoring Framework that was completed in 2015.

Progress on New Standardised Courses in Quarter 1 2016:

- Assessment and analysis training comprising an overview of existing models of practice and a more advance course on 'Putting Analysis into Assessment' was completed for delivery through the 2016 Training Schedule.
- Applying Attachment Theory in Practice: Course completed. Training for trainers was completed for delivery through the 2016 Training Schedule.

11.0 FINANCE

KEY FACTS

- The financial outturn for the year to date (March 2016) is an under-spend of €0.052 million
- Pay and non pay costs are both under-spent against budget by €0.175 million and €0.138 million respectively
- Key area of over-spend is private residential and foster care costs at €0.249 million over budget
- 43% (€3,096 million) of legal expenditure year to date on Guardians ad Litem (GALs), including GAL's solicitors and counsel.

11.1 Financial Performance

- The outturn at the end of March 2016 year to date (YTD) is an under-spend of €0.052 million (Table 42). This outturn takes account of the annual cost of €7.0 million relating to psychology services.
- The net expenditure for the period YTD is €159.077 million against a budget allocation of €159.129 million.

Table 42: Income and Expenditure

| Child and Family Agency | Approved Allocation | March 2015 Year To date | | | % Variance Act vs Budget |
|-------------------------|---------------------|-------------------------|---------|----------|--------------------------|
| | | Actual | Budget | Variance | |
| | €'000 | €'000 | €'000 | €'000 | €'000 |
| Net expenditure | 643,413 | 159,077 | 159,129 | (52) | (0%) |

- Pay costs are under-spent against budget by €0.175 million for the YTD (Table 43). March 2016 results show an increase (up €4.2 million from €56.3 million in Q1 2015 to €60.5 million in Q1 2016) in basic pay due to the take up of temporary contracts by agency staff and the hiring of additional staff.

Table 43: Pay Costs

| Child and Family Agency | March 2016 Year To date | | | % Variance Act vs Budget |
|-------------------------|-------------------------|--------|----------|--------------------------|
| | Actual | Budget | Variance | |
| | €'000 | €'000 | €'000 | €'000 |
| Pay costs | 60,245 | 60,420 | (175) | (0%) |

- Non-pay costs are under-spent against budget by €0.138 million for the YTD (Table 44).

Table 44: Non Pay Costs

| Child and Family Agency | March 2016 Year To date | | | % Variance Act vs Budget |
|-------------------------|-------------------------|---------|----------|--------------------------|
| | Actual | Budget | Variance | |
| | €'000 | €'000 | €'000 | €'000 |
| Non pay costs | 104,058 | 104,196 | (138) | (0%) |

- A key area of over-spend is private residential and foster care costs at €0.249 million over-spend YTD (Table 45). This over-spend is due to an increased number of children in private placements in recent months. Placement of children in private residential and foster care services is strictly controlled through a national placement process.

Table 45: Private Residential and Foster Care Costs

| Child and Family Agency | March 2016 Year To date | | | % Variance Act vs Budget |
|-----------------------------------|-------------------------|--------|----------|--------------------------|
| | Actual | Budget | Variance | |
| | €'000 | €'000 | €'000 | €'000 |
| Private Residential & Foster Care | 23,037 | 22,788 | 249 | 1% |

- Legal costs incurred by the Agency account for a significant portion of the overall budget of the Agency. The financial position at the end of March 2016 shows a year to date spend of €7.252 million against a budget of €7.250 million.
- A breakdown of legal expenditure by type for the first three months of Q1 2016 is presented in Table 46.
- 43% (n=€3,096 million) of the legal spend year to date has been on Guardians ad Litem (GALs) including GALs solicitors and counsel.
- In terms of forecasting these data should be interpreted with caution as they are based on the individual billing pattern of persons concerned.

Table 46: Legal Expenditure

| Type | Actual Jan 2016 €'000s | Actual Feb 2016 €'000s | Actual Mar 2016 €'000s | Actual Mar 2016 YTD €'000s |
|--|------------------------|------------------------|------------------------|----------------------------|
| 3rd Party Counsel Fees | -158 | 200 | 159 | 201 |
| 3rd Party Solicitors Fees | -307 | 493 | 63 | 249 |
| Arthur Cox Consultancy Services (ACCS) ¹⁸ | 1,108 | 1,105 | 1,112 | 3,325 |
| Counsel fees - Tusla | 54 | 62 | 131 | 247 |
| Guardian ad Litem Costs | 740 | 508 | 470 | 1,719 |
| Guardian ad Litem Counsel fees | 147 | 52 | 37 | 237 |
| Guardian ad Litem Solicitors fees | 285 | 456 | 398 | 1,140 |
| General Legal Fees | -43 | 60 | 12 | 30 |
| Other | 38 | 32 | 36 | 105 |
| Net Expenditure | 1,865 | 2,968 | 2,419 | 7,252 |

¹⁸ Fees paid to Member Firms by ACCS

APPENDIX A

Table 1: Number and percentage of preliminary enquiries that were completed within 24 hours of receipt of the referral, by quarter and total 2015

| Area | Number of PEs completed within 24 hrs Q1 2015 | % of PEs completed within 24 hrs Q1 2015 | Number of PEs completed within 24 hrs Q2 2015 | % of PEs completed within 24 hrs Q2 2015 | Number of PEs completed within 24 hrs Q3 2015 | % of PEs completed within 24 hrs Q3 2015 | Number of PEs completed within 24 hrs Q4 2015 | % of PEs completed within 24 hrs Q4 2015 | (+/-) % Q4 vs Q3 | Number of PEs completed within 24 hrs 2015 | % of PEs completed within 24 hrs 2015 |
|-----------------|---|---|---|---|---|---|---|---|---------------------|--|--|
| DSC | 147 | 35.8% | 45 | 13% | 201 | 40% | 229 | 45% | +5% | 622 | 35% |
| DSE/WW | 301 | 61.2% | 229 | 43% | 295 | 50% | 231 | 43% | -7% | 1,056 | 49% |
| DSW/K/WW | 394 | 52.2% | 401 | 50% | 370 | 48% | 314 | 39% | -9% | 1,479 | 47% |
| Midlands | 696 | 67.6% | 886 | 80% | 997 | 87% | 892 | 73% | -14% | 3,471 | 77% |
| DNC | 432 | 78.4% | 443 | 78% | 502 | 75% | 506 | 76% | +1% | 1,883 | 77% |
| Dublin North | 700 | 70.4% | 894 | 88% | 657 | 79% | 795 | 79% | 0% | 3,046 | 79% |
| LH/MH | 631 | 100.0% | 608 | 100% | 564 | 100% | 568 | 100% | 0% | 2,371 | 100% |
| CN/MN | 127 | 100.0% | 158 | 100% | 123 | 52% | 150 | 100% | +48% | 558 | 83% |
| Cork | 393 | 29.4% | 481 | 37% | 448 | 37% | 632 | 50% | +13% | 1,954 | 38% |
| Kerry | 129 | 52.0% | 142 | 48% | 148 | 66% | 132 | 57% | -9% | 551 | 55% |
| CW/KK/ST | 158 | 27.9% | 144 | 24% | 167 | 28% | 124 | 21% | -7% | 593 | 25% |
| WD/WX | 359 | 45.8% | 307 | 39% | 278 | 36% | 360 | 44% | +8% | 1,304 | 41% |
| Mid West | 1,097 | 96.7% | 1018 | 98% | 978 | 99% | 899 | 98% | -1% | 3,992 | 98% |
| GY/RN | 836 | 100.0% | 834 | 100% | 738 | 100% | 761 | 99% | -1% | 3,169 | 100% |
| Mayo | 210 | 100.0% | 231 | 100% | 238 | 100% | 205 | 100% | 0% | 884 | 100% |
| Donegal | 65 | 25.6% | 59 | 27% | 28 | 13% | 57 | 24% | +11% | 209 | 22% |
| SO/LM/WC | 77 | 23.1% | 72 | 33% | 108 | 45% | 84 | 43% | -2% | 341 | 35% |
| National | 6,752 | 63.1% | 6,952 | 65% | 6,840 | 65% | 6,939 | 65% | 0% | 27,483 | 65% |

Table 2: Number and percentage of referrals that required an initial assessment following a preliminary enquiry, by quarter and total for 2015

| Area | No that required an IA Q1 2015 | % that required an IA Q1 2015 | No that required an IA Q2 2015 | % that required an IA Q2 2015 | No that required an IA Q3 2015 | % that required an IA Q3 2015 | No that required an IA Q4 2015 | % that required an IA Q4 2015 | (+/-) % Q4 vs Q3 | No that required an IA 2015 | % that required an IA 2015 |
|-----------------|--------------------------------|-------------------------------|--------------------------------|-------------------------------|--------------------------------|-------------------------------|--------------------------------|-------------------------------|------------------|-----------------------------|----------------------------|
| DSC | 214 | 52.1% | 200 | 60% | 367 | 74% | 362 | 71% | -3% | 1,143 | 65% |
| DSE/WW | 225 | 45.7% | 178 | 34% | 229 | 39% | 226 | 42% | 3% | 858 | 40% |
| DSW/K/WW | 445 | 58.9% | 482 | 60% | 493 | 63% | 535 | 67% | 4% | 1,955 | 62% |
| Midlands | 755 | 73.3% | 575 | 52% | 613 | 54% | 654 | 54% | 0% | 2,597 | 58% |
| DNC | 356 | 64.6% | 385 | 68% | 450 | 67% | 460 | 69% | 2% | 1,651 | 67% |
| Dublin North | 657 | 66.1% | 636 | 63% | 545 | 66% | 642 | 64% | -2% | 2,480 | 64% |
| LH/MH | 142 | 22.5% | 207 | 34% | 140 | 25% | 270 | 48% | 23% | 759 | 32% |
| CN/MN | 55 | 43.3% | 71 | 45% | 63 | 27% | 101 | 67% | 40% | 290 | 43% |
| Cork | 608 | 45.5% | 530 | 40% | 494 | 41% | 536 | 42% | 1% | 2,168 | 42% |
| Kerry | 109 | 44.0% | 101 | 34% | 92 | 41% | 102 | 44% | 3% | 404 | 41% |
| CW/KK/ST | 303 | 53.4% | 241 | 40% | 194 | 32% | 211 | 36% | 4% | 949 | 40% |
| WD/WX | 320 | 40.9% | 336 | 43% | 341 | 44% | 287 | 35% | -9% | 1,284 | 41% |
| Mid West | 519 | 45.7% | 438 | 42% | 448 | 45% | 394 | 43% | -2% | 1,794 | 44% |
| GY/RN | 292 | 34.9% | 248 | 30% | 247 | 33% | 210 | 27% | -6% | 997 | 31% |
| Mayo | 109 | 51.9% | 131 | 57% | 163 | 68% | 108 | 53% | -15% | 511 | 58% |
| Donegal | 94 | 37.0% | 75 | 34% | 62 | 28% | 71 | 30% | 2% | 302 | 32% |
| SO/LM/WC | 53 | 15.9% | 87 | 40% | 54 | 22% | 52 | 27% | 5% | 246 | 25% |
| National | 5,256 | 49.1% | 4921 | 46% | 4,995 | 47% | 5,221 | 49% | 1% | 20,388 | 48% |

Table 3: Number and percentage of initial assessments that were completed within 21 days, by quarter and total for 2015

| Area | No of IA completed within 21 days Q1 2015 | % of IA completed within 21 days Q1 2015 | No of IA completed within 21 days Q2 2015 | % of IA completed within 21 days Q2 2015 | No of IA completed within 21 days Q3 2015 | % of IA completed within 21 days Q3 2015 | No of IA completed within 21 days Q4 2015 | % of IA completed within 21 days Q4 2015 | (+/-) % Q4 vs Q3 | No of IA completed within 21 days 2015 | % of IA completed within 21 days 2015 |
|-----------------|---|--|---|--|---|--|---|--|------------------|--|---------------------------------------|
| DSC | 89 | 41.6% | 20 | 10% | 86 | 23% | 93 | 26% | 3% | 288 | 25% |
| DSE/WW | 72 | 32.0% | 23 | 13% | 37 | 16% | 40 | 18% | 2% | 172 | 20% |
| DSW/K/WW | 18 | 4.0% | 42 | 9% | 39 | 8% | 10 | 2% | -6% | 109 | 6% |
| Midlands | 213 | 28.2% | 192 | 33% | 47 | 8% | 85 | 13% | +5% | 537 | 21% |
| DNC | 11 | 3.1% | 5 | 1% | 5 | 1% | 3 | 1% | 0% | 24 | 1% |
| Dublin North | 8 | 1.2% | 6 | 1% | 6 | 1% | 40 | 6% | 5% | 60 | 2% |
| LH/MH | 31 | 21.8% | 85 | 41% | 104 | 74% | 121 | 45% | -29% | 341 | 45% |
| CN/MN | 4 | 7.3% | 9 | 13% | 5 | 8% | 4 | 4% | -4% | 22 | 8% |
| Cork | 47 | 7.7% | 50 | 9% | 47 | 10% | 33 | 6% | -4% | 177 | 8% |
| Kerry | 12 | 11.0% | 13 | 13% | 22 | 24% | 10 | 10% | -14% | 57 | 14% |
| CW/KK/ST | 45 | 14.9% | 31 | 13% | 42 | 22% | 36 | 17% | -5% | 154 | 16% |
| WD/WX | 22 | 6.9% | 30 | 9% | 26 | 8% | 28 | 10% | 2% | 106 | 8% |
| Mid West | 208 | 40.1% | 188 | 43% | 174 | 39% | 208 | 53% | 14% | 778 | 43% |
| GY/RN | 56 | 19.2% | 32 | 13% | 12 | 5% | 31 | 15% | 10% | 131 | 13% |
| Mayo | 65 | 59.6% | 86 | 66% | 80 | 49% | 57 | 53% | 4% | 288 | 56% |
| Donegal | 10 | 10.6% | 16 | 21% | 11 | 18% | 18 | 25% | 7% | 55 | 18% |
| SO/LM/WC | 5 | 9.4% | 8 | 9% | 17 | 31% | 14 | 27% | -4% | 44 | 18% |
| National | 916 | 17.4% | 836 | 17% | 760 | 15% | 831 | 16% | 1% | 3,343 | 16% |

Table 4: Number of children in care (CIC) by care type and area, March 2016

| Area / CIC | Residential Care General | Residential Care Special | Foster Care General | Foster Care Relative | Other Care | Total |
|--------------|-----------------------------|-----------------------------|------------------------|-------------------------|------------|--------------|
| DSC | 47 | 1 | 246 | 104 | 3 | 401 |
| DSE/WW | 23 | 0 | 189 | 86 | 4 | 302 |
| DSW/K/WW | 36 | 1 | 269 | 146 | 5 | 457 |
| Midlands | 15 | 0 | 258 | 97 | 7 | 377 |
| DNC | 52 | 3 | 346 | 219 | 7 | 627 |
| Dublin North | 21 | 6 | 178 | 121 | 3 | 329 |
| LH/MH | 17 | 1 | 281 | 87 | 15 | 401 |
| CN/MN | 5 | 0 | 129 | 28 | 2 | 164 |
| Cork | 45 | 1 | 560 | 279 | 23 | 908 |
| Kerry | 4 | 0 | 84 | 61 | 0 | 149 |
| CW/KK/ST | 12 | 0 | 244 | 119 | 3 | 378 |
| WD/WX | 28 | 0 | 313 | 95 | 2 | 438 |
| Mid West | 15 | 1 | 400 | 164 | 19 | 599 |
| GY/RN | 2 | 1 | 318 | 87 | 5 | 413 |
| Mayo | 1 | 0 | 102 | 38 | 0 | 141 |
| Donegal | 5 | 0 | 163 | 40 | 5 | 213 |
| SO/LM/WC | 5 | 0 | 82 | 19 | 2 | 108 |
| Total | 333 | 15 | 4,162 | 1,790 | 105 | 6,405 |