



An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency

Integrated Performance and Activity Report

QUARTER 4 2016



Quality Assurance Directorate
Version 2 8th March 2017

CONTENTS

1.0	PERFORMANCE OVERVIEW	3
2.0	CHILD PROTECTION AND WELFARE SERVICES	8
2.1	Referrals (Child Welfare And Child Abuse/Neglect)	8
2.2	Social Work Activity Data	13
2.3	Child Protection Notification System	18
2.4	Crisis Intervention Service / Out Of Hours Service	22
3.0	ALTERNATIVE CARE SERVICES.....	24
3.1	Children in Care (Foster Care / Residential Care)	24
3.2	Aftercare	33
3.3	Adoption Services	37
3.4	Foster Carers	40
3.5	Hiqa Inspections	46
4.0	REGULATION AND SUPERVISION OF EXTERNAL CHILDREN'S SERVICES	47
4.1	Early Years Services	47
4.2	Children Educated in Places Other Than Recognised Schools.....	49
4.3	Non-Statutory Children's Residential Centres	51
4.4	Non-Statutory Foster Care Services	53
5.0	FAMILY SUPPORT SERVICES	54
6.0	EDUCATIONAL WELFARE SERVICES	62
7.0	HUMAN RESOURCES	64
8.0	FINANCE	72
APPENDIX I		74
APPENDIX II – Hiqa Inspections.....		78

1.0 PERFORMANCE OVERVIEW

This report provides an update on the performance and activity of Tusla services at the end of Q4 2016. It is structured around key performance and activity measures included in the Agency's 2016 Business Plan. The data presented was provided by services and refers to the latest performance and activity information available at this time.

The summary by service type set out below provides an overview of the Q4 2016 position regarding activity and performance.

CHILD PROTECTION AND WELFARE SERVICES

Referrals

- 11,732 referrals for Q3 2016; 532 (4%) fewer than Q2 2016 but 1,021 (10%) more than Q3 2015
- 61% (n=7,145) child welfare concerns; 39% (n=4,587) child abuse concerns
- 68% (n=7,755) of preliminary enquiries completed within 24 hrs of receipt of the referral
- 41% (n=4,712) of referrals required an initial assessment
- 14% (n=644) of initial assessments completed within the 21 day target of receipt of the referral

Social Work Activity Data

- 25,034 cases open to social work at the end of Q4 2016; 328 (1%) fewer than Q3 2016 and 1,621 (6%) fewer than Q4 2015
- 78% (n=19,621) of open cases allocated to a social worker at the end of Q4 2016; down from 83% at the end of Q3 2016, but up from 75% at the end of Q4 2015
- 5,413 cases awaiting allocation at the end of Q4 2016; 1,052 (24%) more than Q3 2016 but 1,305 (19%) fewer than Q4 2015 (n=6,718).
- 801 (15%) cases awaiting allocation were categorised as 'high priority'; 225 (39%) more than Q3 2016 but 198 (20%) fewer than Q4 2015.
- 65% (n=517/801) of 'high priority' cases awaiting allocation at the end of Q4 2016 were waiting less than 3 months. 'High priority' cases waiting over 3 months (n=284) increased by 70 between Q3 2016 and Q4 2016 but are down 93 (25%) on Q4 2015 (n=377).

Child Protection Notification System

- 1,272 children listed as 'active' on the CPNS at the end of Q4 2016; 21 more than Q3 2016. All but one child (excluding child visiting from another jurisdiction) listed as "active" had an allocated social worker. This child was allocated a social care worker as an interim measure pending the appointment of social work staff in the area. The case is being monitored by management in the area.

Crisis Intervention Service / Out of Hours Service

- 856 referrals to the Crisis Intervention Service in 2016; down 83 (9%) on 2015 (n=939)
- 243 children placed with CIS in 2016; down five on 2015
- 1,680 nights' accommodation supplied by CIS in 2016; down 777 (32%) on 2015
- 594 referrals to the Emergency Place of Safety Service in 2016; up 225 (61%) on 2015
- 237 children placed with EPSS in 2016; down 43 on 2015
- 363 night accommodation supplied by EPSS in 2016; down 213 (37%) on 2015

ALTERNATIVE CARE SERVICES

Children in Care

- 6,258 children in care at the end of Q4 2016; 71 fewer than Q3 2016 and fewest number for period Q4 2015 – Q4 2016
- 539 children in private placements; 22 more than Q3 2016 and 43 (9%) more than Q4 2015
- 93% (n=5,805) of children in care had an allocated social worker (against a target of 100%); down one percentage point from Q3 2016
- 453 children awaiting allocation of a social worker; 97 more than Q3 2016
- 94% (n=5,854) of children in care had a written care plan (against a target of 90%); up one percentage point from Q3 2016
- 97% (n=3,881/3,992) of children in care aged 6 to 15 years (inclusive) in full time education
- 93% (n=985/1,055) of children in care aged 16 and 17 years in full time education

Aftercare

- 1,880 young adults (all ages) in receipt of aftercare services at the end of Q4 2016; 40 fewer than Q3 2016 but 45 more than Q4 2015
- 33% (n=352/1,055) of children in care aged 16 and 17 years had a preparation for leaving care and aftercare plan; down one percentage point on Q3 2016
- 41% (n=432/1,055) of children in care 16 and 17 years had an allocated aftercare worker; up five percentage points on Q3 2016
- 138 young adults were discharged from care by reason of reaching 18 years; 82% (n=113) had an allocated aftercare worker.
- 89% (n=113/127) of those eligible for an aftercare service were availing of a service.

Adoption

- 690 applicants awaiting an information and tracing service at the end of Q4 2016; up 70 on Q3 2016
- All services, but one (Dublin Mid Leinster) are meeting the target of eight weeks or less from time of application to provision of non-identifying information
- 31 adoption assessments (domestic, inter-country, fostering to adoption) completed during Q4 2016 bringing the total for 2016 to 177
- 17 applications for step-adoption received during Q4 2016 bringing the total for 2016 to 64

Foster Carers

- 4,537 approved foster carers on panel (all types minus Brussels II) at the end of Q4 2016; 14 more than Q3 and highest number for period Q1 2015 – Q4 2016
- 77% (n=1,221) of relative foster carers approved against a target of 80%; 78% in Q3 2016
- 82% (n=2,395) of general foster carers had an allocated link worker against a target of 90%; down from 83% in Q3 2016. Some 518 awaiting allocation; 21 more than Q3 2016
- 80% (n=981) of approved relative foster carers had an allocated link worker against a target of 85%; up four percentage points from Q3. Some 240 awaiting allocation; 43 fewer than Q3 2016
- 356 unapproved relative foster carers; eight more than Q2
- 308 (87%) of the unapproved relative foster carers had a child placed with them for longer than 12 weeks;
- 69% (n=211) of unapproved relative foster carers with a child placed > 12 weeks had an allocated link (social) worker; 70% (n=209) in Q3. Some 97 awaiting allocation; 6 more than Q3 2016

REGULATION & SUPERVISION OF EXTERNAL CHILDREN'S SERVICES

Early Years Services

- 4,507 EYS nationally at the end of Q4 2016; 42 more than Q4 2015
- 432 new registrations / notifications of EYS in 2016
- 457 EYS inspections carried out during Q4 2016; 2,008 EYS inspections carried out in 2016
- 52 complaints received in respect of EYS during Q4 2016; 207 received in 2016
- Complaints down 20% (n=51) on 2015

Children Educated In Places Other than Recognised Schools

- 1,285 children on the register for home education at the end of Dec 2016
- 4,804 children (approx) attending 44 independent schools at the end of Dec 2016
- 221 applications received for home education Sept 2016 – Dec 2016; 1,031 applications for education in independent schools
- 248 assessments for home education carried out Sept 2016 – Dec 2016; no assessments awaiting for independent schools
- 183 children registered for home education between Sept 2016 – Dec 2016
- 141 children awaiting registration for home education at the end of Dec 2016; no children awaiting registration for education in independent schools
- Two children were refused registration for home education. There were no appeals made against decisions not to register.

Non Statutory Children's Residential / Foster Care Services

- 90 private residential centres registered with the Agency at the end of Q4 2016; two more than Q3 2016
- 11 centres were due an inspection; all received their inspection
- 28 voluntary residential centres registered with the Agency at the end of Q4 2016; no change from Q3 2016
- 3 centres were due an inspection and received their inspection
- 7 non-statutory foster care services at the end of Q3; 4 services received a monitoring visit during Q3 2016

FAMILY SUPPORT SERVICES

Referrals to Family Support Services (data provisional and under review)

- At least 14,208 children and 11,304 families referred to family support services, Jul – Dec 2016. This brings to 28,829 the number of children and 22,006 the number of families referred in 2016
- At least 21,154 children and 15,091 families in receipt of family support services at the end of 2016

Meitheal and Child & Family Support Networks (data provisional and under review)

- 644 Meitheal processes initiated between Jul and Dec 2016; 72 more than Jan – Jun 2016 and brings the total for 2016 to 1,216
- Tusla is working to establish Child and Family Support Networks (CFSN) - collaborative networks of community, voluntary and statutory providers intended to improve access to support services for children and their families, at local level across all 17 Area Management Areas.
- 75 Child and Family Support Networks (CFSNs) operating at the end of December 2016 and 37 CFSNs planned

EDUCATIONAL WELFARE SERVICES

Educational Welfare Services

- 1,077 new individual children worked with between Sept 2016 and Dec 2016
- 282 screened referrals on a waiting list at the end of Dec 2016
- 232 school attendance notices (SANs) issued in respect of 153 children under Section 25 of the Education (Welfare) Act 2000¹, Sept 2016 and Dec 2016
- 52 summonses issued in respect of 37 children under Section 25 of the Act, Sept 2016 and Dec 2016
- 68 Section 24 meetings convened by EWOs, Sept 2016 and Dec 2016 (*new metric*)

HUMAN RESOURCES OVERVIEW

Human Resources

- 3,597 (WTE) employed by the Agency at the end of Q4 2016; 42 more than Q3 2016 and 137 more than Q4 2015
- 374 new staff came on to the Agency's payroll (January and November 2016)
- 294 staff left (incl. retirements) the Agency (January and November 2016)
- 142 staff on maternity leave at the end of November 2016
- 360 agency staff employed by Tusla at the end of November 2016
- 4.90% absence rate (November 2016); 0.21 percentage points lower than November 2015
- 181 courses run by Workforce Learning and Development in Q4 2016; 2,745 attendees

FINANCIAL OVERVIEW

Finance

- The financial outturn for 2016 is an over-spend of €1.545 million
- Pay costs are under-spent against budget by €7.921 million
- Non pay costs are over-spent against budget by €8.386 million
- Key area of over-spend is private residential and foster care costs at €3.021 million over budget
- 50% (€15.231 million) of legal expenditure year to date on guardians ad litem (GALs), including GAL's solicitors and counsel.

2.0 CHILD PROTECTION AND WELFARE SERVICES

KEY AREAS OF FOCUS

- 2.1 Referrals (child welfare and child abuse)
- 2.2 Social Work Activity Data
- 2.3 Child Protection Notification System (CPNS)
- 2.4 Crisis Intervention Service / Out of Hours Service
- 2.5 Hiqa Inspections – Child Protection and Welfare Services

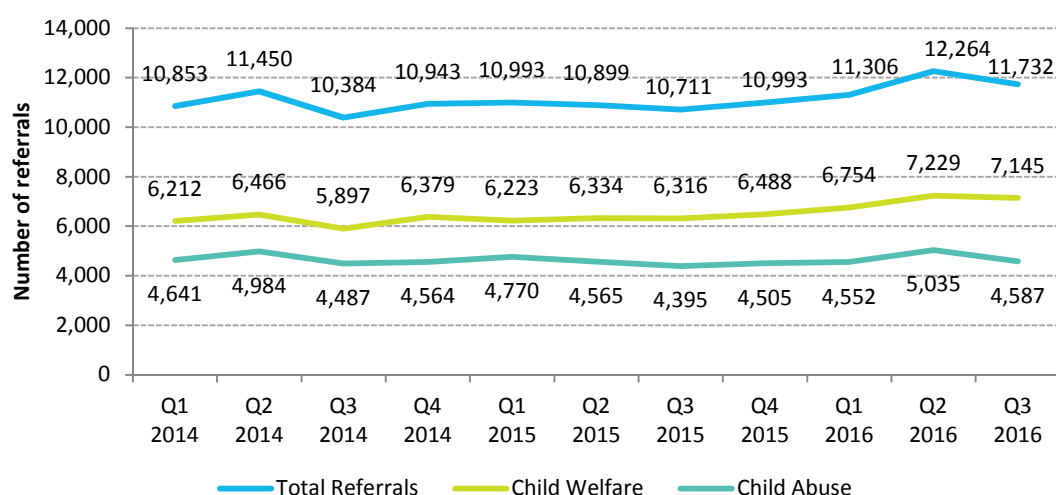
2.1 REFERRALS (CHILD WELFARE AND CHILD ABUSE/NEGLECT)

Key Facts

- 11,732 referrals for Q3 2016; 532 (4%) fewer than Q2 2016 but 1,021 (10%) more than Q3 2015
- 61% (n=7,145) child welfare concerns; 39% (n=4,587) child abuse concerns
- 68% (n=7,755) of preliminary enquiries completed within 24 hrs of receipt of the referral
- 41% (n=4,712) of referrals required an initial assessment
- 14% (n=644) of initial assessments completed within the 21 day target of receipt of the referral

- 11,732 referrals to Child Protection and Welfare Service during Q3 2016¹; 532 (4%) fewer than Q2 2016 but 1,021 (10%) more than Q3 2015 (Figure 1). This equates to about 10 referrals per 1,000 children 0-17 years
- 61% (n=7,145) of referrals for were for child welfare concerns; 84 fewer than Q2 2016 but 829 (13%) more than Q3 2015. The remaining 39% (n=4,587) were for child abuse/neglect concerns; 448 (9%) fewer than Q2 2016 but 192 (4%) more than Q3 2015 (Figure 1).

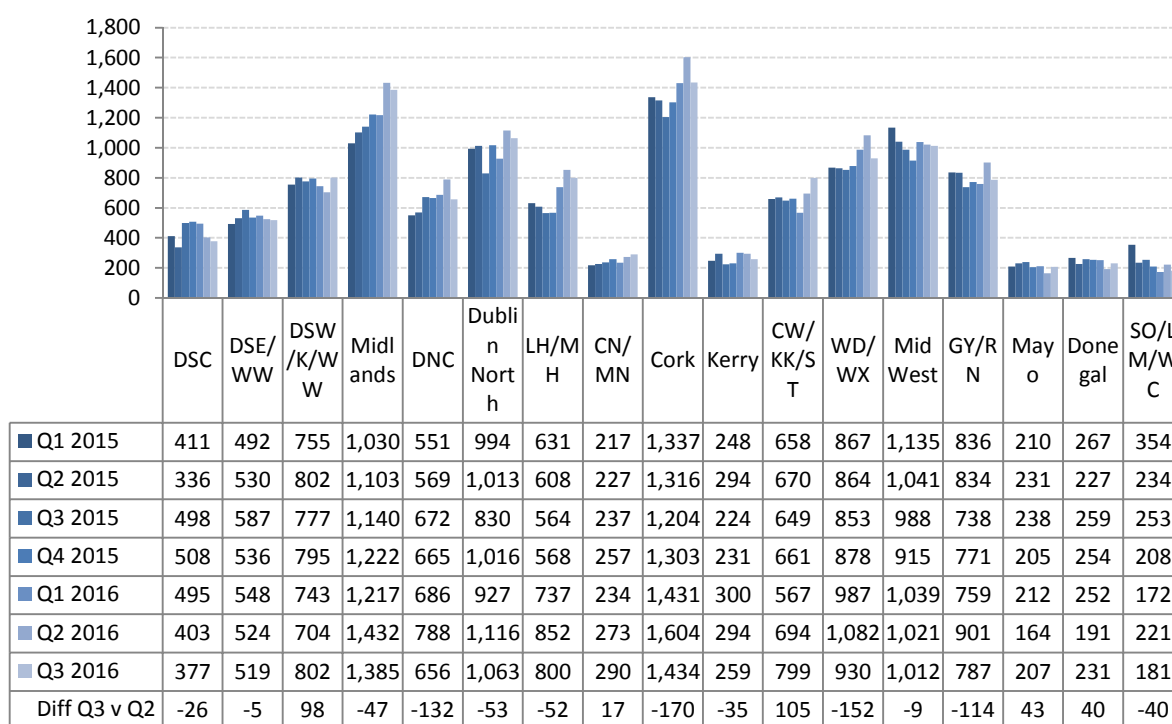
Figure 1: Number of referrals (child welfare and abuse), by quarter Q1 2014 – Q3 2016



¹ Data on referrals are reported quarterly in arrears.

- Four areas (Midlands, Dublin North, Cork and MidWest) reported in excess of 1,000 referrals with a further seven areas reporting between 500 and 1,000 referrals (Figure 2).
- Five areas reported an increase in referrals from Q2 2016, ranging from 105 (CW/KK/ST) to 17 (Cavan/Monaghan).
- The highest decrease was reported by Cork (n=170), followed by WD/WX (n=152); Dublin North City (n=132); GY/RN (n=114); Dublin North (n=53) and LH/MH (n=52).

Figure 2: Referrals by area Q1 2015 – Q3 2016



- Midlands area reported the highest rate of referrals at 18/1,000 children 0-17 years; almost double the national rate (Table 1). The lowest rate was reported by Donegal (5/1,000) children 0-17 years.
- Seven areas (Midlands, Dublin North City, Dublin North, Cork, CW/KK/ST, WD/WX and MidWest) reported a rate higher than the national rate of 10/1,000 population 0-17 years.

Table 1: Rate of referrals, Q3 2016

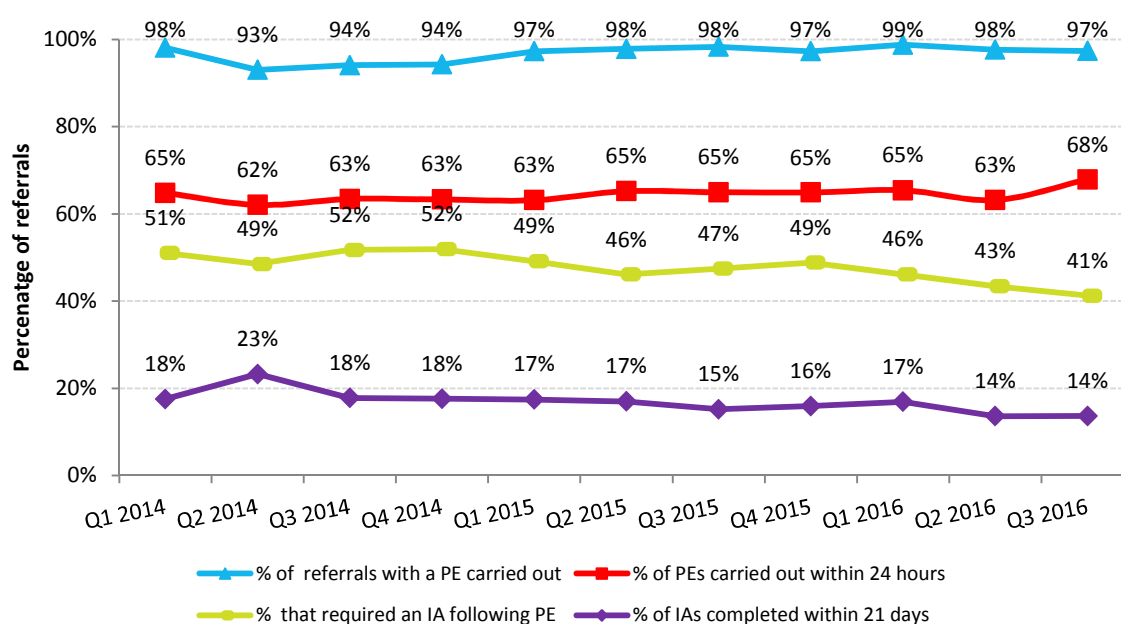
Area	No Referrals Q3 2016	Population 0-17 years*	Rate / 1,000 population 0 – 17 years
DSC	377	62,438	6
DSE/WW	519	81,991	6
DSW/K/WW	802	102,800	8
Midlands	1,385	77,726	18
DNC	656	42,971	15
Dublin North	1,063	92,951	11
LH/MH	800	87,562	9
CN/MN	290	35,085	8
Cork	1,434	128,448	11
Kerry	259	34,940	7
CW/KK/ST	799	57,800	14

WD/WX	930	71,608	13
Mid West	1,012	94,989	11
GY/RN	787	77,270	10
Mayo	207	32,514	6
Donegal	231	44,534	5
SO/LM/WC	181	23,060	8
National	11,732	1,148,687	10

*CSO Census 2011

- 97% (n=11,421) of referrals (Q3 2016) had a preliminary enquiry² carried out; down one percentage point from Q2 2016 (Figure 3).
- 68% (n=7,755) of preliminary enquiries were completed within the 24 hour target of receipt of the referral; up five percentage points on Q2 2016 and the highest percentage for the period Q1 2014 – Q3 2016.
- 41% (n=4,712) of referrals that had a preliminary enquiry required an initial assessment³; down two percentage points on Q2 2016 and the lowest percentage reported for the period Q1 2014 – Q3 2016.
- 14% (n=644) of the initial assessments were completed within the 21 day target of receipt of the referral; no change from Q2 2016.

Figure 3: Percentage of preliminary enquiries and initial assessments carried out



- The percentage of preliminary enquiries carried out within 24 hours of receipt of the referral ranged from 100% in areas Dublin North City (n=656), Louth/Meath (n=800);

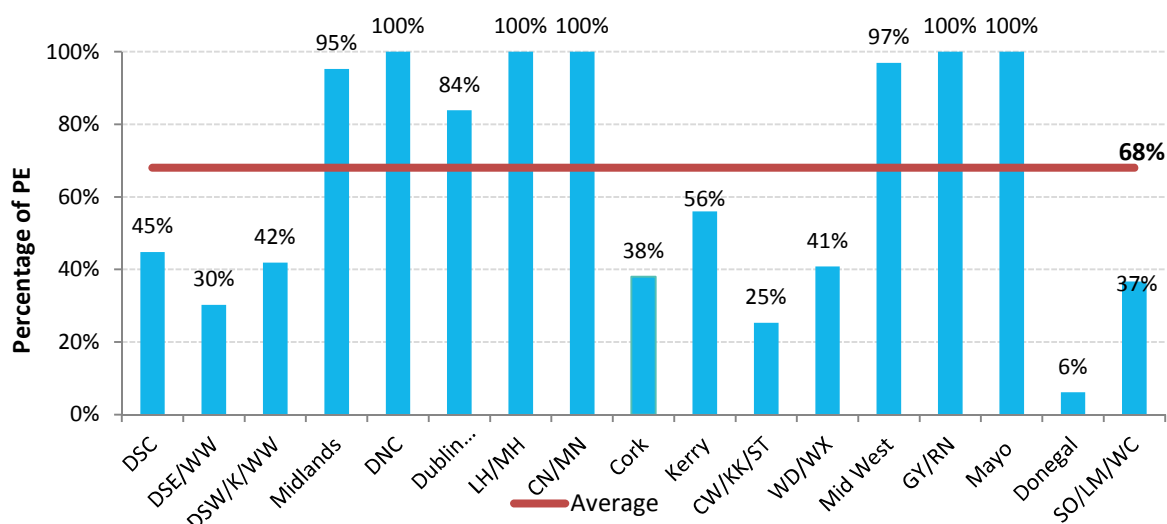
² The preliminary enquiries step is concerned with substantiating the details provided by the reporter e.g. verify reporters phone number, child's address, concern, check if the child is already known to the service, other network checks etc. A preliminary enquiry is not an assessment. The aim of the 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.

³ 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.

Cavan/Monaghan (n=155); Galway/Roscommon (n=787) and Mayo (n=207) to 6% in Donegal (n=14/229)(Figure 4).

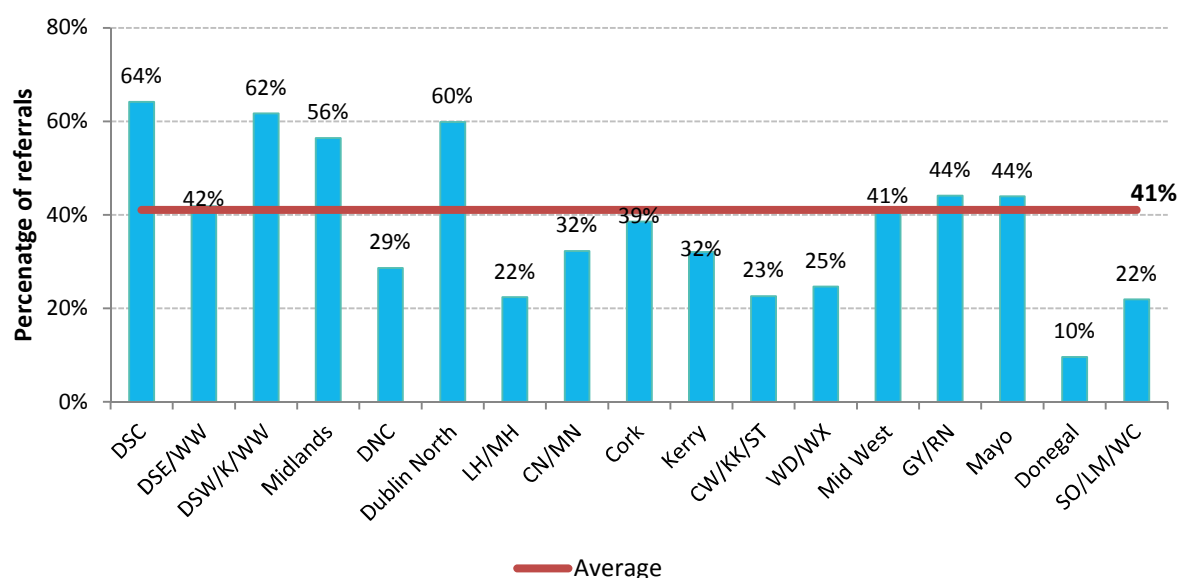
- A table showing the number and percentage of preliminary enquiries completed within 24 hours of receipt of the referral for the quarters Q3 2015 to Q3 2016, by area along with the change from Q2 2016 to Q3 2016 can be found in Appendix I (Table 1).

Figure 4: Percentage of PEs completed within 24 hours of receipt of referral by area, Q3 2016



- The percentage of referrals requiring an initial assessment following a preliminary enquiry ranged from 64% in Dublin South Central (n=242/377) to 10% in Donegal (n=22/229) (Figure 5).
- A table showing the number and percentage of referrals requiring an initial assessment following a preliminary enquiry for the quarters Q3 2015 to Q3 2016, by area along with the change from Q2 2016 to Q3 2016 can be found in the Appendix I (Table 2).

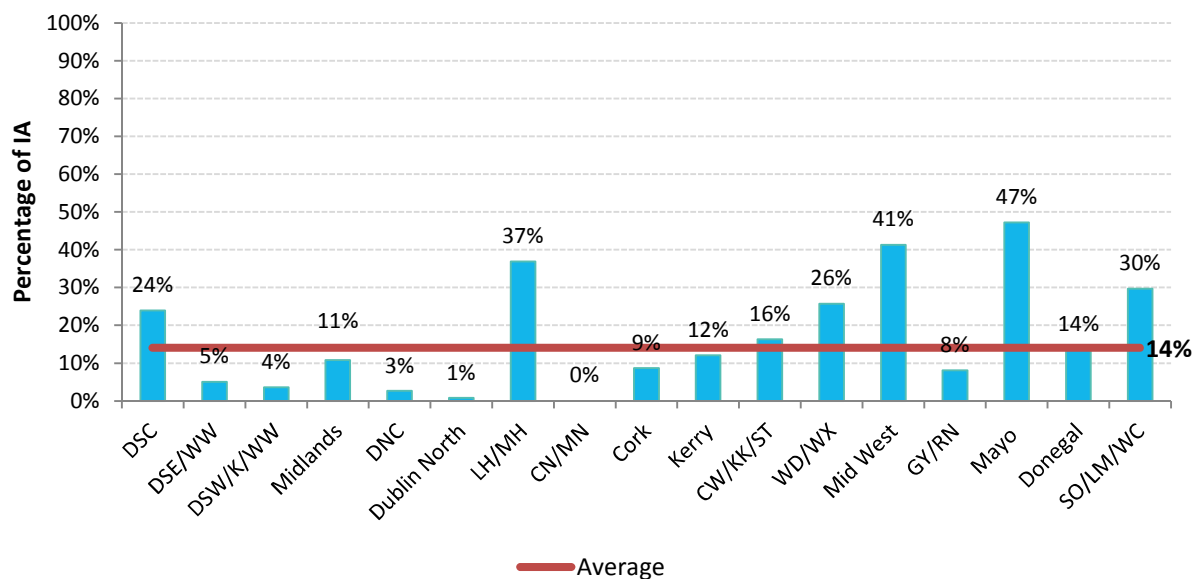
Figure 5: Percentage of referrals requiring an IA following a preliminary enquiry, by area, Q3 2016



- The percentage of initial assessments completed within 21 days of receipt of the referral ranged from 47% (n=43/91) in Mayo to 0% (0/50) Cavan/Monaghan (Figure 6).

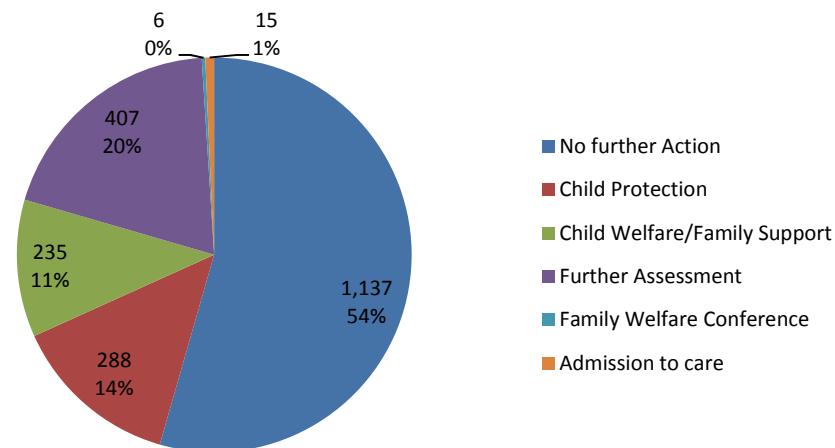
- A table showing the number and percentage of initial assessments completed within 21 days for the quarters Q3 2015 to Q3 2016, by area along with the change from Q2 2016 to Q3 2016 can be found in the Appendix I (Table 3).

Figure 6: Percentage of initial assessments completed within 21 day target, by area Q3 2016



- The outcome of initial assessment was recorded for 2,088 referrals (Q3 2016) (Figure 7)
- ‘No further action’ was recorded in the majority (54%; n=1,137) of cases.
- Admission to care was recorded for 1% (n=15) cases and ‘child protection⁴’ was recorded for 14% (n=288) cases.

Figure 7: Breakdown of actions recorded following initial assessment, Q3 2016



⁴ 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.

2.2 SOCIAL WORK ACTIVITY DATA

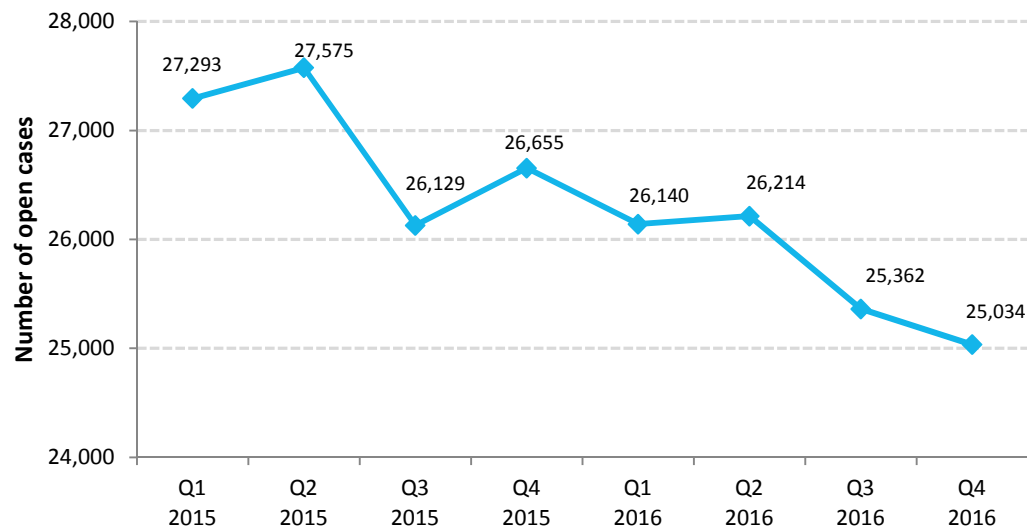
Key Facts

- 25,034 cases open to social work at the end of Q4 2016; 328 (1%) fewer than Q3 2016 and 1,621 (6%) fewer than Q4 2015
- 78% (n=19,621) of open cases allocated to a social worker at the end of Q4 2016; down from 83% at the end of Q3 2016, but up from 75% at the end of Q4 2015
- 5,413 cases awaiting allocation at the end of Q4 2016; 1,052 (24%) more than Q3 2016 but 1,305 (19%) fewer than Q4 2015 (n=6,718).
- 801 (15%) cases awaiting allocation were categorised as 'high priority'; 225 (39%) more than Q3 2016 but 198 (20%) fewer than Q4 2015.
- 65% (n=517/801) of 'high priority' cases awaiting allocation at the end of Q4 2016 were waiting less than 3 months. 'High priority' cases waiting over 3 months (n=284) increased by 70 between Q3 2016 and Q4 2016 but are down 93 (25%) on Q4 2015 (n=377).

2.2.1 Open Cases

- 25,034 cases open⁵ to social work nationally at the end of Q4 2016; 328 (1%) fewer than Q3 2016 and 1,621 (6%) fewer than Q4 2015 (Figure 8).

Figure 8: Number of open cases by quarter

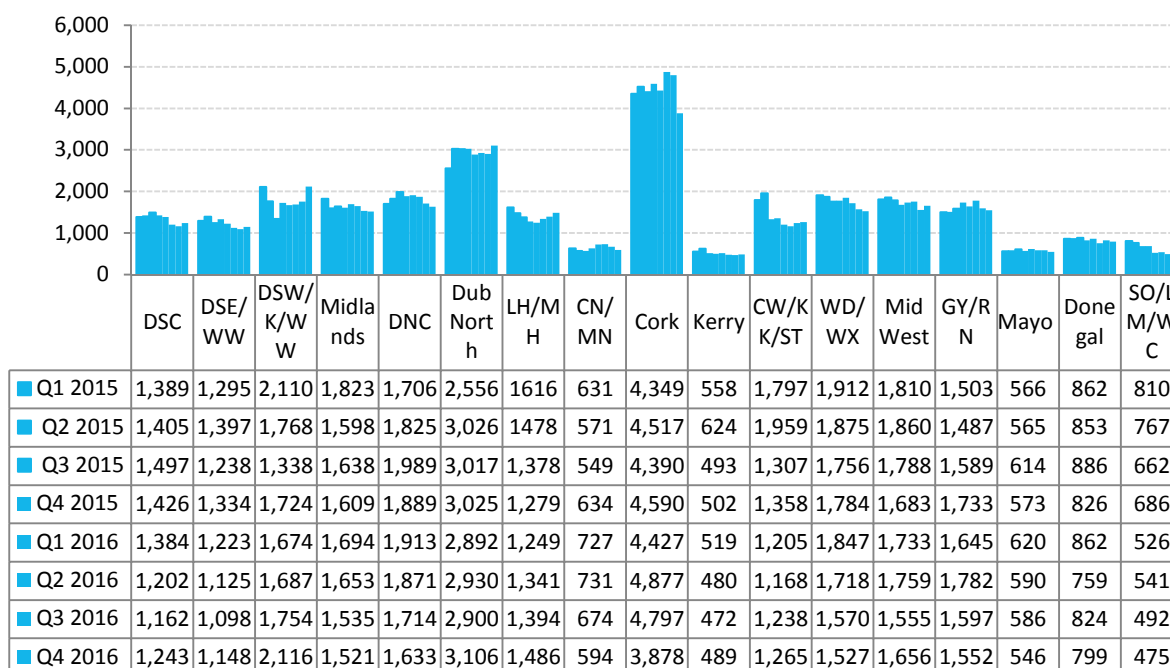


- The number of open cases ranged from 3,878 (15%) in Cork to 475 in Sligo/Leitrim/West Cavan (Figure 9). Nine of the 17 areas had between 1,000 and 2,000 cases; five areas have fewer than 1,000 cases while the remaining three areas (Cork; Dublin North and DSW/K/WW) have in excess of 2,000 cases.
- Eight areas reported an increase in open cases from Q3 2016. The highest increase was reported DSW/K/WW (n=362), followed by Dublin North (n=206) and MidWest (n=101).

⁵ Open cases include cases held on intake, allocated, unallocated child welfare and protection and children in care cases.

- Cork reported the highest decrease (n=919) followed by Dublin North City (n=81) and Cavan/Monaghan (n= 80).

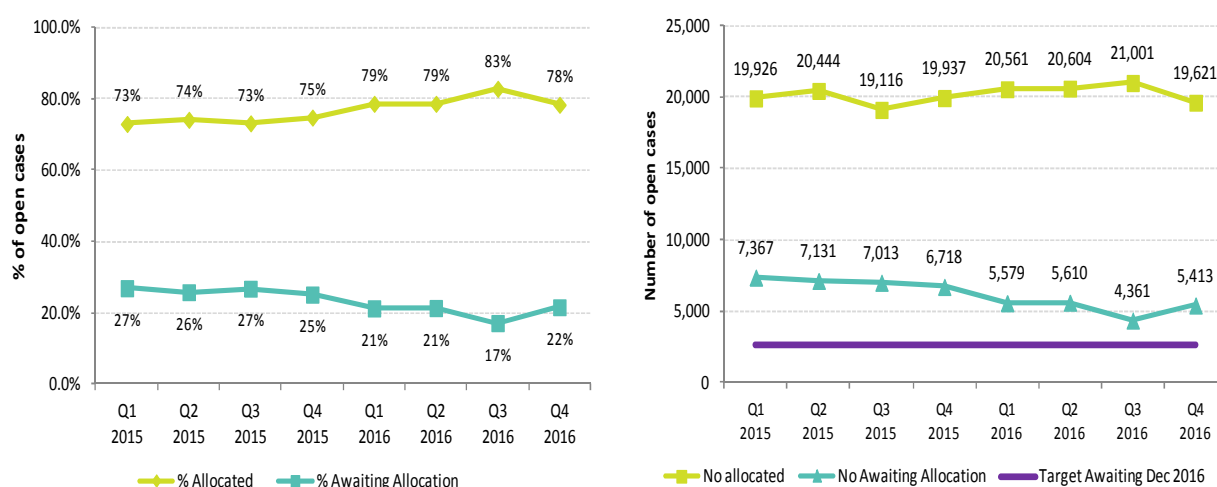
Figure 9: Number of open cases by area, Q1 2015 – Q4 2016



2.2.2 Open Cases Allocated / Awaiting Allocation

- 78% (n=19,621/25,034) of open cases were allocated to a social worker at the end of Q4 2016; down five percentage points from Q3 2016 (83%; n=21,001/25,362) (Figure 10).
- 5,413 (22%) cases were awaiting allocation; 1,052 (24%) more than Q3 2016 (n=4,361). but 1,305 (19%) fewer than same period last year (n=6,718).
- The target set for year end was 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 10: Cases allocated/awaiting allocation, Q1 2015 – Q4 2016

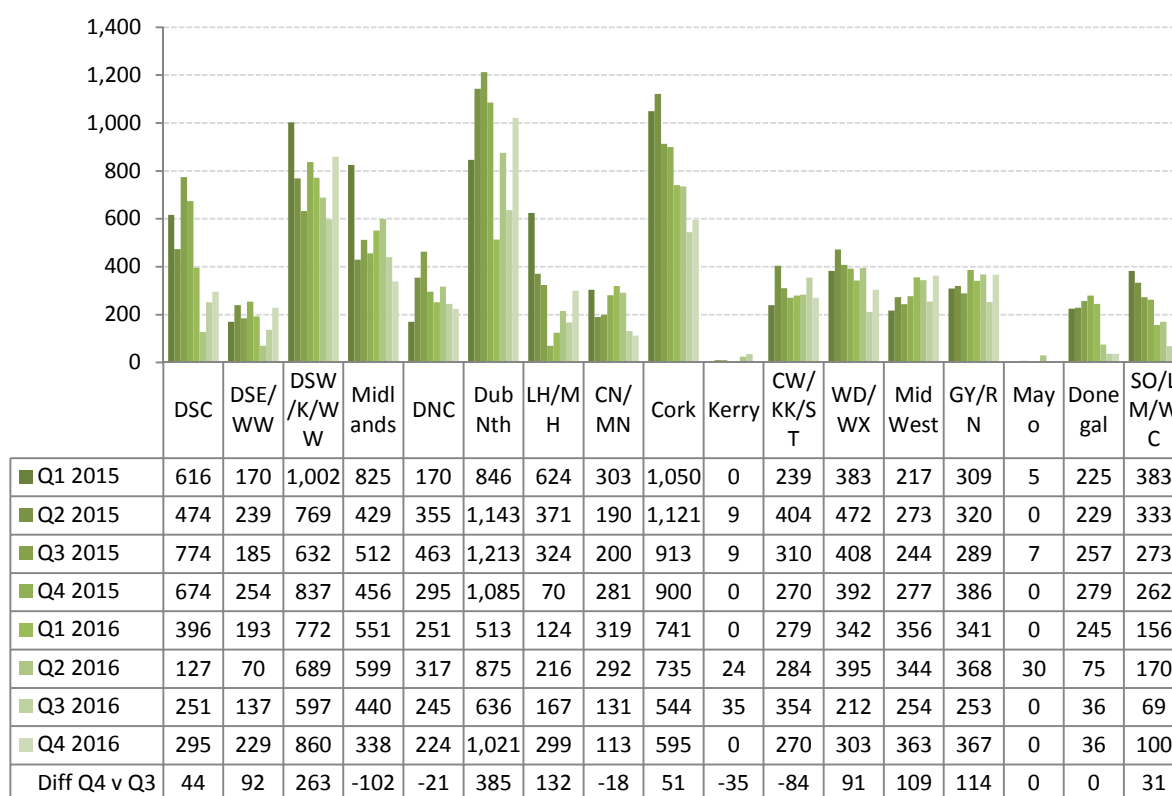


- Dublin North (n=1,021) had the highest number of cases awaiting allocation followed by Dublin South West/Kildare/West Wicklow (n=860); Cork (n=595); Galway/Roscommon

(n=367) and MidWest (n=363) (Figure 11). Fifty-nine percent (n=3,206) of all cases awaiting allocation are in these five areas.

- Five areas reported a decrease from Q3 2016 in the number of cases awaiting allocation (Figure 11). Midlands reported the highest decrease (n=102) followed by CW/KK/ST (n=84); Kerry (n=35); Dublin North City (n=21) and Cavan/Monaghan (n=18).
- Ten areas reported an increase from Q3 2016. The highest increase was reported by Dublin North (n=385) followed by DSW/K/WW (n=263); LH/MH (n=132); GY/RN (n=114) and MidWest (n=109).
- All but three areas (DSW/K/WW, LH/MH and MidWest) reported a decrease in cases awaiting allocation from the same period last year (Q4 2015) ; the most notable being that for Dublin South Central (n=379), followed by Cork (n=305); Donegal (n=243); CN/MN (n=168) and SLWC (n=162) (Figure 11).
- Of the three areas that reported an increase from Q4 2015, the highest increase was reported by LH/MH (n=229) followed by MidWest (n=86) and then DSW/K/WW (n=23).

Figure 11: Number of open cases awaiting allocation by area, Q1 2015 – Q4 2016



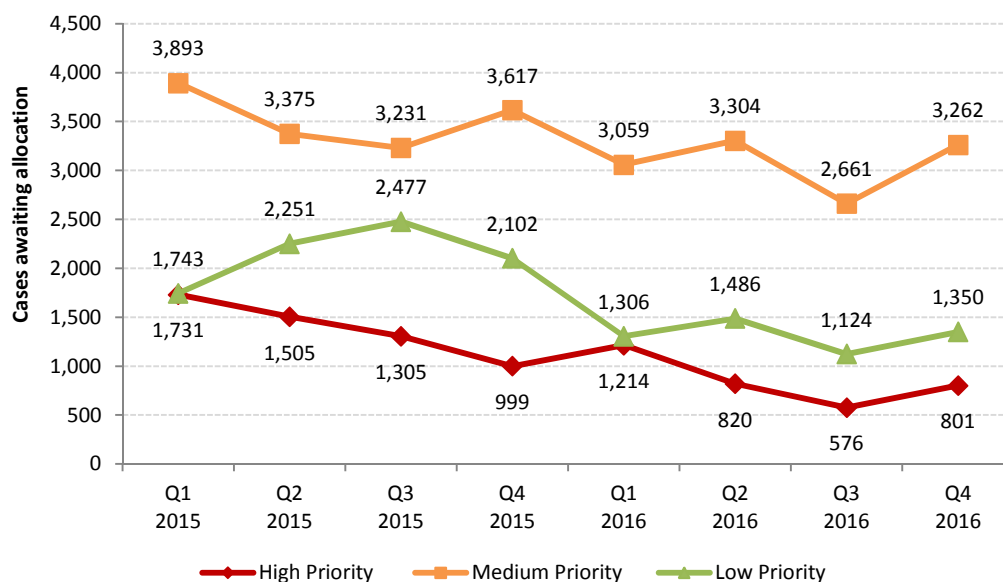
2.2.3 Cases Awaiting Allocation by Priority Level⁶

- 15% (n=801) of cases awaiting allocation at the end of Q4 2016 were categorised as ‘high priority’; up 225 (39%) from Q3 2016 but down 198 (20%) on the same quarter last year (Figure 12).

⁶ 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.

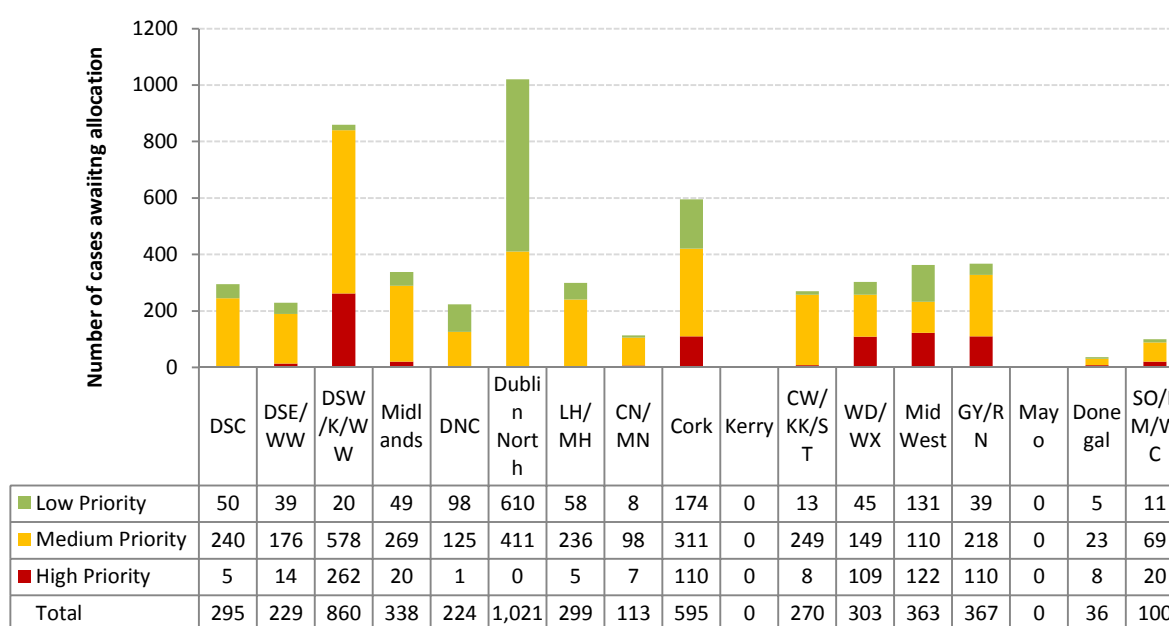
- The target set for year end was 5% or fewer high priority cases awaiting allocation i.e., 5% or fewer of the target number awaiting (n=2,687) or approximately 134.
- 60% of cases (n=3,262) awaiting allocation at the end of Q4 2016 were categorised as 'medium priority' down from 61% (n=2,661/4,361) in Q3 2016 while the remaining 25% (n=1,350) were categorised as 'low priority'; down from 26% (1,124/4,361) in Q3 2016.

Figure 12: Cases awaiting allocation by priority level, Q1 2015 – Q4 2016



- Dublin South West/Kildare/West Wicklow (n=262) reported the highest number of 'high priority' cases awaiting allocation, followed by MidWest (n=122); Cork (n=110); Galway/Roscommon (n=110) and WD/WX (n=109). All other areas with high priority cases reported 20 or fewer cases with three areas reporting none (Figure 13).
- Dublin North with highest number of cases awaiting allocation (n=1,021) has no high priority cases awaiting allocation.

Figure 13: Area breakdown of cases awaiting allocation by priority level, Q4 2016



2.2.4 Cases Awaiting Allocation by Waiting Time

- 65% (n=517/801) of cases categorised as ‘high priority’ awaiting allocation at the end of Q4 2016 were waiting less than 3 months (Table 2). The number of ‘high priority’ cases waiting over 3 months (n=284) increased by 70 between Q3 2016 and Q4 2016 but is down 93 (25%) on the same period last year (n=377).
- 65% (n=2,112/3,262) of cases categorised as ‘medium priority’ were waiting less than 3 months at the end of Q4 2016. The number of ‘medium priority’ cases waiting over 3 months for allocation decreased by 60 (5%) between Q3 2016 and Q4 2016 and 597 (34%) from the same period last year (n=1,747) (Table 2).

Table 2: Breakdown of cases awaiting allocation by priority level and time waiting, Q4 2015 – Q4 2016

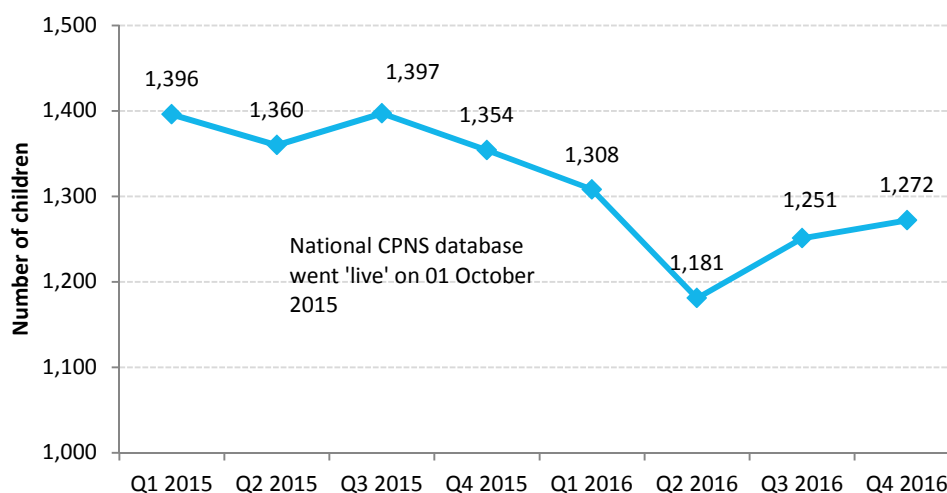
High Priority / Time Waiting	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Δ (+/-) Q4 2016 v Q3 2016
1 week	76	185	112	71	79	+8
1-2 weeks	111	101	136	41	79	+38
2-3 weeks	73	251	54	25	80	+55
3-4 weeks	101	112	43	43	69	+26
1-2 months	105	123	99	104	116	+12
2-3 months	156	99	67	78	94	+16
>3 months	377	343	309	214	284	+70
Total	999	1,214	820	576	801	+225
Medium Priority / Time Waiting	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Δ (+/-) Q4 vs Q3
1 week	83	87	175	403	247	-156
1-2 weeks	214	151	216	226	350	+124
2-3 weeks	265	190	205	227	232	+5
3-4 weeks	176	190	151	113	275	+162
1-2 months	623	516	549	290	574	+284
2-3 months	509	391	474	192	434	+242
>3 months	1,747	1,534	1,534	1,210	1,150	-60
Total	3,617	3,059	3,304	2,661	3,262	+601
Low Priority / Time Waiting	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Δ (+/-) Q4 vs Q3
1 week	16	20	78	161	65	-96
1-2 weeks	65	74	107	58	91	+33
2-3 weeks	38	112	67	82	48	-34
3-4 weeks	140	58	98	81	90	+9
1-2 months	279	193	320	126	249	+123
2-3 months	210	184	224	107	178	+71
>3 months	1,354	665	592	509	629	+120
Total	2,102	1,306	1,486	1,124	1,350	+226

2.3 CHILD PROTECTION NOTIFICATION SYSTEM

KEY FACTS

- 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.
 - 1,272 children listed as 'active' on the CPNS at the end of Q4 2016; 21 more than Q3 2016. All but one child (excluding child visiting from another jurisdiction) listed as "active" had an allocated social worker. This child was allocated a social care worker as an interim measure pending the appointment of social work staff in the area. The case is being monitored by management in the area.
- 1,272⁷ children listed as 'active' on the Child Protection Notification System (CPNS)⁸ at the end of Q4 2016; 21 more than Q3 2016 (n=1,251) but 125 fewer than Q3 2015 when the highest number for the period Q1 2015 – Q4 2016 was reported (Figure 14).

Figure 14: Number of children listed as 'Active' on the CPNS, by quarter, Q1 2015 – Q4 2016



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

⁷ Includes 1 child who was visiting from another jurisdiction that was temporarily placed on the system

⁸ 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.

- The number listed as “active” equates to 11 children per 10,000 population 0-17 years (Table 3).
- The number of children listed as ‘active’ ranges from 182 in the MidWest area to 15 in Cavan/Monaghan (Table 3).
- The rate of referrals per 10,000 population 0-17 years ranged from 19/10,000 in the MidWest and Mayo areas (almost twice the national rate) to 3/10,000 population in Dublin South East/ Wicklow.
- Cork and DSW/K/WW with the highest proportions of the 0-17 years population reported the third and fourth lowest rates at 5/10,000 and 6/10,000 respectively.
- In contrast, Mayo with one of the smallest 0-17 years populations reported the highest rate (along with MidWest) at 19/10,000 population 0-17 years.
- All but one child listed as ‘active’ (excluding one child visiting from another jurisdiction) at the end of Q4 2016 had an allocated social worker. This child was allocated to a social care worker as an interim solution pending the appointment of new social work staff. The Senior Management team in Donegal is monitoring the situation, which is expected to be short term.

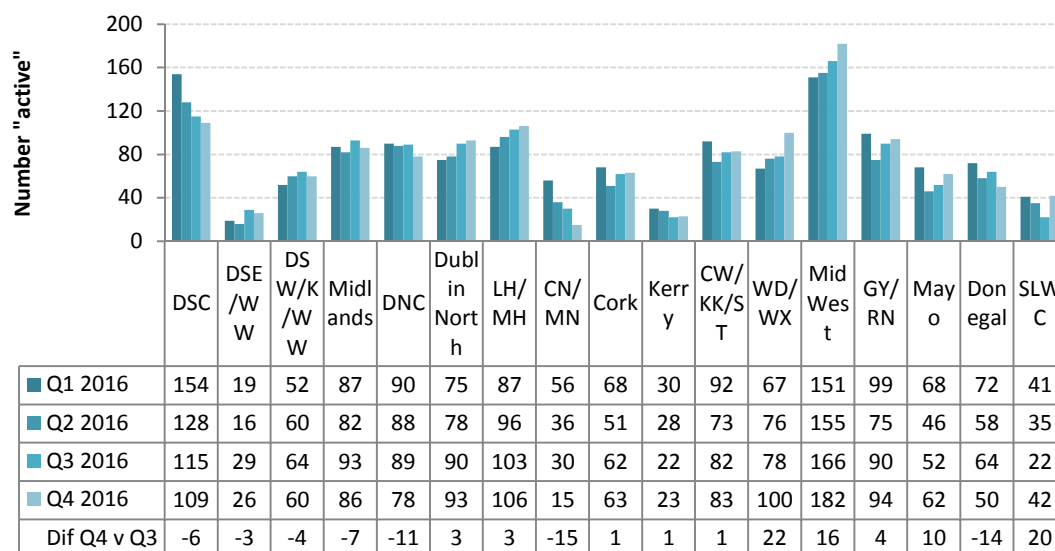
Table 3: Children listed as 'active' on CPNS per 10,000 population 0-17 years

Area	No Listed as Active Q4 2016	Population 0-17 years	Rate / 10,000 population 0 – 17 years
DSC	109	62,438	17
DSE/WW	26	81,991	3
DSW/K/WW	60	102,800	6
Midlands	86	77,726	11
Dublin North City	78	42,971	18
Dublin North	93	92,951	10
LH/MH	106	87,562	12
CN/MN	15	35,085	4
Cork	63	128,448	5
Kerry	23	34,940	7
CW/KK/ST	83	57,800	14
WD/WX	100	71,608	14
Mid West	182	94,989	19
GY/RN	94	77,270	12
Mayo	62	32,514	19
Donegal	50	44,534	11
SLWC	42	23,060	18
National	1,272	1,148,687	11

- Ten areas reported an increase from Q3 2016. The highest increase was reported by WX/WX (n=22) followed by SLWC (n=20); MidWest (n=16) and Mayo (n=10) (Figure 15).
- Seven areas reported a decrease from Q3 2016. The highest decrease was reported by CN/MN (n=15), followed by Donegal (n=14) and Dublin North Central (n=11) (Figure 15).
- A downward trend in cases listed as “active” is emerging from two areas: Dublin South Central (down 45 from Q1 2016) and CN/MN (down 41 from Q1 2016) (Figure 15).

- Areas showing a possible rising trend from Q1 2016 include Dublin North (up 18 from Q1); LH/MH (up 19 from Q1); WD/WX (up 33 from Q1) and MidWest (up 31 from Q1).

Figure 15: Number of children listed as "active" by area, Q1 2016 – Q4 2016



- 54% (n=687) of children listed as “active” were listed for 0-6 months; 25% (n=315) were listed for 7-12 months; 11% (n=138) were listed for 12-18 months while the remaining 10% (n=132) were listed for longer than 18 months (Table 4).
- Dublin South Central reported the highest percentage of children listed as “active” for > 18 months at 29% (n=32/109) followed by Mayo (21%; n=13/62), GY/RN (16%; 15/94) and Cork (16%; 10/63).
- CN/MN area reported no child listed as “active” for > 12 months while DSW/K/WW, Midlands, DSE/WW, Kerry, CW/KK/ST, MidWest, Donegal and SLWC reported five or fewer children “active” for longer than 18 months.
- 85% (n= 22/26) of the children listed as ‘active’ in the Dublin South East/Wicklow were listed for 0-6 months, the highest percentage of all areas, followed by CN/MN (67%; 10/15); CW/KK/ST (67%; 56/83); WD/WX (66% (66/100); Kerry (65%; n=15/23); DSW/K/WW (62%; 37/60) and Cork (62%; 39/63)

Table 4: Children listed as 'active' in each area at the end of Q4 2016, by length of time 'active'

	Number 0-6 mths	% 0-6 mths	Number 7-12 mths	% 7-12 mths	Number 12-18 mths	% 12-18 mths	Number > 18 mths	% > 18 mths	Total
DSC	36	33%	21	19%	20	18%	32	29%	109
DSE/WW	22	85%	0	0%	2	8%	2	8%	26
DSW/K/WW	37	62%	15	25%	7	12%	1	2%	60
Midlands	45	52%	35	41%	5	6%	1	1%	86
DNC	34	44%	19	24%	14	18%	11	14%	78
Dublin North	54	58%	21	23%	8	9%	10	11%	93
LH/MH	47	44%	40	38%	6	6%	13	12%	106
CN/MN	10	67%	5	33%	0	0%	0	0%	15
Cork	39	62%	13	21%	1	2%	10	16%	63
Kerry	15	65%	5	22%	0	0%	3	13%	23
CW/KK/ST	56	67%	14	17%	9	11%	4	5%	83
WD/WX	66	66%	19	19%	8	8%	7	7%	100

Mid West	97	53%	59	32%	21	12%	5	3%	182
GY/RN	47	50%	26	28%	6	6%	15	16%	94
Mayo	33	53%	6	10%	10	16%	13	21%	62
Donegal	24	48%	14	28%	10	20%	2	4%	50
SLWC	25	60%	3	7%	11	26%	3	7%	42
National	687	54%	315	25%	138	11%	132	10%	1,272

- 26 children were reactivated on the CPNS (i.e., their status changed from ‘inactive’ to ‘active’) during Q4 2016

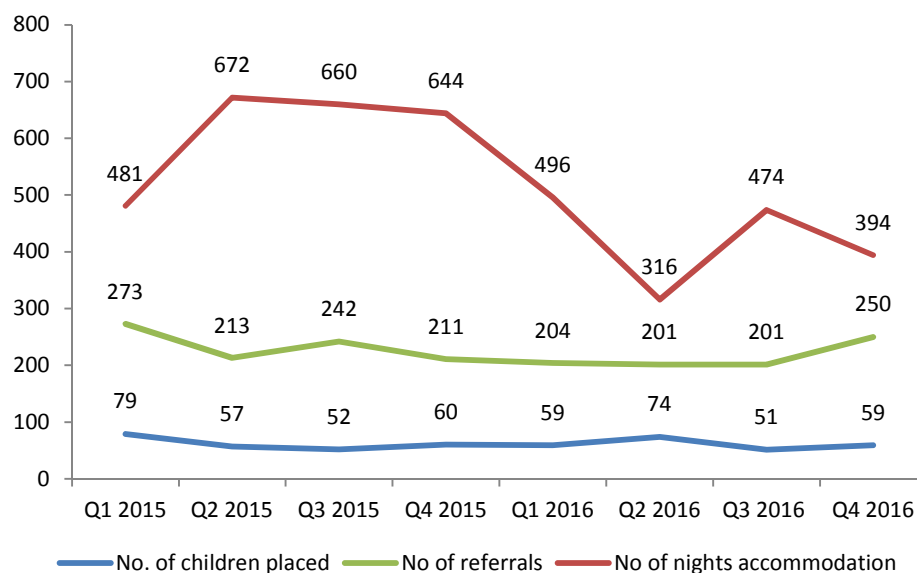
2.4 CRISIS INTERVENTION SERVICE / OUT OF HOURS SERVICE

KEY FACTS

- 856 referrals to the Crisis Intervention Service in 2016; down 83 (9%) on 2015 (n=939)
- 243 children placed with CIS in 2016; down five on 2015
- 1,680 nights' accommodation supplied by CIS in 2016; down 777 (32%) on 2015
- 594 referrals to the Emergency Place of Safety Service in 2016; up 225 (61%) on 2015
- 237 children placed with EPSS in 2016; down 43 on 2015
- 363 night accommodation supplied by EPSS in 2016; down 213 (37%) on 2015

- 250 referrals to the Crisis Intervention Service (CIS)⁹ during Q4 2016; 49 more than Q3 2016 and the highest number since Q1 2015. This brings to 856 the total number of referrals for 2016; some 83 (9%) fewer than 2015 (n=939) (Figure 16).
- 59 children were placed with the CIS during Q4 2016; eight more than Q3 2016. This brings to 243 the number of children placed during 2016; five fewer than 2015 (n=248).
- 394 nights' accommodation was supplied by the CIS during Q4 2016; 80 (17%) fewer than Q3 2016. This brings to 1,680 the number of nights' accommodation supplied for 2016; some 777 (32%) fewer than 2015 (n=2,457).

Figure 16: Referrals to the Crisis Intervention Service, by quarter Q1 2015 – Q4 2016

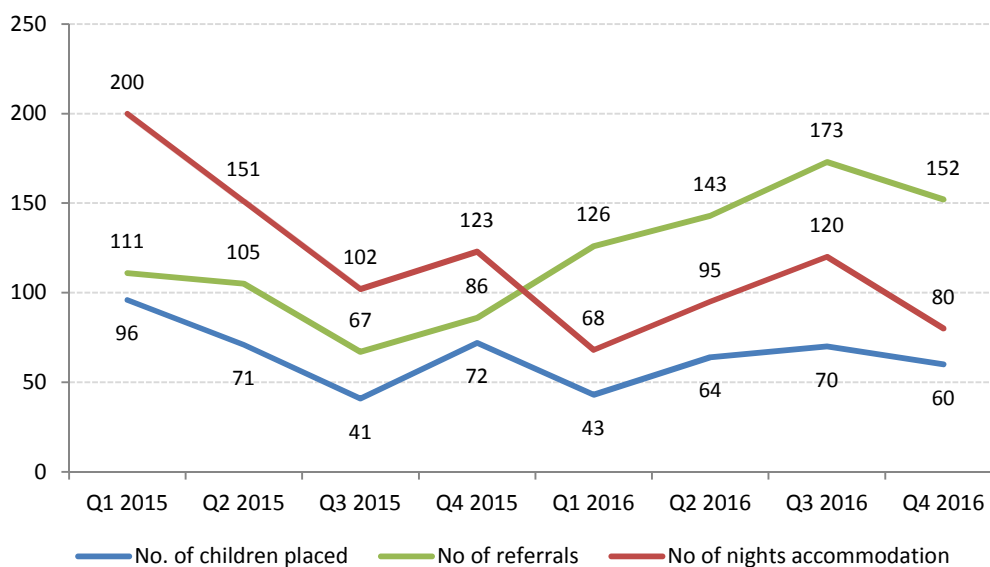


- 152 referrals to the Emergency Place of Safety Service (EPSS)¹⁰ during Q4 2016; 21 fewer than Q3 2016. This brings to 594 the number of referrals for 2016, some 225 (61%) more than 2015 (Figure 17).

⁹ 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

- 60 children were placed with the EPSS during Q4 2016, 10 fewer than Q3 2016. This brings to 237 the number of children placed with the EPSS during 2016; some 43 fewer than 2015.
- 80 nights' accommodation were supplied by the EPSS during Q4 2016; 40 fewer than Q3 2016. This brings to 363 the number of nights' accommodation provided in 2016; some 213 (37%) fewer than 2015.

Figure 17: Referrals to the Emergency Place of Safety Service, by quarter Q1 2015 – Q4 2016



¹⁰ 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.

3.0 ALTERNATIVE CARE SERVICES

KEY AREAS OF FOCUS

- 3.1 Children in Care (Foster Care / Residential Care)
- 3.2 Aftercare
- 3.3 Adoption
- 3.4 Foster Carers
- 3.5 Hiqa Inspections – Children’s Residential Services

3.1 CHILDREN IN CARE (FOSTER CARE / RESIDENTIAL CARE)

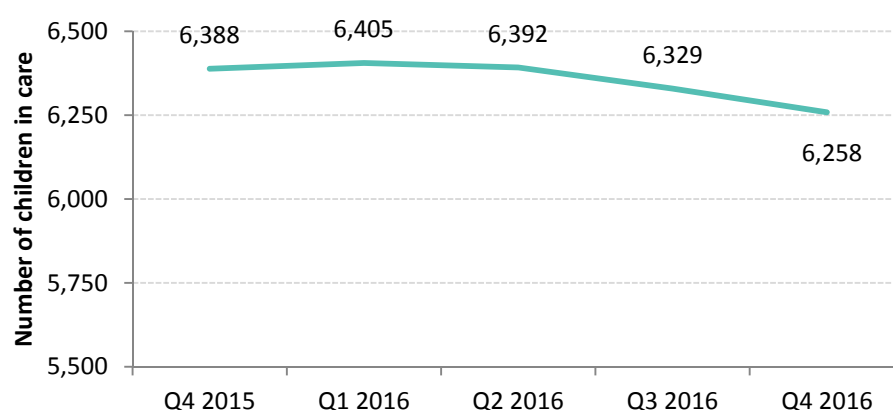
KEY FACTS

- 6,258 children in care at the end of Q4 2016; 71 fewer than Q3 2016 and fewest number for period Q4 2015 – Q4 2016
- 539 children in private placements; 22 more than Q3 2016 and 43 (9%) more than Q4 2015
- 93% (n=5,805) of children in care had an allocated social worker (against a target of 100%); down one percentage point from Q3 2016
- 453 children awaiting allocation of a social worker; 97 more than Q3 2016
- 94% (n=5,854) of children in care had a written care plan (against a target of 90%); up one percentage point from Q3 2016
- 97% (n=3,881/3,992) of children in care aged 6 to 15 years (inclusive) in full time education
- 93% (n=985/1,055) of children in care aged 16 and 17 years in full time education

3.1.1 Number of Children in Care

- 6,258 children in care at the end of Q4 2016; 71 fewer than Q3 2016 (n=6,329) and the fewest number for the period Q4 2015 – Q4 2016 (Figure 18). This equates to about 54 children per 10,000 population 0-17 years.

Figure 18: Number of children in care by quarter, Q4 2015 – Q4 2016



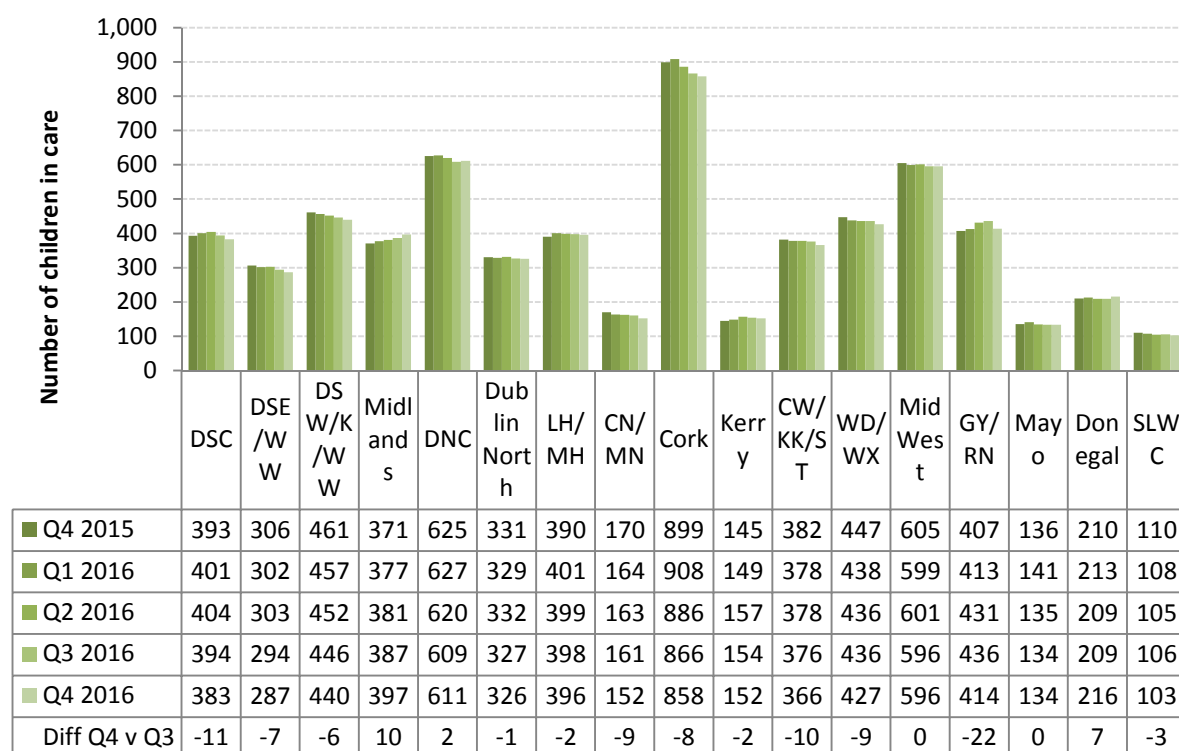
- The number of children in care ranged from 858 in Cork to 103 in SLWC (Table 5).
- Dublin North City reported the highest rate of children in care per 10,000 population at 2.6 times (142/10,000) the national rate. Dublin South East/Wicklow and Dublin North reported the lowest rates at 35/10,000 population 0-17 years. Six areas reported a rate higher than the national rate.

Table 5: Number of children in care and rate per 10,000 population 0-17 years, Q4 2016

Area	0-17 population	No CIC Q4 2016	No of CIC/10,000 population 0-17 years
DSC	62,438	383	61
DSE/WW	81,991	287	35
DSW/K/WW	102,800	440	43
Midlands	77,726	397	51
DNC	42,971	611	142
Dublin North	92,951	326	35
LH/MH	87,562	396	45
CN/MN	35,085	152	43
Cork	128,448	858	67
Kerry	34,940	152	44
CW/KK/ST	57,800	366	63
WD/WX	71,608	427	60
Mid West	94,989	596	63
GY/RN	77,270	414	54
Mayo	32,514	134	41
Donegal	44,534	216	49
SLWC	23,060	103	45
Total	1,148,687	6,258	54

- Three areas reported an increase in children in care from Q3 2016; the highest increase was reported by Midlands (n=10), followed by Donegal (n=7) and Dublin North City (n=2) (Figure 19).
- Galway/Roscommon reported the highest decrease (n=22), followed by Dublin South Central (n=11) and CW/KK/ST (n=10). The remaining 11 areas reported a decrease of fewer than 10 with two of areas reporting no change. The number of children in care in Cork is down 41 on Q4 2015 the highest decrease of all areas. In contrast the Midlands area has 26 more children in care than Q4 2015, the highest increase of all areas.

Figure 19: Breakdown of the number of children in care in each area, Q4 2015– Q4 2016



3.1.2 Number of Children in Care by Care Type

- 93% (n=5,817) of children in care were in foster care (general and relative) and 5% (n=316) were in a residential (general) placement (Table 6).
- There were 88 fewer children in foster care and five fewer children in residential care (all types) at the end of Q4 2016 than Q3 2016.

Table 6: Breakdown of the number of children in care by care type and month, Q4 2015 – Q4 2016

	FC Gen	Δ+/- prev Q	FC Rel	Δ+/- prev Q	Res Care Gen	Δ+/- prev Q	Res Care Spec	Δ+/- prev Q	Other Care ¹¹	Δ+/- prev Q	Total	Δ+/- prev Q
Q4 2015	4,100	23	1,832	-5	331	-10	16	2	109	5	6,388	15
Q1 2016	4,162	62	1,790	-42	334	3	14	-2	105	-4	6,405	17
Q2 2016	4,159	-3	1,794	4	326	-8	11	-3	102	-3	6,392	-13
Q3 2016	4,133	-26	1,772	-22	312	-14	9	-2	103	+1	6,329	-63
Q4 2016	4,102	-31	1,715	-57	304	-8	12	+3	125	+22	6,258	-71

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

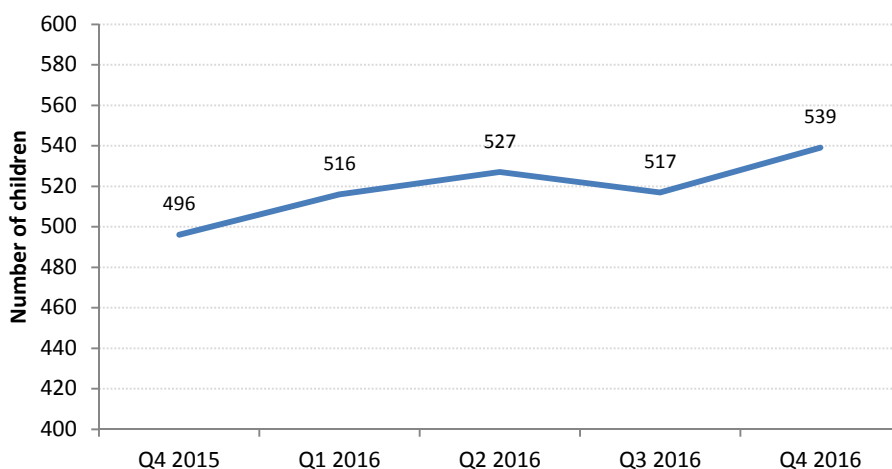
- 17 (0.27%) children were in out of state placements at the end of Q4 2016; no change from Q3 2016. *These children are included in the figures for the various care types set out in Table 6.*
- Five children in residential care were in a single care placement at the end of Q3 2016; one more than Q3 2016.
- 179 children were in respite care (from home) at the end of Q4 2016.

¹¹ 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)

3.1.3 Children in Private Placements

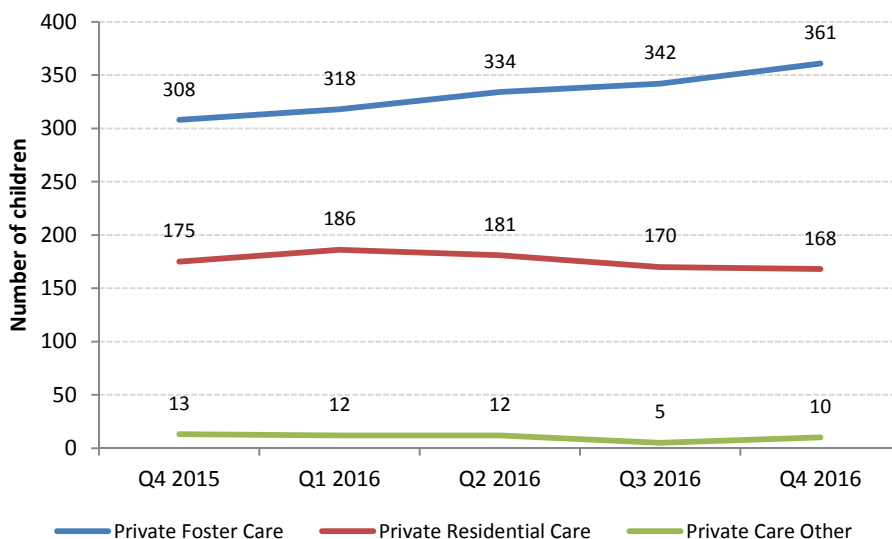
- 539 (9%) children in care in private placements¹²; 22 more than Q3 2016 (n=517) and 43 (9%) more than the same quarter last year (n=496) (Figure 20).

Figure 20: Number of children in private placements, Q4 2015 – Q4 2016



- 67% (n=361) of children in private placements were in private foster care; 31% (n=168) were in private residential placements (Figure 21).
- Two fewer children in private residential placements compared to Q3 2016 and seven fewer than Q4 2015
- 19 more children in private foster care placements compared to Q3 2016 and 53 (17%) more than Q4 2015

Figure 21: Number of children in private placements by care type, Q4 2015 – Q4 2016

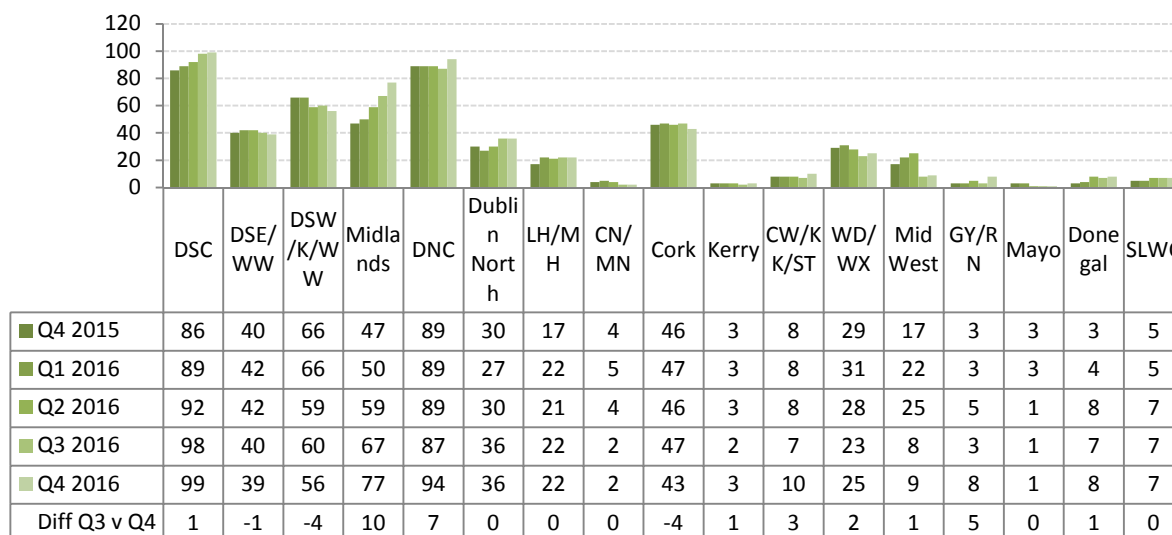


- Dublin South Central (n=99) and Dublin North City (n=94) reported the highest number of children in private placements while Mayo (n=1); Cavan/Monaghan (n=2) and Kerry (n=3) reported the fewest number (Figure 22).

¹² The number of children in private placements is included in the children in care figures presented in sections 3.1.1 and 3.1.2

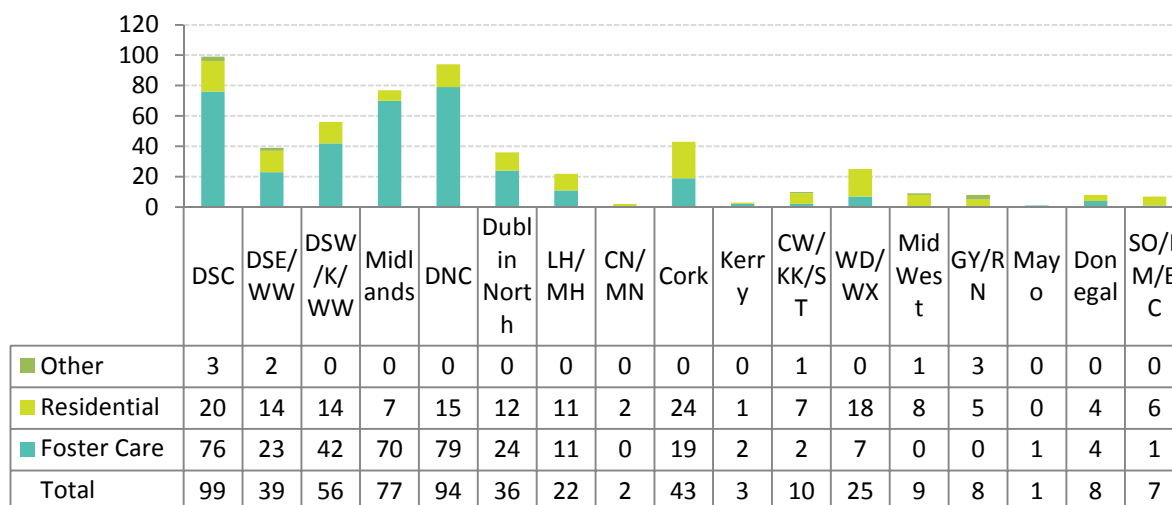
- Nine areas reported an increase in private placements from Q3 2016. The highest increase was reported by Midlands area (n=10) followed by Dublin North City (n=7). Midlands area have 30 more children in private placements than Q4 2015, the highest increase of all areas, followed by Dublin South Central (n=13).

Figure 22: Number of children in private placements by and area, Q4 2015 – Q4 2016



- Cork reported the highest number of children in private residential placements (n=24), followed by Dublin South Central (n=20) and Waterford/Wexford (n=18) (Figure 23).
- Dublin North City reported the highest number of children in private foster care placements (n=79), followed by Dublin South Central (n=76) Midlands (n=70) and Dublin South West/Kildare/West Wicklow (n=42). These four areas account for 74% (n=267) of children in private foster care placements.
- Three areas reported no children in private foster care (Cavan/Monaghan, MidWest and Galway/Roscommon) while one area (Mayo) reported no children in private residential care.

Figure 23: Number of children in private placements by care type Q4 2016



3.1.4 Children in Care with an Allocated Social Worker

- 93% (n=5,805/6,258) of children in care nationally had an allocated social worker (against a target of 100%) at the end of Q4 2016; down one percentage point from Q3 2016 (Table 7).
- A total of 453 children were awaiting allocation of a social worker; 97 more than Q3 2016 (n=356) and two more than the same quarter last year (n=451).
- All but two children in residential care had an allocated social worker (Table 7).

Table 7: Children in care (CIC) with an allocated social worker (SW) by care type

Care Type	CIC Q4 2015	No with SW Q4 2015	% with SW Q4 2015	CIC Q3 2016	No with SW Q3 2016	% with SW Q3 2016	CIC Q4 2016	No with SW Q4 2016	% with SW Q4 2016	Δ+/- Q4 vs Q3
Foster Care (General)	4,100	3,830	93%	4,133	3,906	95%	4,102	3,805	93%	
Foster Care (Relatives)	1,832	1,662	91%	1,772	1,645	93%	1,715	1,569	91%	
Residential Care (General)	331	323	98%	312	312	100%	304	302	99%	
Residential Special Care	16	16	100%	9	9	100%	12	12	100%	
Other Placements	109	106	97%	103	101	98%	125	117	94%	
Total	6,388	5,937	93%	6,329	5,973	94%	6,258	5,805	93%	

- Four areas met the target of 100% of children in care with an allocated social worker. A further six areas reported a percentage of 95% or higher.
- Four areas reported below 90% with the two poorest performing areas, MidWest (109 children awaiting) and LH/MH (64 children awaiting) reporting 82% and 84% respectively (Table 8).
- Four areas reported an increase in percentage performance from Q3 2016; the most notable being Carlow/Kilkenny up 13 percentage points to 91%.
- The area with the highest number of children awaiting an allocated social worker is MidWest (n=109) followed by Louth/Meath (n=64) and Galway/Roscommon (n=57).

Table 8: Number of children in care with an allocated social worker

Area	No in Care Q3 2016	No with an allocated SW Q3 2016	% with an allocated SW Q3 2016	No in Care Q4 2016	No with an allocated SW Q4 2016	% with an allocated SW Q4 2016	+/- Q4 vs Q3 2016
Mayo	134	134	100%	134	134	100%	0%
Donegal	209	209	100%	216	216	100%	0%
SO/LM/WC	106	106	100%	103	103	100%	0%
DSC	394	390	99%	383	383	100%	1%
Kerry	154	154	100%	152	151	99%	-1%
DSE/WW	294	284	97%	287	277	97%	0%
Cork	866	835	96%	858	834	97%	1%
DNC	609	584	96%	611	587	96%	0%
CN/MN	161	153	95%	152	144	95%	0%
WD/WX	436	402	92%	427	406	95%	3%
Dublin North	327	319	98%	326	303	93%	-5%
DSW/K/WW	446	413	93%	440	404	92%	-1%
CW/KK/ST	376	294	78%	366	332	91%	13%

Midlands	387	353	91%	397	355	89%	-2%
GY/RN	436	432	99%	414	357	86%	-13%
LH/MH	398	394	99%	396	332	84%	-15%
Mid West	596	517	87%	596	487	82%	-5%
National	6,329	5,973	94%	6,258	5,805	93%	-1%

3.1.5 Children in Care with a Written Care Plan

- 94% (n=5,854/6,258) of children in care had a written care plan; up one percentage point from Q3 2016 and four percentage points on the same quarter last year (90%; n=5,768/6,388) (Table 9).
- A total of 404 children did not have a written care plan, 40 fewer than Q3 2016 and 216 fewer than the same quarter last year (n=620).

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.

Table 9: Number of children in care (CIC) with a written care by care type

Care Type	CIC Q4 2015	No with CP Q4 2015	% with CP Q4 2015	CIC Q3 2016	No with CP Q3 2016	% with CP Q3 2016	CIC Q4 2016	No with CP Q4 2016	% with CP Q4 2016	Δ+/- Q4 v Q3 2016
Foster Care General	4,100	3,725	91%	4,133	3,861	93%	4,102	3,844	94%	+1%
Foster Care (Relatives)	1,832	1,619	88%	1,772	1,630	92%	1,715	1,595	93%	+1%
Residential Care General	331	307	93%	312	296	95%	304	296	97%	+2%
Residential Special Care	16	16	100%	9	9	100%	12	12	100%	0%
Other Placements	109	101	93%	103	89	86%	125	107	86%	0%
National	6,388	5,768	90%	6,329	5,885	93%	6,258	5,854	94%	+1%

- 14 areas met the target of 90% of children in care with a written care plan (Table 10).
- Seven areas reported an increased percentage from Q3 2016, the most notable being that for CW/KK/ST up from 83% to 94% and Dublin South Central up from 60% to 68%.

Table 10: Breakdown of the number of children in care with a written care plan

Area	No in Care Q3 2016	No with a care plan Q3 2016	% with a care plan Q3 2016	No in Care Q4 2016	No with a care plan Q4 2016	% with a care plan Q4 2016	+/- Q4 v Q3 2016
Mayo	134	134	100%	134	134	100%	0%
Mid West	596	594	100%	596	594	100%	0%
Donegal	209	206	99%	216	215	100%	1%
Kerry	154	151	98%	152	152	100%	2%
SO/LM/WC	106	106	100%	103	102	99%	-1%
WD/WX	436	433	99%	427	424	99%	0%
GY/RN	436	436	100%	414	410	99%	-1%
DNC	609	584	96%	611	596	98%	2%
Louth/Meath	398	390	98%	396	377	95%	-3%

CW/KK/ST	376	312	83%	366	345	94%	11%
Cork	866	800	92%	858	795	93%	1%
Dublin North	327	296	91%	326	302	93%	2%
Midlands	387	362	94%	397	364	92%	-2%
DSE/WW	294	276	94%	287	261	91%	-3%
CN/MN	161	158	98%	152	135	89%	-9%
DSW/K/WW	446	410	92%	440	388	88%	-4%
DSC	394	237	60%	383	260	68%	8%
National	6,329	5,885	93%	6,258	5,854	94%	+1%

3.1.6 Children in Care in Education

- 97% (n=3,881/3,992) of children in care aged 6 to 15 years (inclusive) were in full time education at the end of Q4 2016; down one percentage point on Q3 2016 (Table 11).
- Seven areas reported 100% with a further eight reporting 95% or higher.
- 93% (n=985/1,055) of children in care aged 16 and 17 years were in full time education at the end of Q4 2016; no change from Q3 2016 (Table 12).
- Fourteen areas reported 90% or higher. The lowest rate was reported by Midlands Area (83%; n=52/63)

Table 11: Children in care, 6 -15 years, in full time education, Q3 2016 – Q4 2016

Area	No of CIC 6-15 years Q3 2016	No of CIC 6-15 years in FT education Q3 2016	% of CIC 6-15 years in FT education Q3 2016	No of CIC 6-15 years Q4 2016	No of CIC 6-15 years in FT education Q4 2016	% of CIC 6-15 years in FT education Q4 2016	Δ(+/-) Q4 2016 vs Q3 2016
DSC	252	232	92.1%	254	232	91%	-1%
DSE/WW	199	199	100.0%	190	188	99%	-1%
DSW/K/WW	277	262	94.6%	273	260	95%	1%
Midlands	219	213	97.3%	226	216	96%	-2%
DNC	395	389	98.4%	390	380	97%	-1%
Dublin North	197	195	99.0%	200	200	100%	1%
LH/MH	245	244	99.6%	249	239	96%	-4%
CN/MN	101	99	98.0%	97	97	100%	2%
Cork	536	522	97.4%	545	525	96%	-1%
Kerry	106	106	100.0%	106	106	100%	0%
CW/KK/ST	231	231	100.0%	218	203	93%	-7%
WD/WX	314	310	98.7%	329	327	99%	1%
Mid West	384	375	97.7%	386	379	98%	0%
GY/RN	262	262	100.0%	245	245	100%	0%
Mayo	83	83	100.0%	83	83	100%	0%
Donegal	139	139	100.0%	142	142	100%	0%
SLWC	61	60	98.4%	59	59	100%	2%
Total	4,001	3,921	98%	3,992	3,881	97%	-1%

Table 12: Children in care, 16 and 17 years, in full time education, Q2 2016 – Q3 2016

Area	No of CIC 16-17 years Q3 2016	No of CIC 16-17 years in FT education Q3 2016	% of CIC 16-17 years in FT education Q3 2016	No of CIC 16-17 years Q4 2016	No of CIC 16-17 years in FT education Q4 2016	% of CIC 16-17 years in FT education Q4 2016	Δ(+/-) Q4 2016 v Q3 2016
DSC	68	60	88%	62	54	87%	-1%

DSE/WW	43	41	95%	48	46	96%	1%
DSW/K/WW	94	86	91%	91	83	91%	0%
Midlands	56	46	82%	63	52	83%	0%
DNC	111	97	87%	121	111	92%	4%
Dublin North	58	58	100%	56	55	98%	-2%
LH/MH	71	68	96%	70	67	96%	0%
CN/MN	24	21	88%	19	16	84%	-3%
Cork	150	140	93%	143	136	95%	2%
Kerry	24	24	100%	24	24	100%	0%
CW/KK/ST	63	62	98%	70	69	99%	0%
WD/WX	67	65	97%	59	57	97%	0%
Mid West	91	86	95%	95	89	94%	-1%
GY/RN	60	59	98%	63	60	95%	-3%
Mayo	20	20	100%	20	20	100%	0%
Donegal	28	27	96%	29	26	90%	-7%
SO/LM/WC	23	21	91%	22	20	91%	0%
Total	1,051	981	93%	1,055	985	93%	0%

3.2 AFTERCARE

KEY FACTS

- 1,880 young adults (all ages) in receipt of aftercare services at the end of Q4 2016; 40 fewer than Q3 2016 but 45 more than Q4 2015
- 33% (n=352/1,055) of children in care aged 16 and 17 years had a preparation for leaving care and aftercare plan; down one percentage point on Q3 2016
- 41% (n=432/1,055) of children in care 16 and 17 years had an allocated aftercare worker; up five percentage points on Q3 2016
- 138 young adults were discharged from care by reason of reaching 18 years; 82% (n=113) had an allocated aftercare worker.
- 89% (n=113/127) of those eligible for an aftercare service were availing of a service.

3.2.1 Young adults in receipt of aftercare services

- 1,880 young adults (all ages i.e., 18 years and upwards and inclusive of those 25 or older) in receipt of aftercare services at the end of Q4 2016; 40 fewer than Q3 2016 but 45 more than Q4 2015 (Table 13).
- 1,806 (96%) young adults in receipt of aftercare services were aged 18-22 years (inclusive).
- 1,040 (58%) of this cohort (18-22 years) were in full-time education; up four percentage points on Q3 2016 (Table 13).
- 1,389 (n=77%) of the 18-22 years cohort were 18-20 years
- 803 (58%) of those 18-20 years were in full-time education; up one percentage point on Q3 2016.

Table 13: Young adults in receipt of aftercare services and in fulltime education Q1 2015 – Q4 2016

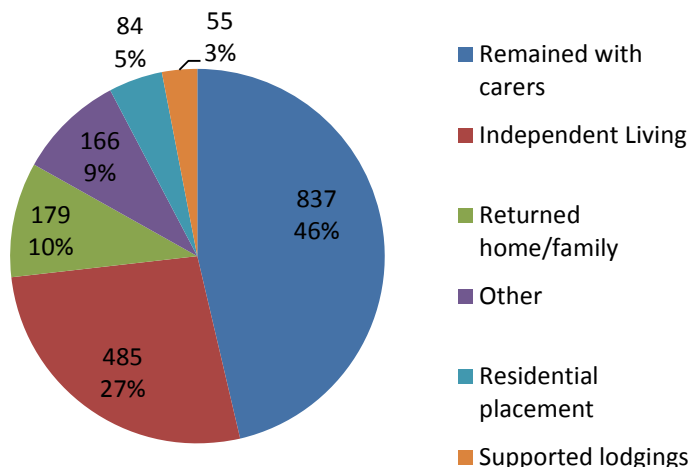
	Total no. of young adults in receipt of aftercare services (all ages)	No of 18-22 years inclusive in receipt of aftercare service	% 18-22 years inclusive in receipt of aftercare in full time education	No. of 18-20 years inclusive in receipt of aftercare service	% 18-20 years inclusive in receipt of aftercare in full time education
Q4 2014	1,880	1,806	1,040 (58%)	1,389	803 (58%)
Q3 2016	1,920	1,841	1,001 (54%)	1,429	810 (57%)
Q2 2016	1,897	1,790	1,050 (59%)	1,405	810 (58%)
Q1 2016	1,858	1,754	1,001 (57%)	1,319	772 (59%)
Q4 2015	1,835	1,763	1,022 (58%)	1,364	814 (60%)
Q3 2015	1,796	1,737	1,009 (58%)	1,338	781 (58%)
Q2 2015*	1,723	1,666	941 (56%)	1,315	774 (59%)
Q1 2015	1,783	1,720	1,012 (59%)	1,388	799 (60%)

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

Data for Dublin South Central is an estimate

- In terms of living arrangements, 46% (n=837) of the 18-22 year olds remained with their carers, 10% (n=179) returned home, 27% (n=485) were in independent living arrangements and 5% (n=84) were in a residential placement (Figure 24).

Figure 24: Living arrangements of young adults (18-22 years) in receipt of aftercare services, Q4 2016



3.2.2 Children in care with an aftercare plan / allocated aftercare worker

- 33% (n=352/1,055) of 16 and 17 year olds in care had a preparation for leaving care and aftercare plan at the end of Q4 2016; down one percentage point on Q3 2016 (Table 14).
- The percentage of children with plans at the end of Q3 2016 ranged from 0% (n=0/121) in Dublin North City to 100% in Kerry (n=24/24). Ten of the 17 areas reported a percentage of 50% or less. Dublin North City has the highest number of children with no plan (n=121 up 31 from Q3) followed by Cork (n=97 up 29 from Q3) and CW/KK/ST (n=68 up 5 from Q3).
- Nine areas reported an increase in percentage with plans from Q3 2016. The highest percentage increase was reported by MidWest (36%) followed by Donegal (20%) and LH/MH (15%).

Table 14: Children in care 16 & 17 years with a preparation for leaving care & aftercare plan, Q3–Q4 2016

Area	No of CIC aged 16 & 17 years Q3 2016	No with plan Q3 2016	% with plan Q3 2016	No of CIC aged 16 & 17 years Q3 2016	No with plan Q4 2016	% with plan Q4 2016	Δ (=/-) Q4 2016 v Q3 2016
DSC	68	7	10%	62	7	11%	1%
DSE/WW	43	24	56%	48	27	56%	0%
DSW/K/WW	94	62	66%	91	62	68%	2%
Midlands	56	7	13%	63	7	11%	-2%
DNC	111	21	19%	121	0	0%	-19%
Dublin North	58	16	28%	56	12	21%	-7%
LH/MH	71	17	24%	70	27	39%	15%
CN/MN	24	16	67%	19	10	53%	-14%
Cork	150	82	55%	143	46	32%	-23%
Kerry	24	24	100%	24	24	100%	0%
CW/KK/ST	63	0	0%	70	2	3%	3%
WD/WX	67	20	30%	59	20	34%	4%
Mid West	91	22	24%	95	57	60%	36%
GY/RN	60	3	5%	63	10	16%	11%

Mayo	20	20	100%	20	16	80%	-20%
Donegal	28	9	32%	29	15	52%	20%
SLWC	23	9	39%	22	10	45%	6%
Total	1,051	359	34%	1,055	352	33%	-1%

- 41% (n=432/1,055) of children in care 16 and 17 years had an allocated aftercare worker at the end of Q4 2016; up five percentage points on Q3 2016 (Table 15).
- The percentage with an allocated aftercare worker at the end of Q4 2016 ranged from 9% in Carlow/Kilkenny/South Tipperary (n=6/70) to 100% in Mayo (n=20/20) and SLWC (n=22/22). Nine areas reported a percentage of less than 50%.
- Dublin North City has the highest number with no allocated worker (n=95 up 15 from Q3) followed by Cork (n=91 down 14 from Q3; MidWest (n=66 down 3 from Q3) and CW/KK/ST (n=64 up one from Q3).
- Thirteen areas reported an increase in percentage with an allocated worker from Q3 2016.

Table 15: Children 16 and 17 years with an allocated aftercare worker, Q3 2016 – Q4 2016

Area	No of 16 & 17 years in care Q3 2016	No with allocated aftercare worker Q3 2016	% with allocated aftercare worker Q3 2016	No of 16 & 17 years in care Q4 2016	No with allocated aftercare worker Q4 2016	% with allocated aftercare worker Q4 2016	Δ (+/-) Q4 2016 v Q3 2016
DSC	68	11	16%	62	8	13%	-3%
DSE/WW	43	25	58%	48	33	69%	11%
DSW/K/WW	94	31	33%	91	31	34%	1%
Midlands	56	35	63%	63	49	78%	15%
DNC	111	31	28%	121	26	21%	-7%
Dublin North	58	20	34%	56	27	48%	14%
LH/MH	71	34	48%	70	39	56%	8%
CN/MN	24	16	67%	19	10	53%	-14%
Cork	150	45	30%	143	52	36%	6%
Kerry	24	10	42%	24	17	71%	29%
CW/KK/ST	63	0	0%	70	6	9%	9%
WD/WX	67	21	31%	59	20	34%	3%
Mid West	91	22	24%	95	29	31%	7%
GY/RN	60	14	23%	63	24	38%	15%
Mayo	20	20	100%	20	20	100%	0%
Donegal	28	19	68%	29	19	66%	-2%
SLWC	23	22	96%	22	22	100%	4%
Total	1,051	376	36%	1,055	432	41%	5%

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

- 138 young adults were discharged from care by reason of reaching 18 years during Q4 2016 (Table 16).
- 92% (n=127/138) were eligible for an aftercare service and of these 89% (n=113/127) were availing of the service.

- 82% (n=113/138) of those discharged had an allocated aftercare worker

Table 16: Number discharged, eligible for aftercare service and allocated aftercare worker, Q3 2016 - Q4 2016

Area	No discharged Q3 2016	No discharged eligible for aftercare Q3 2016	No availing of an aftercare service Q3 2016	No with allocated aftercare worker Q3 2016	% with allocated aftercare worker Q3 2016	No discharged Q4 2016	No discharged eligible for aftercare Q4 2016	No availing of an aftercare service Q4 2016	No with allocated aftercare worker Q4 2016	% with allocated aftercare worker Q4 2016
DSC	13	12	7	7	54%	12	12	7	7	58%
DSE/WW	10	10	10	10	100%	4	4	4	3	75%
DSW/K/WW	8	7	5	5	63%	13	13	9	10	77%
Midlands	6	6	6	6	100%	4	4	4	4	100%
DNC	12	12	6	6	50%	4	4	3	3	75%
Dublin North	25	25	23	23	92%	3	3	3	3	100%
LH/MH	8	8	8	8	100%	9	9	9	9	100%
CN/MN	5	5	5	5	100%	4	4	4	4	100%
Cork	22	22	21	21	95%	22	22	22	20	91%
Kerry	2	2	2	2	100%	2	2	2	2	100%
CW/KK/ST	2	2	1	1	50%	6	6	6	6	100%
WD/WX	8	7	7	7	88%	7	7	7	7	100%
Mid West	13	13	13	13	100%	11	11	11	11	100%
GY/RN	10	10	10	10	100%	29	19	17	19	66%
Mayo	2	2	2	2	100%	1	1	1	1	100%
Donegal	5	5	5	5	100%	3	2	2	2	67%
SO/LM/WC	1	1	1	1	100%	4	4	2	2	50%
Total	152	149	132	132	87%	138	127	113	113	82%

3.3 ADOPTION SERVICES

KEY FACTS

- 690 applicants awaiting an information and tracing service at the end of Q4 2016; up 70 on Q3 2016 (*waiting list includes 240 applicants that transferred with files (13,600) from St Patrick's Guild to Tusla in May 2016*)
- All services, but one (Dublin Mid Leinster) are meeting the target of eight weeks or less from time of application to provision of non identifying information
- 31 adoption assessments (domestic, inter-country, fostering to adoption) completed during Q4 2016 bringing the total for 2016 to 177
- 17 applications for step-adoption received during Q4 2016 bringing the total for 2016 to 64

3.3.1 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.

- 690 applicants awaiting an information and tracing service at the end of Q4 2016; up 70 (11%) on Q3 2016 but down 128 (16%) on Q2 2016 when the highest number for the period Q1 2016 – Q4 2016 was reported (Table 17). This figure (690) includes 240 applicants who transferred with files (13,600) from St. Patrick's Guild to Tusla in May 2016. The target for number of applicants awaiting by year end was 200 or fewer; this target was based on the pre-transfer backlog.
- Almost half of the applicants (n=304; 44%) were awaiting a service in the Cork/Kerry area. This is due to the majority of files being held in this area.
- Two areas (MidWest and CW/KK/ST/WD/WX) reported a decrease in applicants awaiting from Q3 2016, reflecting the positive impact of service improvement plans being introduced.
- For the same period, there were an additional 73 applicants awaiting a service in Dublin Mid Leinster/Dublin North East, 28 applicants awaiting a service in Donegal/Sligo/Leitrim/West Cavan and 10 awaiting a service in Galway/Roscommon .

Table 17: Number of applicants awaiting an information and tracing service, Q1 2016 – Q4 2016

Service Area	No waiting Q1 2016	No waiting Q2 2016	No waiting Q3 2016	No waiting Q4 2016	Δ (+/-) Q4 v Q3 2016
Dublin Mid Leinster Dublin North East <i>These two services are combined for applications waiting</i>	98	324	148	221	+73
Cork/Kerry	330	287	304	304	0
CW/KK/ST/WD/WX	94	93	79	62	-17
Midwest	78	60	38	14	-24

Galway/Roscommon	28	27	23	33	+10
Mayo	6	8	7	7	0
Donegal/SLWC	12	19	21	49	+28
National	646	818	620	690	+70

- At the end of Q4 2016, seven of the eight services were meeting the target of eight weeks or less for the length of time from application (production of ID) to the provision of non identifying (Table 18).
- Dublin Mid Leinster (service not meeting the target) reported a 6 week increase in wait time from Q3 2016.

Table 18: Length of time (weeks) from application to the provision of non identifying information

Area	Length of Time (weeks) Q1 2016	Length of Time (weeks) Q2 2016	Length of Time (weeks) Q3 2016	Length of Time (weeks) Q4 2016	Δ (+/-) Q3 2016 v Q2 2016
Dublin Mid Leinster	1	3	4	10	+6
Dublin North East	3	4	4	4	0
Cork/Kerry	4	6	6	4	-2
CW/KK/ST/WD/WX	8	8	8	6	-2
Midwest	20	20	8	8	0
Galway/Roscommon	36	8	8	8	0
Mayo	1	1	1	1	0
Donegal/SLWC	8	8	8	8	0

- At the end of Q4 2016:
 - the length of time from application (production of ID) to allocation of a social worker for priority 1 applications ranged from 1 month to 9 months against a target of 3 months or less (Table 19). All services, but two (Cork/Kerry and CW/KK/ST/WD/WX) are meeting the target.
 - the length of time from application (production of ID) to allocation of a social worker for priority 2 applications ranged from 6 weeks to 18 months against a target of 6 months or less. All services, but one are meeting this target (Table 19). Dublin North East reported 18 months, an increase of 12 months on Q3 2016.
 - the length of time from application (production of ID) to allocation of a social worker for all other applications ranged from 3 months to 30 months against a target of 12 months or less. All services, but two (Dublin North East and Cork/Kerry) are currently meeting this target (Table 19). Dublin North East reported 24 months, an increase of 8 months on Q3 2016 and Cork/Kerry reported 30 months, an increase of 6 months on Q3 2016.

Table 19: Length of time (mths) from application to allocation of a social worker, by type Q4 2016

Area	Priority 1 Applications Waiting time (mths)	Priority 2 Applications Waiting time (mths)	All other Applications (mths)
Dublin Mid Leinster	2	2	3
Dublin North East	3	18	24
Cork/Kerry	6	6 weeks	30
CW/KK/ST/WD/WX	9	3	12
Midwest	1	5	8
Galway/Roscommon	1	1	6
Mayo	1	1	10
Donegal/Sligo/Leitrim/West Cavan	3	4	5

3.3.2 Adoption Assessments

- A total of 31 adoption assessments (fostering to adoption, inter-country and domestic) were completed during Q4 2016; eight fewer than Q3 2016. This brings to 177 the total number of assessments completed for 2016. A breakdown of assessment types completed is presented in Table 20.

Table 20: Breakdown of assessments completed by type, Q1 2016 – Q4 2016

Area	No of assessments completed Q1 2016	No of assessments completed Q2 2016	No of assessments completed Q3 2016	No of assessments completed Q4 2016	Total YTD	Δ (+/-) Q4 2016 v Q3 2016
Fostering to Adoption	9	22	18	6	55	-12
Inter-Country Adoption	20	36	18	21	95	+3
Domestic Adoption	4	16	3	4	27	+1
Total	33	74	39	31	177	-8

- The projected waiting time for assessment (2nd) for inter-country adoption (i.e. from waiting list to the beginning of preparation) ranges from 0 months to 6 months (Table 21).

It should be noted that this is a demand led service and courses are only held when there are sufficient numbers applicants to attend.

Table 21: Projected waiting time for 2nd assessment, Inter Country Adoption, Q1 2016 – Q4 2016

Area	Waiting time – 2 nd assessment Inter country Adoption (months) Q1 2016	Waiting time – 2 nd assessment Inter country Adoption (months) Q2 2016	Waiting time – 2 nd assessment Inter country Adoption (months) Q3 2016	Waiting time – 2 nd assessment Inter country Adoption (months) Q4 2016	Δ (+/-) Q4 2016 v Q3 2016
Midlands	3	Incl. with Dublin Kildare/Wicklow	Incl. with Dublin Kildare/Wicklow	Incl. with Dublin Kildare/Wicklow	
LH/MH/CN/MN	4	0	0	0	0
Dublin/Kildare/Wicklow	3	2	2	3	+1
Cork/Kerry	13	21	5	5	0
CW/KK/ST/WD/WX	6	3	6	6	0
Midwest	12	12	12	6	-6
Galway/Roscommon	1	3	2	1	-1
Mayo	3	3	3	3	0
Donegal/SLWC	2	2	3	3	0

- 17 applications for step-adoption were received during Q4 2016 bringing the total number of applications for 2016 to 64 (Table 22).

Table 22: Step-adoption applications received, Q1 2015 – Q4 2016

Area	No of applications received Q1 2016	No of applications received Q2 2016	No of applications received Q3 2016	No of applications received Q4 2016	Total YTD	Δ (+/-) Q4 2016 v Q3 2016
Step-parent Adoption	15	15	17	17	64	0
Total	15	15	17	16	63	-1

3.4 FOSTER CARERS

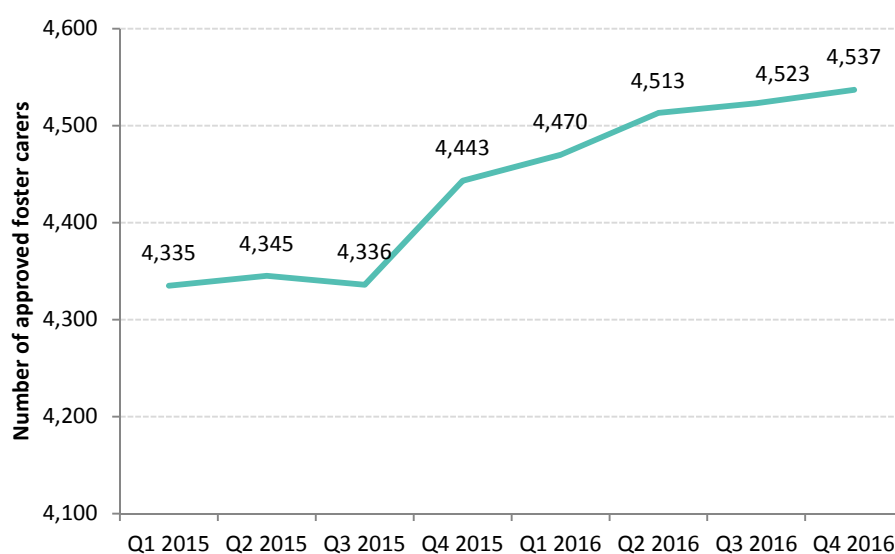
KEY FACTS

- 4,537 approved foster carers on panel (all types minus Brussels II) at the end of Q4 2016; 14 more than Q3 and highest number for period Q1 2015 – Q4 2016
- 77% (n=1,221) of relative foster carers approved against a target of 80%; 78% in Q3 2016
- 82% (n=2,395) of general foster carers had an allocated link worker against a target of 90%; down from 83% in Q3 2016. Some 518 awaiting allocation; 21 more than Q3 2016
- 80% (n=981) of approved relative foster carers had an allocated link worker against a target of 85%; up four percentage points from Q3. Some 240 awaiting allocation; 43 fewer than Q3 2016
- 356 unapproved relative foster carers; eight more than Q2
- 308 (87%) of the unapproved relative foster carers had a child placed with them for longer than 12 weeks;
- 69% (n=211) of unapproved relative foster carers with a child placed > 12 weeks had an allocated link (social) worker; 70% (n=209) in Q3. Some 97 awaiting allocation; 6 more than Q3 2016

3.4.1 Number of foster carers

- 4,537 foster carers (all types minus Brussels II Regulation) on the panel of approved foster carers at the end of Q4 2016; 14 more than Q3 2016 and the highest number for the period Q1 2015 – Q4 2016 (Figure 25). There were 356 unapproved relative foster carers; eight more than Q3 2016.

Figure 25: Number of approved foster carers (all types minus Brussels II Regulation) Q1 2015 – Q4 2016



*Figures for Q1 and Q2 2016 revised since publication of Q2 2016 Integrated Performance and Activity report

- 64% (n=2,913) of all approved foster carers are general foster carers. Relative foster carers (approved) account for a further 27% (n=1,221) while private foster carers account for the remaining 9% (n=403) (Table 23).
- 77% (n=1,221/1,577) of relative foster carers were approved and on the Panel against a target of 80%; down one percentage point from Q3 2016 (78%; n= 1,204/1,552).

Table 23: Breakdown of foster carers by type Q1 2015 – Q4 2016

Foster Carers	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Δ (+/-) Q4 v Q3
General (Approved)	2,896	2,890	2,894	2,955*	2,942	2,942	2,956	2,913	-43
Relative (Approved)	1,172	1,154	1,167	1,194	1,188	1,204	1,204	1,221	+17
Private (Approved)	267	301	275	294	340 [#]	367 [#]	363	403	+40
Relative (Unapproved)	439	437	410	380	389	382	348	356	+8

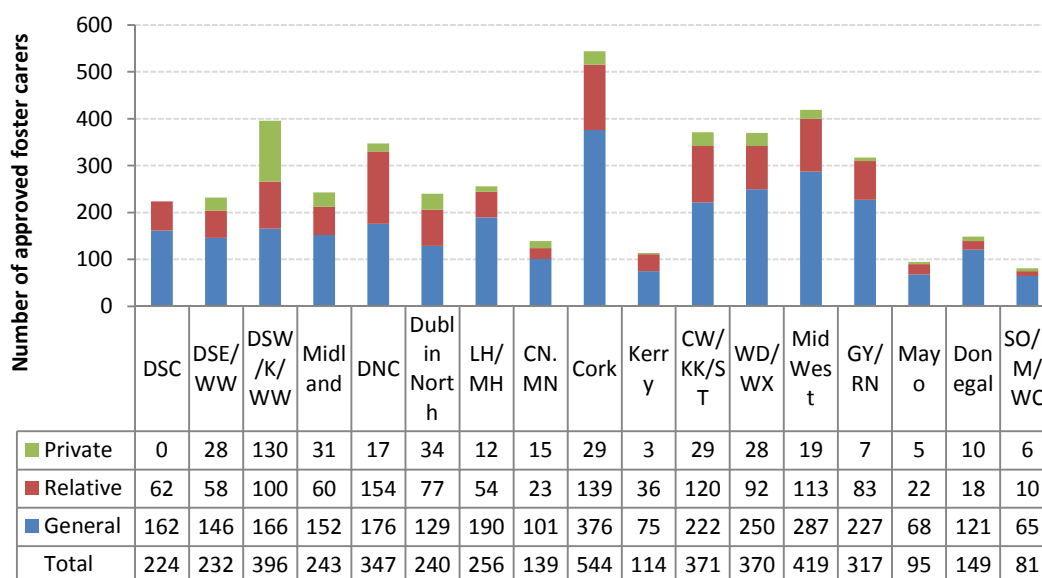
*Figure revised from 2,957 to 2,955 since publication of Q4 2015 Integrated Performance and Activity Report

Figures revised since publication of Q2 2016 Integrated Performance and Activity Report

Foster carers approved and on the Panel of Approved Foster Carers

- The number of foster carers approved (all types) and on the panel ranged from 544 in Cork to 81 in Sligo/Leitrim/West Cavan at the end of Q4 2016 (Figure 26).

Figure 26: Foster carers approved by type and area on the panel of approved foster carers, Q4 2016



Note: the number of private foster carers reported by Dublin South West/Kildare/West Wicklow (n=130) includes those for Dublin South Central

- Seven areas reported an increase from Q3 2016 in the number of foster carers approved and on the panel. The highest increase was reported by MidWest (n=18), followed by WD/WX (n=12); DSE/WW (n=8); DSW/K/WW (n=5); Cork (n=4); Midland (n=3) and Dublin North (n=2) (Table 24).

- Of the seven areas that reported a decrease, Galway/Roscommon reported the highest decrease (n=12) followed by Cavan/Monaghan (n=8) and Mayo (n=8).

Table 24: Area breakdown of approved foster carers (all types), Q3 2015 – Q4 2016

Area	Total Q4 2015	Total Q1 2016	Total Q2 2016	Total Q3 2016	Total Q4 2016	Δ (+/-) Q4 2016 v Q3 2016
DSC	246	241	222	226	224	-2
DSE/Wicklow	236	239	238	224	232	8
DSW/K/WW	357	359	393	391	396	5
Midland	217	240	241	240	243	3
DNC	351	349	349	347	347	0
Dublin North	237	228	233	238	240	2
LH/MH	248	247	247	256	256	0
CN/MN	129	141	144	147	139	-8
Cork	550	545	548	540	544	4
Kerry	108	108	116	116	114	-2
CW/KK/ST	353	365	370	376	371	-5
WD/WX	361*	361	369	358	370	12
MidWest	416	410	410	401	419	18
GY/RN	306	300	305	329	317	-12
Mayo	94	101	97	103	95	-8
Donegal	156	154	151	150	149	-1
SO/LM/WC	78	82	80	81	81	0
National	4,443	4,470*	4,513*	4,523	4,537	14

*Figures revised since publication of the Q2 2016 Integrated performance and Activity Report

#Figure for private foster carers for Dublin South Central is included with figure for Dublin South West/Kildare/West Wicklow

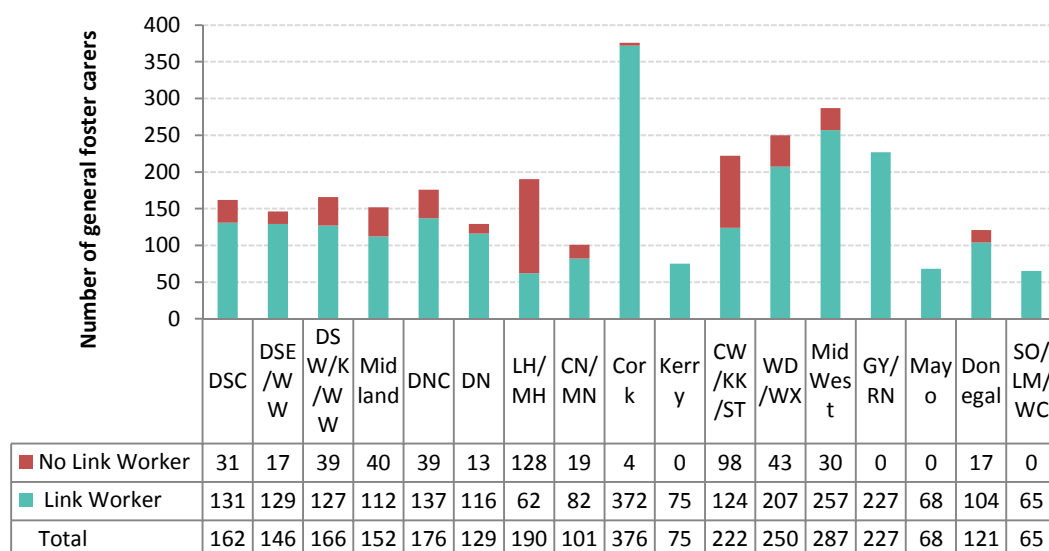
- 82% (n=2,395/2,913) of general foster carers approved and on the Panel had an allocated link (social) worker against a target of 90% at the end of Q4 2016; down one percentage points on Q3 2016. A total of 518 carers were awaiting an allocated worker; 21 more than Q3 2016. Seven areas reported a percentage of 90% or higher with four of these areas reporting 100% (Table 25).
- Louth/Meath reported the highest number awaiting an allocated link worker (n=128 up 74 on Q3 2016) followed by CW/KK/ST (n=98 down 32 on Q3 2016).
- Seven areas reported an increase in carers awaiting an allocated link worker; the highest increase was reported by LH/MH (n=74) followed by WD/WX (n=21) and MidWest (n=16).
- Seven areas reported a decrease in the number of foster carers awaiting an allocated link worker from Q3 2016; the highest decrease was reported by CW/KK/ST (n=32) followed by Dublin South Central (n=29) and Midland (n=15).

Table 25: General foster carers (approved) with/awaiting link social worker, Q3 2016 – Q4 2016

Area	With Link Worker Q3 2016	Awaiting Link Worker Q3 2016	% With Link Worker Q3 2016	With Link Worker Q4 2016	Awaiting Link Worker Q4 2016	% With Link Worker Q4 2016	Δ +/- % Q4 2016 v Q3 2016	Δ +/- No. Awaiting Link Worker Q4 v Q3
DSC	111	60	65%	131	31	81%	16%	-29
DSE/WW	134	8	94%	129	17	88%	-6%	9
DSW/K/WW	125	38	77%	127	39	77%	0%	1

Midland	97	55	64%	112	40	74%	10%	-15
DNC	128	48	73%	137	39	78%	5%	-9
Dublin North	119	8	94%	116	13	90%	-4%	5
LH/MH	137	54	72%	62	128	33%	-39%	74
CN/MN	84	22	79%	82	19	81%	2%	-3
Cork	373	3	99%	372	4	99%	0%	1
Kerry	75	2	97%	75	0	100%	3%	-2
CW/KK/ST	102	130	44%	124	98	56%	12%	-32
WD/WX	221	22	91%	207	43	83%	-8%	21
MidWest	275	14	95%	257	30	90%	-6%	16
GY/RN	235	11	96%	227	0	100%	4%	-11
Mayo	79	0	100%	68	0	100%	0%	0
Donegal	99	22	82%	104	17	86%	4%	-5
SO/LM/WC	65	0	100%	65	0	100%	0%	0
National	2,459	497	83%	2,395	518	82%	-1%	21

Figure 27: General foster carers approved and on the panel with/awaiting a link (social worker), Q4 2016



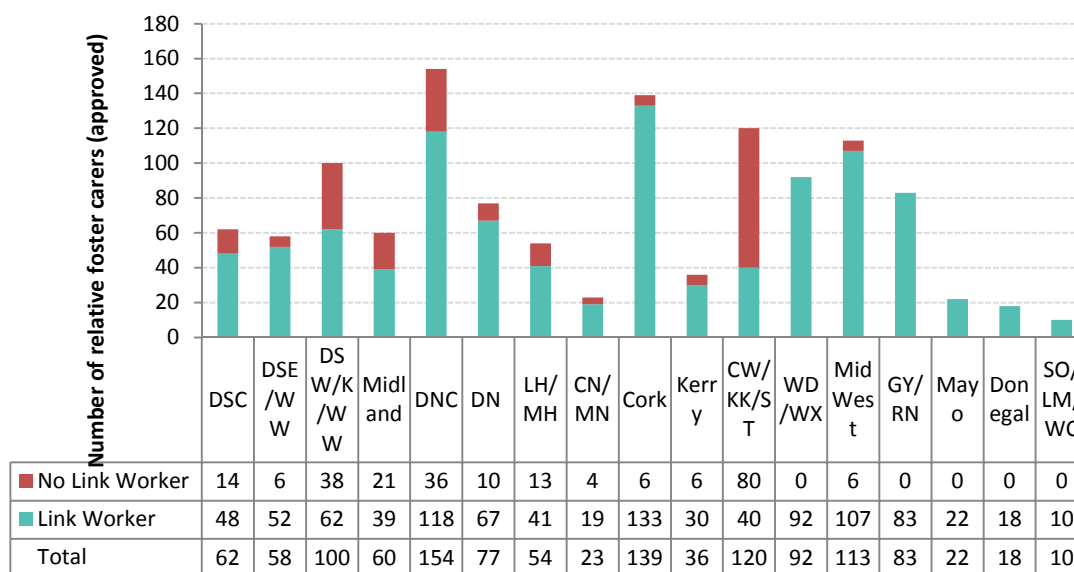
- 80% (n=981/1,221) of relative foster carers approved and on the panel had an allocated link (social) worker at the end of Q4 2016 against a target of 85% ; up four percentage points on Q3 2016 (76%; n=921/1,204).
- A total of 240 carers were awaiting an allocated link worker, 43 fewer than Q3 2016. Nine areas reported a percentage of 85% (target) or higher with five of these areas reporting 100% (Table 26).
- Carlow/Kilkenny/South Tipperary reported the highest number awaiting an allocated link worker (n=80 up 3 on Q3 2016) followed by DSW/KK/WW (n=38 down 1 on Q3 2016) and Dublin North City (n=36 down 26 on Q3 2016).
- Six areas reported an increase in carers awaiting an allocated link worker from Q3 2016; the highest increase was reported by CN/MN (n=4).

- Six areas reported a decrease in the number of foster carers awaiting an allocated link worker from Q3 2016; the highest decrease was reported by Dublin North City (n=26) followed by MidWest (n=20) and Midlands (n=7).

Table 26: Relative foster cares (approved) with/awaiting an allocated link worker Q3 2016 – Q4 2016

Area	With Link Worker Q3 2016	Awaiting Link Worker Q3 2016	% With Link Worker Q3 2016	With Link Worker Q4 2016	Awaiting Link Worker Q4 2016	% With Link Worker Q4 2016	Δ +/- % Q4 2016 v Q3 2016	Δ +/- Number Awaiting Link Worker Q4 v Q3
DSC	44	11	80%	48	14	62	77%	3
DSE/WW	55	3	95%	52	6	58	90%	3
DSW/K/WW	62	39	61%	62	38	100	62%	-1
Midland	30	28	52%	39	21	60	65%	-7
DNC	92	62	60%	118	36	154	77%	-26
Dublin North	68	9	88%	67	10	77	87%	1
LH/MH	37	18	67%	41	13	54	76%	-5
CN/MN	29	0	100%	19	4	23	83%	4
Cork	132	3	98%	133	6	139	96%	3
Kerry	30	6	83%	30	6	36	83%	0
CW/KK/ST	40	77	34%	40	80	120	33%	3
WD/WX	88	1	99%	92	0	92	100%	-1
MidWest	85	26	77%	107	6	113	95%	-20
GY/RN	76	0	100%	83	0	83	100%	0
Mayo	24	0	100%	22	0	22	100%	0
Donegal	19	0	100%	18	0	18	100%	0
SO/LM/WC	10	0	100%	10	0	10	100%	0
National	921	283	76%	981	240	1,221	80%	-43

Figure 28: Relative foster carers approved and on the panel with/awaiting allocated link Q4 2016



3.4.2 Foster carers (relative) unapproved

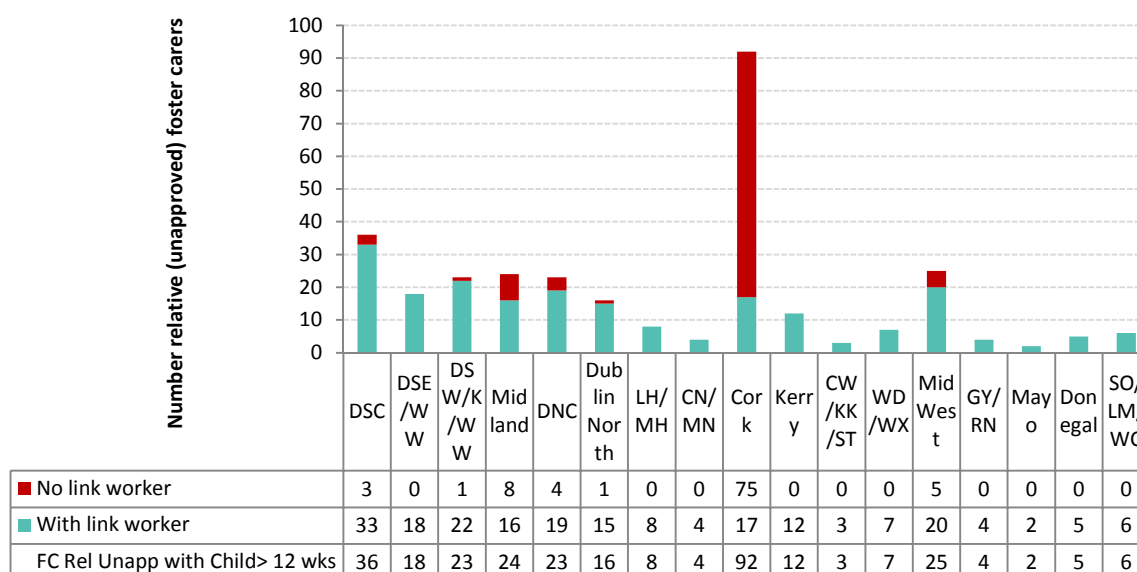
- 356 relative foster carers unapproved at the end of Q4 2016; eight more than Q3 2016 (Table 27)
- Of these 308 (87%) had a child placed with them for longer than 12 weeks; eight more than Q3 2016
- Of the 308 foster carers that had a child placed with them for >12 weeks, 69% (n=211) had an allocated link (social) worker at the end of Q4 2016; down one percentage point on Q3 2016 (70%). A total of 97 carers were awaiting allocation of a link worker; six more than Q3 2016.

Table 27: Breakdown of foster carers not approved, Q4 2015 – Q4 2016

Unapproved Relative Foster Carers	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Δ (+/-) Q4 2016 v Q3 2016
No. unapproved	380	389	382	348	356	+8
No (%) with a child > 12 weeks	327 (86%)	315 (81%)	306 (80%)	300 (87%)	308 (87%)	+8
Child > 12 weeks and have a Link Worker	209 (64%)	218 (69%)	192 (63%)	209 (70%)	211 (69%)	+2
Child > 12 weeks AWAITING Link Worker	118	97	114	91	97	+6

- Cork had the highest number (n=92) of relative foster carers unapproved with a child placed for longer than 12 weeks, at the end of Q4 2016; Mayo had the fewest (n=2) (Figure 29).
- In ten areas all unapproved relative foster carers with a child for >12 weeks had a link work (Figure 29).
- Of the remaining seven areas, Cork had the highest number (n=75; up 5 on Q3 2016) of unapproved relative foster carers awaiting a link worker. The other areas with the exception of the Midlands (with eight) had five or fewer carers awaiting a link worker.

Figure 29: Relative foster carers UNAPPROVED with a child > 12 weeks, with/awaiting a link worker, Q4 2016



3.5 HIQA INSPECTIONS

FOSTER CARE

The Health Information and Quality Authority (Hiqa) published one inspection report in Q4 2016. The summary of judgments is set out in Table 28 and a summary of findings can be found in Appendix II.

Table 28: Foster Care Inspections - Summary Judgments

Foster Care					
Section 69 of the Child Care Act, 1991 as amended by Section 26 of the Child Care (Amendment) Act 2011 and the National Standards for Foster Care (2003).					
Centre Inspected	Summary of Judgments				
	No of Standards Assessed	Exceeds Standard	Meets Standard	Requires Improvement	Significant Risk Identified
Midlands	26 (Announced/Full)	0	0	20	6

CHILDREN'S RESIDENTIAL SERVICES INCLUDING SPECIAL CARE UNITS

Hiqa published eight inspection reports in Q4 2016. The summary of judgments is set out in Table 29 and a summary of findings for each centre inspected can be found in Appendix II.

Table 29: Residential Centres 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). Section 69 (2) of the Child Care Act 1991 as amended by the Child Care Act (Amendment) 2011					
Centre Inspected	Summary of Judgments				
	No of Standards Assessed	Exceeds Standard	Meets Standard	Requires Improvement	Significant Risk Identified
OSV 0004179	10 (Unannounced/Full)	0	4	6	0
OSV 0004191	10 (Unannounced / Full)	0	4	6	0
OSV 0004176	5 (Unannounced/Follow-up)	0	2	3	0
OSV 0004164	10 (Unannounced/Full)	0	3	7	0
OSV 0004650	10 (Unannounced/Full)	0	3	3	4
OSV 0004199	10 (Unannounced/Full)	0	6	4	0
Coovagh Special care Unit	30 (Unannounced / Follow-Up)	0	11	18	1
Ballydowd Special care Unit	30 (Unannounced/Follow-up)	0	11	18	1

4.0 REGULATION AND SUPERVISION OF EXTERNAL CHILDREN'S SERVICES

KEY AREAS OF FOCUS

4.1 Early Years Services

4.2 Children Registered In Places Other Than Recognised Schools

4.3 Non-Statutory Children's Residential Services

4.4 Non-Statutory Foster Care Services

4.1 EARLY YEARS SERVICES

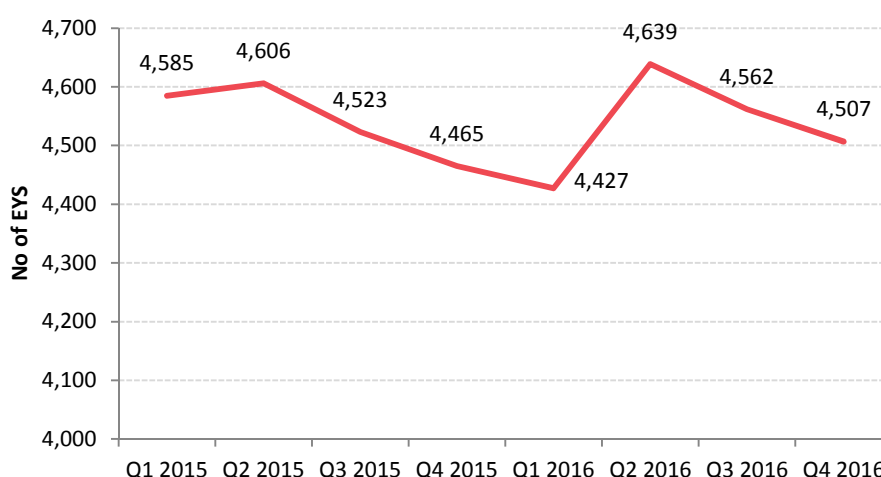
KEY FACTS

- 4,507 EYS nationally at the end of Q4 2016; 42 more than Q4 2015
- 432 new registrations / notifications of EYS in 2016
- 457 EYS inspections carried out during Q4 2016; 2,008 EYS inspections carried out in 2016
- 52 complaints received in respect of EYS during Q4 2016; 207 received in 2016
- Complaints down 20% (n=51) on 2015

4.1.1 Activity Data

- 4,507 early years services (EYS) nationally at the end of Q4 2016; 55 fewer than Q3 2016 but 42 more than the same quarter last year (Figure 30).

Figure 30: Number of EYS, by quarter



- 8 new registrations/new notifications of EYS during Q4 2016, bringing the total number for 2016 to 432. This is a 215% (n=295) increase on 2015 and reflects the changes to the Early Childhood Care and Education (ECCE) programme introduced in Budget 2016 and the revised regulations which commenced on 30 June 2016.

- 63 EYS were found to be closed during Q4 2016 bringing the total number for 2016 to 390 (Table 30). 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 2016.

Table 30: Number of new registrations/notifications of EYS and number closed, by quarter

	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016
New Registrations /Notifications	18	55	42	22	33	345	46	8
Closed Services	18	34	125	80	71	133	123	63

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

- 457 EYS inspections carried out during Q4 2016 bringing the total number of inspections for 2016 to 2,008. This figure (2,008) includes 36 inspections under the “Fit for Purpose” which inspects new registrations and changes in premises.
- 52 complaints relating to EYS were received during Q4 2016 bringing the total number of complaints for 2016 to 207. Complaints received were down 20% (n=51) on 2015 (n=258).

Other Developments

- The registration office was expanded and two permanent staff were recruited to undertake the processes and operations assigned to the registration office. A business analyst and a regulatory support officer also took up post.
- Training:
 - Q4 2016 saw the completion of the Regulatory Framework Training with one further meeting in the Dublin and the West.
 - The final day of the EYI (April – May intake) induction training was completed and the first five days of the next round of EYI induction programme commenced.
 - A second Fit for Purpose training day was held and the management team was briefed on Profession Development Portfolios and Training Needs Analysis.
- Implementation of the 1st Phase of the ICT system to support the registration processes commenced. This supported streamlining the activities and response times from the registration office to the management of the registration office and other activity.
- Consultation on the Quality and Regulatory Framework commenced with sidebar meetings with experts nationally and internationally on the areas of best practice and research. This will continue in 2017 in preparation for public consultation throughout the sector.
- The annual report for the Early Years Inspectorate detailing the activity and findings from analysis of 500 inspection reports was published.
- The Early Years Inspectorate Tusla website was established and updated Question and Answer documents and support documents were uploaded.

4.2 CHILDREN EDUCATED IN PLACES OTHER THAN RECOGNISED SCHOOLS

Key Facts

School Year 2015/2016

- 1,285 children on the register for home education at the end of Dec 2016
- 4,804 children (approx) attending 44 independent schools at the end of Dec 2016
- 221 applications received for home education Sept 2016 – Dec 2016; 1,031 applications for education in independent schools
- 248 assessments for home education carried out Sept 2016 – Dec 2016; no assessments required for education in independent schools
- 183 children registered for home education between Sept 2016 – Dec 2016
- 141 children awaiting registration¹³ for home education at the end of Dec 2016; no children awaiting registration for independent schools
- Two children were refused registration for home education. There were no appeals made against decisions not to register.

Under Section 14 of the Education (Welfare)¹³ Act 2000 there were:

Period Sept 2016 – Dec 2016 inclusive

Home Education

- 1,285 children on the register for home education at the end of Dec 2016
- 221 applications made under Section 14 of the Education (Welfare)¹ for home education, Sept 2016 – Dec 2016
- 248 assessments for home education carried out, Sept 2016 – Dec 2016
- 183 children registered for home education, Sept 2016 – Dec 2016
- 2 children were refused registration for home education, Sept 2016 – Dec 2016. There were no appeals made against decisions not to register
- 141 children awaiting registration¹⁴ for home education at the end of Dec 2016

¹³ 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—...

¹⁴ Includes children waiting to be assessed and children for whom assessment has commenced

Independent Schools

- 4,804 children (approx) attending 44 independent schools at the end of Dec 2016
- 1,031 applications for education in independent schools, Sept 2016 – Dec 2016
- No assessments awaiting in respect of independent schools, Sept 2016 – Dec 2016
- No children awaiting registration for education in independent schools, Sept 2016 – Dec 2016

4.3 NON-STATUTORY CHILDREN'S RESIDENTIAL CENTRES

Key Facts

- 90 private residential centres registered with the Agency at the end of Q4 2016; two more than Q3 2016
- 11 centres were due an inspection; all received their inspection
- 28 voluntary residential centres registered with the Agency at the end of Q4 2016; no change from Q3 2016
- 3 centres were due an inspection and all three received their inspection
- 7 non-statutory foster care services at the end of Q3; 4 services received a monitoring visit during Q3 2016

Private Residential Centres

- 90 private centres registered with the Agency at the end of Q4 2016; two more than Q2 2016 (Table 31)
- 11 centres were due an inspection in Q4 2016 and all received their inspection. This brings to 46 the number of centres that were due an inspection and were inspected in 2016
- 8 centres were subject to a registration intervention. This brings to 41 the number of centres that were subject to a registration intervention in 2016
- 52 monitoring visits were done during Q4 2016; seven more than Q3 2016. The highest number of the visits was done in the South (n=23), followed by the West (n=22). Substantially fewer were done in Dublin North East and Dublin Mid Leinster. This brings to 202 the number of monitoring visits that were done in 2016.
- 38% (n=34/90) of individual centres received a monitoring visit during Q4 2016.

Table 31: Private residential centres registered, inspected, monitored, by region and quarter

Private Residential Centres	Q1 2016	Q2 2016	Q3 2016	Q4 2016	YTD/Outturn 2016
Number registered at end of quarter	DML = 19 DNE= 28 South = 26 West = 11 Total = 84	DML = 23 DNE= 30 South = 26 West = 12 Total = 91	DML = 23 DNE= 28 South = 25 West = 12 Total = 88	DML = 22 DNE= 30 South = 27 West = 11 Total = 90	DML = 22 DNE= 30 South = 27 West = 11 Total = 90
No due an inspection during quarter	DML = 3 DNE= 4 South = 2 West = 1 Total = 10	DML = 2 DNE= 3 South = 4 West = 0 Total = 9	DML = 4 DNE= 7 South = 4 West = 1 Total = 16	DML = 1 DNE= 1 South = 6 West = 3 Total = 11	DML = 10 DNE= 15 South = 16 West = 5 Total = 46
No (%) inspected during the quarter	DML = 3 (100%) DNE = 4 (100%)	DML = 2 (100%) DNE = 3 (100%)	DML = 4 (100%) DNE = 7 (100%)	DML = 1 (100%) DNE = 1 (100%)	DML = 10 (100%) DNE = 15 (100%)

	South = 2 (100%) West = 1 (100%) Total = 10(100%)	South = 4 (100%) Total = 9 (100%)	South = 4 (100%) West = 1 (100%) Total = 16(100%)	South = 6 (100%) West = 3 (100%) Total = 11(100%)	South = 16(100%) West = 5 (100%) Total = 46(100%)
No subject to a registration intervention	DML = 2 DNE = 3 South = 1 West = 0 Total = 6	DML = 4 DNE = 2 South = 2 West = 0 Total = 8	DML = 9 DNE = 7 South = 1 West = 2 Total = 19	DML = 2 DNE = 5 South = 1 West = 0 Total = 8	DML = 17 DNE = 17 South = 5 West = 2 Total = 41
Total number of monitoring visits during the quarter	DML = 1 DNE = 9 South = 24 West = 22 Total = 56	DML = 2 DNE = 9 South = 21 West = 17 Total = 49	DML = 4 DNE = 7 South = 12 West = 22 Total = 45	DML = 4 DNE = 3 South = 23 West = 22 Total = 452	DML = 11 DNE = 28 South = 80 West = 83 Total = 202
No (%) of individual centres that were visiting during the quarter	DML = 1 (5%) DNE = 9 (32%) South = 20 (77%) West = 8 (73%) Total = 38 (45%)	DML = 2 (9%) DNE = 9 (30%) South = 17 (65%) West = 10 (83%) Total = 38 (42%)	DML = 4 (17%) DNE = 7 (25%) South = 10 (40%) West = 12 (100%) Total = 33 (38%)	DML = 4 (18%) DNE = 3 (10%) South = 17 (63%) West = 10 (91%) Total = 34 (38%)	

Voluntary Residential Centres

- 28 voluntary centres registered with the Agency at the end of Q4 2016; no change from Q3 2016 (Table 32).
- 3 centres due an inspection in Q4 received their inspection. This brings to eight the number due an inspection in 2016.
- 4 centres were subject to a registration intervention during Q4 2016. This brings to 15 the number of centres that were subject to a registration intervention in 2016.
- 3 monitoring visits done in Q4 2016; four fewer than Q3 2016. This brings to 22 the number of monitoring visits that were done in 2016.
- 11% (n=3/28) of individual centres received a monitoring visit during Q4 2016.

Table 32: Voluntary residential centres registered, inspected, monitored by region and quarter

Voluntary Centres	Q1 2016	Q2 2016	Q3 2016	Q4 2016	YTD/Outturn 2016
Number registered at end of quarter	DML = 10 DNE = 14 South = 4 West = 0 Total = 28	DML = 10 DNE = 14 South = 4 West = 0 Total = 28	DML = 10 DNE = 14 South = 4 West = 0 Total = 28	DML = 10 DNE = 14 South = 4 West = 0 Total = 28	DML = 10 DNE = 14 South = 4 West = 0 Total = 28
No due an inspection during quarter	DML = 0 DNE = 2 South = 0 Total = 2	DML = 0 DNE = 1 South = 0 Total = 1	DML = 0 DNE = 2 South = 0 Total = 2	DML = 0 DNE = 2 South = 1 Total = 3	DML = 0 DNE = 7 South = 1 Total = 8

No (%) inspected during the quarter	DNE = 2 (100%) Total = 2(100%)	DNE = 1 (100%) Total = 1(100%)	DNE = 2 (100%) Total = 2(100%)	DNE = 2 (100%) South = 1(100%) Total = 3 (100%)	DNE = 7 (100%) South = 1(100%) Total = 8 (100%)
No subject to a registration intervention	DML = 2 DNE = 0 South = 0 Total = 2	DML = 2 DNE = 1 South = 0 Total = 3	DML = 4 DNE = 2 South = 0 Total = 6	DML = 3 DNE = 1 South = 0 Total = 4	DML = 11 DNE = 4 South = 0 Total = 15
Total number of monitoring visits during the quarter	DML = 0 DNE = 1 South = 1 Total = 2	DML = 3 DNE = 6 South = 1 Total = 10	DML = 2 DNE = 3 South = 2 Total = 7	DML = 0 DNE = 1 South = 2 Total = 3	DML = 5 DNE = 11 South = 6 Total = 22
No (%) of individual centres that were visiting during the quarter	DML = 0 (0%) DNE = 1 (7%) South = 1 (25%) Total = 2 (7%)	DML = 3 (30%) DNE = 6 (43%) South = 1 (25%) Total = 10 (36%)	DML = 2 (20%) DNE = 3 (21%) South = 2 (50%) Total = 7 (35%)	DML = 0 (0%) DNE = 1 (7%) South = 2 (50%) Total = 3 (11%)	

4.4 NON-STATUTORY FOSTER CARE SERVICES

- 7 non-statutory foster care services nationally
- 4 services received a monitoring visit during Q3 2016
- 5 monitoring visits done in Q3 2016

5.0 FAMILY SUPPORT SERVICES

KEY AREAS OF FOCUS

5.1 Family Support Services

5.2 Meitheal and Child & Family Support Networks

The data and information presented in this chapter are under review and should be interpreted with caution

5.1 FAMILY SUPPORT SERVICES¹⁵

KEY FACTS

- At least 14,208 children and 11,304 families referred to family support services, Jul – Dec 2016 (data provisional). This brings to 28,829 the number of children and 22,006 the number of families referred in 2016
- At least 21,154 children and 15,091 families in receipt of family support services at the end of 2016

5.1.1 Children and Families Referred to Family Support Services

At the time of writing no data was available from Carlow/Kilkenny/South Tipperary; Galway/Roscommon and Mayo

- At least 14,208 children referred to family support services between July and December 2016. This brings to 28,829 (at least) the number of children referred in 2016 (Table 33).
- 32% (n=4,580) of the children referred to family support services between July and December 2016 were referred by social work. The remaining 68% (n=9,628) were referred by other sources.
- The number of children referred to family support services between July and December 2016 ranged from 3,233 (23%) in the MidWest to 235 (<2%) in Kerry. Four areas (Dublin North City, Dublin North, MidWest and Sligo/Leitrim/West Cavan) reported in excess of 1,000 referrals. Six areas reported between 500 and 1,000 referrals while a further four reported fewer than 500 referrals.
- With the exception of three areas (Dublin North, Cavan/Monaghan and Cork) the majority of children were referred by “other sources” (July – Dec 2016).

Table 33: Children referred to Family Support Services

Area	Children referred by Social Work Jan – Jun 2016	Children referred by Other Sources Jan – Jun 2016	Total Children Referred Jan – Jun 2016	Children referred by Social Work Jul – Dec 2016	Children referred by Other Sources Jul – Dec 2016	Total Children Referred Jul – Dec 2016	Total Children referred 2016
DSC	268	548	816	212	772	984	1,800
DSE/WW	195	263	458	227	452	679	1,137
DSW/K/WW	156	476	632	199	441	640	1,272

¹⁵ Family Support Services includes those services funded through a Service Arrangement with the Child and Family Agency and those internally funded and delivered through the Child and Family Agency

Midlands	138	208	346	214	263	477	823
DNC	410	1,307	1,717	572	1,144	1,716	3,433
Dublin North	566	798	1,364	1,166	649	1,815	3,179
LH/MH	422	1,036	1,458	395	545	940	2,398
CN/MN	287	163	450	180	154	334	784
Cork	164	203	367	165	139	304	671
Kerry	49	242	291	32	203	235	526
CW/KK/ST	118	157	275	No data	No data		275
WD/WX	341	290	631	321	412	733	1,364
MidWest	644	2,418	3,062	641	2,592	3,233	6,295
GY/RN	248	886	1,134	No data	No data		1,134
Mayo	54	362	416	No data	No data		416
Donegal	96	394	490	129	855	984	1,474
SLWC	86	628	714	127	1,007	1,134	1,848
Total	4,242	10,379	14,621	4,580	9,628	14,208	28,829

- At least 11,304 families referred to family support services between July and December 2016. This brings to 22,006 (at least) the number of families referred in 2016 (Table 34).
- 23% (n=2,623) of the families referred to family support services between July and December 2016 were referred by social work. The remaining 77% (n=8,681) were referred by other sources.
- The number of families referred to family support services ranged from 2,354 (21%) in the MidWest to 122 (1%) in Cavan/Monaghan (Table 34).
- Five areas (MidWest, Dublin North City, Dublin North, Louth/ Meath and Donegal) reported in excess of 1,000 referrals with a further two areas reporting between 500 and 1,000 referrals. Seven areas reported fewer than 500 referrals.
- With the exception of two areas (Dublin North and Cavan/Monaghan) the majority of families were referred by “other sources” (Jul-Dec 2016).

Table 34: Families referred to Family Support Services

Area	Families referred by Social Work Jan-Jun 2016	Families referred by Other Sources Jan-Jun 2016	Total Families Referred Jan-Jun 2016	Families referred by Social Work Jul-Dec 2016	Families referred by Other Sources Jul-Dec 2016	Total Families Referred Jul-Dec 2016	Total referrals 2016
DSC	161	394	555	165	646	811	1,366
DSE/WW	104	166	270	107	193	300	570
DSW/K/WW	70	432	502	96	358	454	956
Midlands	101	132	233	96	136	232	465
DNC	232	846	1,078	369	926	1,295	2,373
Dublin North	353	690	1,043	548	545	1,093	2,136
LH/MH	187	1,295	1,482	267	1,464	1,731	3,213
CN/MN	86	73	159	64	58	122	281
Cork	94	156	250	93	141	234	484
Kerry	26	125	151	23	119	142	293
CW/KK/ST	79	192	271	No data	No data		271
WD/WX	208	220	428	185	293	478	906
MidWest	414	1,804	2,218	453	1,901	2,354	4,572

GY/RN	134	668	802	No data	No data	802
Mayo	31	156	187	No data	No data	187
Donegal	55	377	432	99	1,114	1,213
SLWC	49	592	641	58	787	845
Total	2,384	8,318	10,702	2,623	8,681	11,304
						22,006

5.1.2 Children and Families in Receipt of and Discharged from Family Support Services

- At least 21,154 children and 15,091 families in receipt of family support services at the end of December 2016 (Table 35).
- MidWest reported the highest number of children in receipt of family support services (n=6,373 up 1,867 on June) followed by SLWC (n=2,581 down 14 on June); and Donegal (n=2,394 up 666 on June). The fewest number was reported by Cavan/Monaghan (n=236 down 37 on June) followed by Kerry (n=269 up 31 on June) and Cork (n=310 up 87 on June).
- MidWest also reported the highest number of families in receipt of family support services (n=3,842 up 1,097 on June) followed by Donegal (n=2,508 up 1,190 on June); LH/MH (n=1,724 up 785 on June) and SLWC (n=1,667, down 305 on June). The fewest number was reported by Kerry (n=82), followed by CN/MN (n=99) and Cork (n=191).

Table 35: Children and families in receipt of FSS

Area	Total number of children in receipt of a FSS at the end of June 2016	Total number of children in receipt of a FSS at the end of Dec 2016	Δ+/- Dec 2016 v June 2016	Total number of families in receipt of a FSS at the end of June 2016	Total number of families in receipt of a FSS at the end of Dec 2016	Δ+/- Dec 2016 v June 2016
DSC	830	1,216	386	738	1,111	373
DSE/WW	627	651	24	323	389	66
DSW/K/WW	650	799	149	388	495	107
Midlands	447	775	328	430	439	9
DNC	1,334	1,487	153	904	1,098	194
Dublin North	1,512	1,544	32	1,220	982	-238
LH/MH	1,254	1,374	120	939	1,724	785
CN/MN	273	236	-37	105	99	-6
Cork	223	310	87	162	191	29
Kerry	238	269	31	83	82	-1
CW/KK/ST	818	No data		682	No data	-682
WD/WX	926	1,145	219	674	464	-674
MidWest	4,506	6,373	1,867	2,745	3,842	1,097
GY/RN	1,166	No data		622	No data	-622
Mayo	912	No data		336	No data	-336
Donegal	1,728	2,394	666	1,318	2,508	1,190
SLWC	2,595	2,581	-14	1,972	1,667	-305
Total	20,039	21,154	1,115	13,641	15,091	1,450

- At least 7,332 children discharged from family support services between July and December 2016 bringing the total number of discharges for 2016 to 14,269 (Table 36).

- At least 5,859 families discharged from family support services between July and December 2016 bringing the total number of discharges for 2016 to 11,709.

Table 36: Children and families discharged from Family Support Services

Area	Total number of children discharged Jan- June 2016	Total number of children discharged Jul-Dec 2016	Total children discharged 2016	Total number of families discharged Jan- Jun 2016	Total number of families discharged Jul- Dec 2016	Total families discharged 2016
DSC	328	618	946	394	570	964
DSE/WW	338	514	852	208	162	370
DSW/K/WW	413	432	845	339	386	725
Midlands	196	335	531	156	229	385
DNC	594	682	1,276	561	510	1,071
Dublin North	618	998	1,616	605	648	1,253
LH/MH	532	674	1,206	276	473	749
CN/MN	236	153	389	84	60	144
Cork	152	144	296	110	105	215
Kerry	149	155	304	76	93	169
CW/KK/ST	242	No data	242	226	No data	226
WD/WX	361	461	822	213	258	471
MidWest	1,114	1,121	2,235	1,350	1,064	2,414
GY/RN	804	No data	804	570	No data	570
Mayo	341	No data	341	150	No data	150
Donegal	169	509	678	278	887	1,165
SLWC	350	536	886	254	414	668
Total	6,937	7,332	14,269	5,850	5,859	11,709

5.2 MEITHEAL

A key component of Tusla's Prevention, Partnership and Family Support (PPFS) programme of work is the roll-out of **Meitheal** - a national practice model (common approach to practice) for all agencies working with children, young people and their families. This model is designed to ensure that the needs and strengths of children and their families are effectively identified and understood and responded to in a timely way so that children and families get the help and support needed to improve children's outcomes and realise their rights. It is an early intervention response tailored to the needs of an individual child or young person and is used where more than one agency involvement is needed.

The data illustrated captures full Meitheal activity only. However, a significant amount of 'Pre-Meitheal' and co-ordination work is taking place which is not currently being collated, but will be captured in new metrics in 2017.

KEY FACTS

- 644 Meitheal processes initiated between Jul and Dec 2016; 72 more than Jan – Jun 2016 and brings the total for 2016 to 1,216
- Tusla is working to establish Child and Family Support Networks (CFSN) - collaborative networks of community, voluntary and statutory providers intended to improve access to support services for children and their families, at local level across all 17 Area Management Areas.
- 75 Child and Family Support Networks (CFSNs) operating at the end of December 2016 and 37 CFSNs planned

5.2.1 Meitheal Activity Data

At the time of writing no data was available from Cork

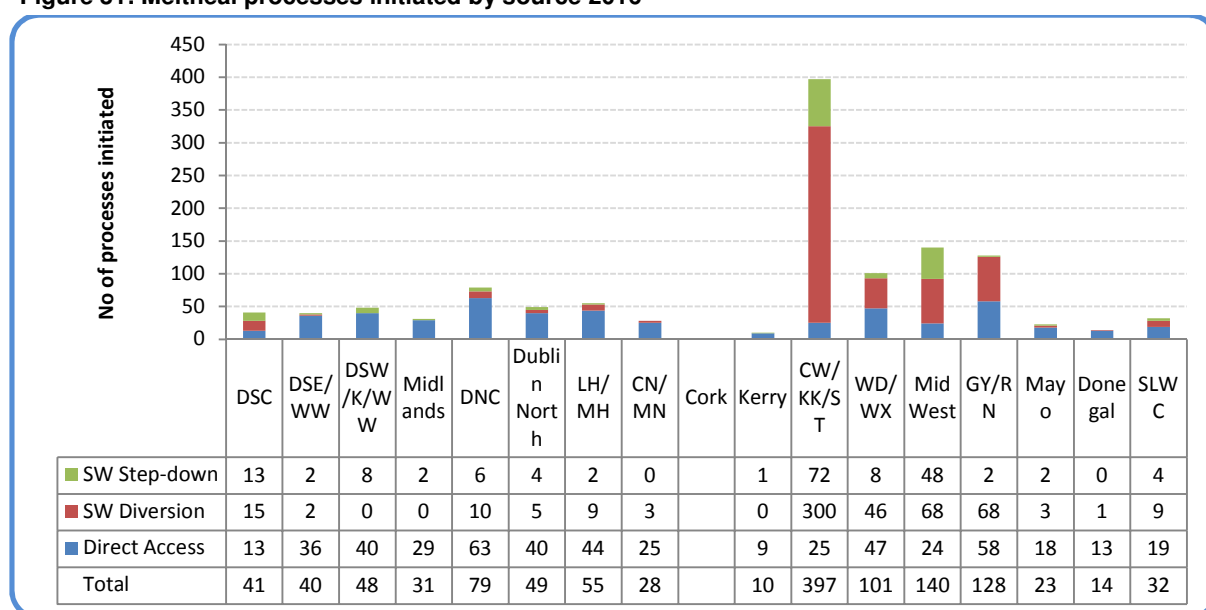
- 644 Meitheal processes initiated between July and December 2016, some 72 more than the period January – June 2016. This brings the total number for 2016 to 1,216.
- 41% (n=503) of the total number of processes initiated in 2016 were initiated directly as a result of a discussion between a parent and a practitioner, a further 539 (44%) were initiated as a result of diversion¹⁶ by Social Work Departments while the remaining 174 (14%) were initiated as a result of stepdown¹⁷ by Social Work Departments.

¹⁶ Social Work Diversion: where a Meitheal process is initiated when a referral under Children First is deemed not reach the threshold necessary for the involvement of the Child and Family Agency Social Work Department but due to outstanding unmet need, that requires child and family support services, is diverted, with the consent of the parent, via the Child and Family Support Network Coordinator for a Local Area Pathways Response and this results in a Meitheal process being initiated

¹⁷ Social Work Stepdown: where a Meitheal process is initiated when a referral is accepted to the Child and Family Agency Social Work Department, assessed by the Social Work Department and is deemed suitable for closure either after assessment or after a period of intervention but has outstanding unmet need, that requires child and family support services, and is stepped down, with the consent of the parent, via the Child and Family Support Network Coordinator for a Local Area Pathways Response and this results in a Meitheal process being initiated.

- The number of Meitheal processes initiated across the areas in 2016 ranged from 397 in CW/KK/ST to 14 in Donegal. The majority of areas (10/16) reported fewer than 50 processes initiated (Figure 31).
- 89% (n=482/539) of processes initiated as a result of diversion by Social Work Departments were reported by four areas, CW/KK/ST (n=300); MidWest (n=68); GY/RN (n=68) and WD/WX (n=46).
- 69% (n=120/174) of processes initiated as a result of step down by Social Work Departments were reported by two areas, CW/KK/ST (n=72) and MidWest (n=48).
- Dublin North City reported the highest number of processes initiated directly as a result of discussion between a parent and a practitioner (n=63), followed by GY/RN (n=58); WD/WX (n=47); Louth/Meath (n=44); Dublin North (n=40) and DSW/K/WW (n=40).

Figure 31: Meitheal processes initiated by source 2016



- 183 Meitheal processes reached completion of discussion stage and proceeded to delivery between July and December 2016; 31 fewer than the period Jan – Jun 2016 (Table 37). This brings to 397 the total number for 2016.
- Of the 397, the highest number was reported by MidWest (n=55) followed by Dublin South East/Wicklow (n=41). More than half of the areas (n=11/16) reported 30 or fewer processes that reached completion of discussion stage and proceeded to delivery.
- 411 Meitheal processes were closed between July and December 2016; 228 more than the period Jan – Jun 2016 (Table 37). This brings to 594 the total number for 2016. Of the 594, the highest number was reported by CW/KK/ST (n=173), followed by the MidWest (n=96); GY/RN (n=93) and WD/WX (n=59). The majority of areas (n=10/16) reported fewer than 20 processes closed.

Table 37: Meitheal processes reaching completion of discussion stage proceeding to delivery and processes closed

Area	Meitheal processes reaching completion of discussion stage proceeding to delivery Jan-Jun 2016	Meitheal processes reaching completion of discussion stage proceeding to delivery Jul-Dec 2016	Meitheal processes reaching completion of discussion stage proceeding to delivery Total 2016	Meitheal processes closed Jan-Jun 2016	Meitheal processes closed Jul –Dec 2016	Meitheal processes closed 2016
DSC	13	10	23	2	2	4
DSE/WW	26	15	41	16	3	19
DSW/K/WW	14	18	32	4	1	5
Midlands	10	9	19	2	8	10
DNC	16	21	37	11	1	12
Dublin North	7	23	30	3	16	19
LH/MH	26	11	37	16	19	35
CN/MN	9	4	13	3	5	8
Cork	0	No data		0	No data	
Kerry	8	4	12	1	4	5
CW/KK/ST	10	18	28	1	172	173
WD/WX	8	8	16	1	58	59
MidWest	36	19	55	51	45	96
GY/RN	13	15	28	44	49	93
Mayo	4	1	5	6	3	9
Donegal	1	5	6	0	7	7
SLWC	13	2	15	22	18	40
Total	214	183	397	183	411	594

- 375 Tusla staff trained to facilitate the Meitheal process between July and December 2016 bringing the total number for 2016 to 792 staff

5.2.2 Child and Family Support Networks

- 75 Child and Family Support Networks¹⁸ (CFSN) operating at the end of Dec 2016 and a further 37 CFSNs are planned (Table 38).
- Galway/Roscommon reported the highest number of networks operating (n=13) followed by Cavan/Monaghan (n=9); Waterford/Wexford (n=8); Kerry (n=7); Dublin North City (n=6) and Midlands (n=6) (Table 38). One area (LH/MH) reported none operating but is planning five.

Table 38: Child and Family Support Networks operating and planned Dec 2016

Area	CFSNs Operating Dec 2016	CFSNs Planned Dec 2016
DSC	5	2
DSE/WW	4	4
DSW/K/WW	4	5

¹⁸ Child and Family Support Networks: Collaborative networks of community, voluntary and statutory providers intended to improve access to support services for children and their families

Midlands	6	2
DNC	6	0
Dublin North	3	5
LH/MH	0	5
CN/MN	9	0
Cork	No data	No data
Kerry	7	1
CW/KK/ST	3	5
WD/WX	8	0
MidWest	2	2
GY/RN	13	0
Mayo	2	2
Donegal	2	2
SLWC	1	2
Total	75	37

6.0 EDUCATIONAL WELFARE SERVICES

KEY FACTS

- 1,077 new individual children worked with between Sept 2016 and Dec 2016
- 282 screened referrals on a waiting list at the end of Dec 2016
- 232 school attendance notices (SANs) issued in respect of 153 children under Section 25 of the Education (Welfare) Act 2000¹, Sept 2016 and Dec 2016
- 52 summonses issued in respect of 37 children under Section 25 of the Act, Sept 2016 and Dec 2016
- 68 Section 24 meetings convened by EWOs, Sept 2016 and Dec 2016 (*new metric*)

Referrals¹⁹ (*new metrics for academic year 2016/2017*)

- 1,507 referrals screened by senior educational welfare officers, Sept 2016 – Dec 2016 (Table 39).
- 1,026 referrals allocated to educational welfare officers (EWOs), Sept 2016 – Dec 2016
- 278 referrals screened out / require no further action, Sept 2016 – Dec 2016
- 282 screened referrals on a waiting list at the end of Dec 2016, highest number of the four month period

Table 39: Referrals activity data by month, Sept 2016 - Dec 2016

	Referrals Screened	Referrals Allocated	Referrals Screened Out	Screened Referrals on Waiting List (month end)
Sept 2016	368	234	100	208
Oct 2016	304	207	37	260
Nov 2016	392	289	67	259
Dec 2016	443	296	74	282
Total	1,507	1,026	278	-

Open Cases / Cases Worked

- 1,077 new individual children worked with, Sept 2016– Dec 2016. This equates to approximately 269 new individual children a month.
- 1,505 new cases assigned to EWOs between Sept 2016 – Dec 2016 (Table 40)
- 1,427 cases closed between Sept 2016 – Dec 2016

¹⁹ A referral is a written notification of concern to EWS from a school, a parent, agency or concerned citizen in relation to the educational welfare of a named child. Referrals are then screened against a set of criteria by the Senior Educational Welfare Officer and a decision is made as to whether to proceed and open a case in relation this named child, or placed on a waiting list if there is an EWS capacity issue.

Table 40: Cases open, assigned and closed by month, Sept 2016 - Dec 2016

	Open Cases on hand/brought forward	New Cases Assigned	Cases Closed
Sept 2016	2,593	374	364
Oct 2016	2,603	334	353
Nov 2016	2,584	450	425
Dec 2016	2,609	347	285
Total	-	1,505	1,427

School Attendance Notices and Summonses under Section 25

- 232 school attendance notices (SANs) issued by EWS under Section 25 of the Education (Welfare) Act 2000²⁰, Sept 2016 – Dec 2016 (Figure 32). The notices issued were in respect of 153 individual children i.e., more than one notice was issued in respect of some children.
- 52 summonses issued by EWS under Section 25 of the Education (Welfare Act) 2000 (Figure 32) Sept 2016 – Dec 2016. The summonses issued were in respect of 37 individual children i.e., more than one summons was issued in respect some children.
- EWOs attended 153 court cases pertaining to their own cases between Sept 2016 – Dec 2016 and an additional 11 court cases in a supporting capacity (e.g., at the request of social work services).
- 90 child protection conferences (CPC) attended by EWOs between Sept 2016 – Dec 2016.

New Metrics for 2016/2017 academic year

- 68 Section 24²¹ meetings convened by EWOs, Sept 2016 – Dec 2016
- 58 official child protection and welfare referrals made by EWOs Sept 2016 – Dec 2016.

²⁰ 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.

²¹ Section 24 Education Welfare Act 2000: Where the board of management of a recognised school or a person acting on its behalf is of the opinion that a student should be expelled from that school it shall, before so expelling the student, notify the educational welfare officer to whom functions under this Act have been assigned, in writing, of its opinion and the reasons therefor. The educational welfare officer concerned shall, as soon as may be after receiving a notification under *subsection (1)*, make all reasonable efforts to ensure that provision is made for the continued education of the student to whom the notification relates.

- (2) For the purposes of *subsection (2)*, the educational welfare officer concerned shall, as soon as may be after receiving the said notification—
 - (a) make all reasonable efforts to consult with the principal of the school concerned or a person nominated by him or her, the student concerned and his or her parents, and such other persons as the educational welfare officer considers appropriate, and
 - (b) convene a meeting attended by him or her of such of those persons as agree to attend such meeting.

7.0 HUMAN RESOURCES

KEY AREAS OF FOCUS

- 7.1 Workforce Position
- 7.2 Absence Rate
- 7.3 Social Work Staff
- 7.4 Residential Services
- 7.5 Workforce Learning and Development

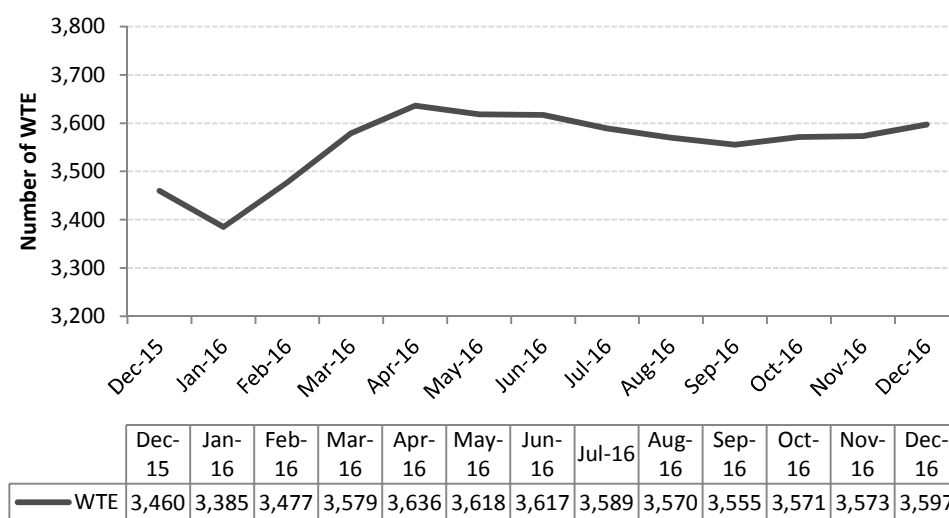
KEY FACTS

- 3,597 (WTE) employed by the Agency at the end of Q4 2016; 42 more than Q3 2016 and 137 more than Q4 2015
- 374 new staff came on to the Agency's payroll (January and November 2016)
- 294 staff left (incl. retirements) the Agency (January and November 2016)
- 142 staff on maternity leave at the end of November 2016
- 360 agency staff employed by Tusla at the end of November 2016
- 4.90% absence rate (November 2016); 0.21 percentage points lower than November 2015
- 181 courses run by Workforce Learning and Development in Q4 2016; 2,745 attendees

7.1 Workforce Position

- 3,597 whole time equivalent (WTE) staff (excluding agency staff) employed by Tusla at the end of Q4 2016; 42 more than Q3 2016 and 137 (4%) more than Q4 2015 (Figure 32).

Figure 32: Total Staff Employed (WTE), by month Dec 2015– Dec 2016

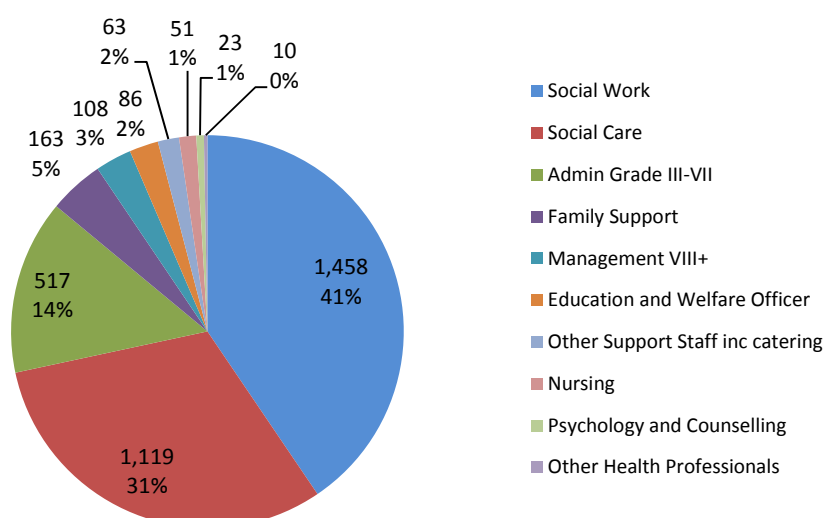


The decrease noted in January is due to unpaid leave (shorter working year) in December 2015.

- Social workers are the largest category of staff employed by the Agency accounting for 41% (n=1,458) of total staff (WTE) employed at the end of Q4 2016, followed by social care staff

accounting for a further 31% (n=1,119) of total WTE. Management (i.e., grade VIII and above) accounts for 3% (n=108) of the workforce (Figure 33).

Figure 33: Breakdown of staff category (WTE), Q4 2016



- All categories of staff, with the exception of social care and family support, experienced an increase in WTEs between Q4 2015 and Q4 2016 (Table 41). The highest increase was observed across the Admin Grade III-VII category (n=60.59) followed by social work (n=55.87) and to a lesser extent education and welfare officer (n=18.21) and management VIII+ (n=15.49) categories.

Table 41: Breakdown of staff (WTE) by category and quarter

Staffing by Category	Dec 2015	Sept 2016	Dec 2016	Δ+/- Q4 2016 v Q4 2015
Social Work	1,401.8	1,472.44	1,457.67	55.87
Social Care	1,125.44	1,096.89	1,119.37	-6.07
Psychology & Counselling	22.43	22.48	23.23	0.80
Other Support Staff	62.58	64	62.72	0.14
Other Health Professionals	9.5	9.92	9.82	0.32
Nursing	49.59	47.4	50.6	1.01
Management VIII+	92.08	106.81	107.57	15.49
Family Support	171.7	164.81	162.61	-9.09
Education and Welfare Officer	68.01	79.22	86.22	18.21
Admin Grade III-VII	456.87	490.94	517.46	60.59
Total Staffing	3,460	3,555	3,597	137.00

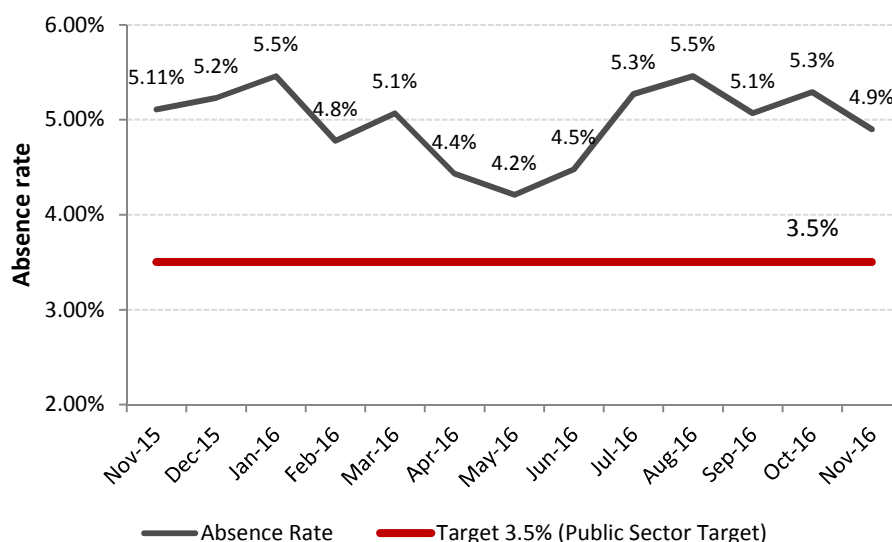
- 374 new staff joined Tusla (came onto Tusla's payroll) between January and November 2016; an increase of 104 (39%) on the same period last year
- 228 staff left Tusla (i.e., resigned, career breaks) between January and November 2016; an increase of 61 (37%) on the same period last year
- 66 staff retired between January and November 2016; a decrease of nine on the same period last year
- 142 staff were on maternity leave at the end of November 2016 of which 74% (n=105) were on paid maternity leave

- 360 agency staff employed by Tusla at the end of November 2016.

7.2 Absence Rate

- At the end of November 2016²² the overall absence rate for the Agency was 4.90% against a target of 3.5% (target for public sector); the lowest percentage since June 2016 and 0.21 percentage points lower than November 2015 (Figure 34).

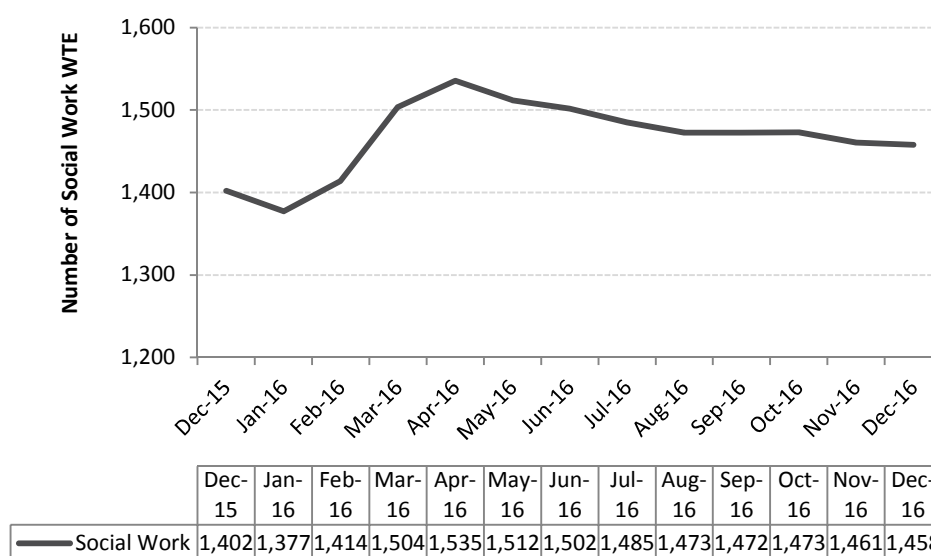
Figure 34: Overall staff absence rate by month



7.3 Social Work Staff (WTE)

- 1,457.67 whole time equivalent (WTE) social work staff (all grades and excluding agency staff) employed by Tusla at the end of Q4 2016; 14.77 fewer than Q3 2016 but 55.87 more than Q4 2015. Since April 2015, the number of social workers (WTEs) has dropped month on month (with the exception of October where there was an increase in one from the previous month) (Figure 35).

Figure 35: Number of social workers (WTE) by month



²² Absence rates are reported monthly in arrears

- 204 social workers joined Tusla (came onto Tusla's payroll) between January – November 2016; an increase of 47 on the same period last year
- 138 social workers left (i.e., resigned, career breaks) Tusla between January and November 2016; an increase of 29 on the same period last year
- 24 social workers retired between January and November 2016; four fewer than the same period last year
- 78 social workers were on maternity leave at the end of November 2016
- 160 agency social workers were employed at the end of November 2016
- At the end of November 2016²³ the absence rate for social workers was running at 4.96%; 0.06 percentage points higher than the overall rate for the Agency
- A breakdown of the number of social workers (all grades) employed at the end of each quarter Q4 2015 – Q4 2016 by area is presented in Table 42.

Table 42: Breakdown of social work staff (WTE) by area Q4 2015 – Q4 2016

Area	Social Work (WTE) Q4 2015	Social Work (WTE) Q1 2016	Social Work (WTE) Q2 2016	Social Work (WTE) Q3 2016	Social Work (WTE) Q4 2016	Δ +/- Q4 2016 v Q4 2015
DSC	72.9	75.42	81.06	74.61	78.84	5.94
DSE/WW	100.3	107.01	108.31	103.01	97.96	-2.34
DSW/K/WW	77.69	85.53	84.82	84.39	85.26	7.57
Midlands	76.63	81.96	82.8	81.4	74.86	-1.77
Regional Services DML	26.15	18.33	16.39	17.52	18.02	-8.13
DML	353.67	368.25	373.38	360.93	350.94	-2.73
CN/MN	31.8	34.06	35.84	30.61	30.22	-1.58
DNC	109.51	122.74	113.63	100.9	99.56	-9.95
LH/MH	76.4	83	79.67	77.85	77.48	1.08
Dublin North	64.29	72.27	72.73	70.51	72.06	7.77
Regional Services DNE	38.82	31.17	32.12	33.87	32.83	-5.99
DNE	320.82	343.24	333.99	313.74	312.15	-8.67
CW/KK/ST	59.03	64.4	63.93	62.17	66.27	7.24
Cork*	138.95	158.85	152.36	156.04	159.19	20.24
Kerry*	40.17	41.22	41.44	43.14	41.27	1.1
WD/WX	78.62	89.24	88.42	86.18	83.11	4.49
Regional Services South	26.51	11.16	11.16	4.9	3.87	-22.64
South	343.28	364.87	357.31	352.43	353.71	10.43
Donegal	52.25	51.21	54.07	59.85	61.17	8.92
GY/RN	85.58	89.27	90.7	92.22	89.9	4.32
Mayo	37.98	35.38	36.3	35.76	38.52	0.54
Mid West	116.31	120.18	123.41	123.84	117.73	1.42
SO/LM/WC	35.81	39.24	39.55	38.65	38.98	3.17

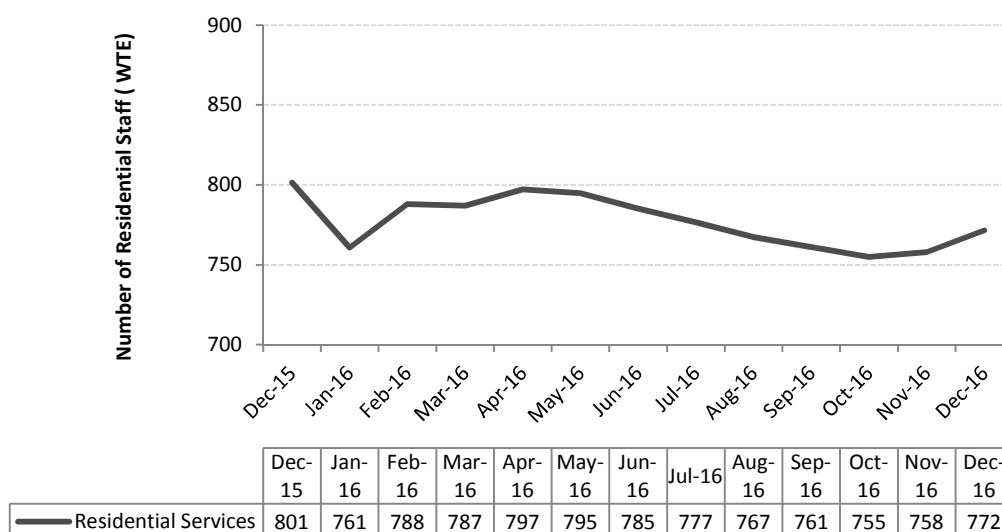
²³ Absence data is reported a month in arrears

Regional Services West	11.61	2	2	1	2	-9.61
West	339.54	337.28	346.03	351.32	348.3	8.76
Residential DML	4.83	3.76	3.83	3.8	3.87	-0.96
Residential DNE	3.6	4.46	4.99	4.49	4.37	0.77
Residential West	3.12					
Residential South	5.83	5.9	4.4	4.4	4.4	-1.43
Residential Services	17.38	14.12	13.22	12.69	12.64	-4.74
Corporate	24.11	72.91	74.81	78.33	76.93	52.82
Early Years Service	3	3	3	3	3	0
Corporate	27.11	75.91	77.81	81.33	79.93	52.82
Total	1,401.8	1503.67	1501.74	1,472.44	1,457.67	55.87

7.4 Residential Services Staff (WTE)

- 771.59 WTE staff (all grades) employed in Residential Services at the end of Q4 2016; 10 more than Q3 2016 but 29 fewer than Q4 2015 (Figure 36).

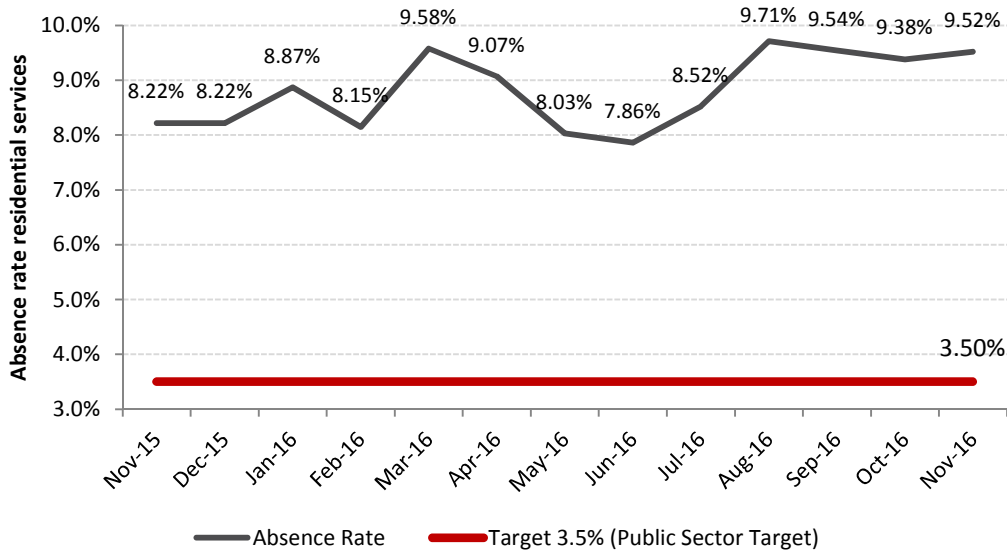
Figure 36: Number of Residential Services Staff (WTE), by month



- 55 staff joined residential services (i.e., joined Agency's payroll) between January – November 2016.
- 53 staff left (i.e., career breaks, resignations) residential services, between January – November 2016, while a further 13 staff member retired.
- 137 agency staff employed by Residential Services at the end of November 2016
- At the end of November 2016²⁴ the absence rate for Residential Services was running at 9.52%; 4.62 percentage points higher than the overall rate for the Agency. The rate for November 2016 was 1.3 percentage points higher than the rate reported for November 2015 (Figure 37).

²⁴ Absence data is reported a month in arrears

Figure 37: Staff absence rate by month, Residential Services, Nov 2015 – Nov 2016



7.5 Workforce Learning and Development

- Workforce Learning and Development (WLD) ran a total of 181 courses during Q4, 2016 at which a total of 2,745 persons attended. A breakdown of the courses run and attendees by type is presented in Table 43.
- During Q4, 2016 the most frequently run course was Meitheal Standardised Training Course with 18 courses run. This was followed by Therapeutic Crisis Intervention (TCI) Refresher with 14 courses run. Twenty four percent ($n=45/181$) of the total number of courses run in Q4 were Prevention, Partnership and Family Support (PP&FS) courses.
- A total of 1,711 Tusla staff attended training during Q4, 2016 and of these 47% ($n=817/1,711$) were social workers.
- A total of 885 external staff attended training in Q4, 2016; the highest number ($n=414/885$; 46%) of whom received Partnership, Prevention and Family Support training (PPFS) (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 31 courses that were categorised as ‘Other’ courses. These courses which constitute 17% 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 43: Breakdown of courses run by Workforce Learning and Development and attendees by type, Q4 2016

	No. COURSES RUN	NO. TUSLA SOCIAL WORKERS	NO. TUSLA OTHER STAFF	NO. HSE STAFF	NO. OTHER EXT STAFF	TOTAL NO. ATTENDEES
WLD National Training Activity Oct-Dec 2016						
Children First - Basic Training	7	35	73	0	7	115
Children First - for Foster Carers	3	0	0	0	52	52
Children First Refresher Programme	12	35	146	0	7	188
Core Court Room Skills	1	11	0	0	0	11
Introduction to Court Skills	1	8	13	0	1	22
DSGBV - Awareness & Response	13	57	40	32	80	209
First Time Managers Course	1	9	5	2	0	16
Therapeutic Use of Daily Life Events	1	0	14	0	0	14
SAOR	2	22	7	0	1	30
Practice Dev. for Newly Appointed SWs	2	28	0	0	0	28
Practice Dev. for Newly Appointed SWs TtT	1	15	0	0	0	15
Suicide Prevention - SafeTALK	4	11	22	8	11	52
Suicide Prevention - ASIST	2	3	2	0	0	5
SV - Making the Most of SV for Supervisees	4	55	3	3	4	65
SV - Staff Supervision Skills Training for Supervisors	3	13	10	14	1	38
TCI - Core	2	0	3	0	14	17
TCI - Refresher	14	0	113	0	44	157
TCI De-escalation (for Foster Carers)	6	0	0	0	98	98
Reflective Recording & Report Writing	6	36	19	1	15	71
Attachment Theory Into Practice	7	84	30	2	10	126
Diversity in Modern Ireland TtT	1	5	3	0	0	8
Direct Work with Children	2	13	6	0	5	24
Evidence Informed Practitioner Programme	2	21	1	0	0	22
Caseload Management	3	25	0	0	0	25
Response Ability Pathways	1	10	10	0	0	20
Legal Briefing Seminar	2	59	11	0	0	70
Other	31	233	169	6	121	529
Meitheal Standardised Training Course	18	10	27	17	182	236
Meitheal Standardised Refresher Course	6	0	10	2	68	80
Meitheal Standardised Briefing	9	0	0	55	38	93
Meitheal Chair/Facilitator Training	6	1	37	0	48	86
Participation of Children & Young People Training	2	4	17	0	4	25
Participation of Children & Young People TtT	2	0	14	0	7	21
Role Induction for Parenting Support Champions	2	0	13	2	21	36
Parenting Support Champions - Nat Symposium	1	13	57	4	37	111
PPFS /Meitheal Other	1	1	19	1	9	30
TOTAL	181	817	894	149	885	2745

Other Developments in Q4 2016

- IT Training Provider has been selected through procurement process in Q4 2016. Excel, Word and PowerPoint training opportunities will be made available to Tusla Grade III to Grade VII staff with E-learning options available.
- Train the Trainer Child & Youth Participation delivered in Q4.
- Standardised Child and Youth Participation Training commenced in Q4 and scheduled for national roll out in Q1, 2017
- National Planning and Review Day for Parent Support Champions held in Q4
- The two day standardised Meitheal Training was carried out during Q4 was endorsed by Irish Association of Social Work and Social Care Ireland.
- Five Peer Support and Learning Groups established nationally in 2016 to promote fidelity and consistency to PPFS training.
- WLD led organisation of National PPFS conference in Q4 and compiled a comprehensive evaluation report
- Aggregated training needs analysis completed for the L&D plan for Alternative Care.
- Working group established on Learning Development Plan for Grade III and Grade IV staff.
- The Leadership Development Programme (LDP) for Senior Operations/Area Managers was completed in Q4. A national LDP event was held for this group and the National Corporate Managers in Q4.

- Third Level Liaison Framework sub-group chairperson's appointed and member nominations sought.
- WLD delivered two national newscasts re. commencement date for PDPs to be carried out by all managers within Tusla.

Progress on courses that have been validated by professional bodies in Q4

Quality Assurance of WLD courses:

- Validation guidelines completed
- Various courses endorsed by external professional bodies
- Monitoring and Evaluation Framework project group established
- Process for QA on Training courses/materials established
- Membership process for Irish Institute of Training Development (IITD) agreed and set up.

8.0 FINANCE

KEY FACTS

- The financial outturn for 2016 is an over-spend of €1.545 million
- Pay costs are under-spent against budget by €7.921 million
- Non pay costs are over-spent against budget by €8.386 million
- Key area of over-spend is private residential and foster care costs at €3.021 million over budget
- 50% (€15.231 million) of legal expenditure year to date on guardians ad litem (GALs), including GAL's solicitors and counsel.

Financial Performance

- The outturn for the full year 2016 is an over-spend of €1.545 million.
- The net expenditure for the period is €644.958 million against a budget allocation of €643.413 million.
- Pay costs are under-spent against budget by €7.921 million for the YTD (Table 44) due to recruitment for 2016 being slower than expected.

Table 44: Pay Costs

Child and Family Agency	December 2016 Year To date			% Variance Act vs Budget
	Actual	Budget	Variance	
	€'000	€'000	€'000	€'000
Pay costs	237,563	245,484	(7,921)	(3%)

- Non-pay costs are over-spent against budget by €8.386 million for the YTD (Table 45).

Table 45: Non Pay Costs

Child and Family Agency	December 2016 Year To date			% Variance Act vs Budget
	Actual	Budget	Variance	
	€'000	€'000	€'000	€'000
Non pay costs	428,254	419,868	8,386	2%

- A key area of over-spend is private residential and foster care costs at €3.021 million over-spend YTD (Table 46). 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 46: Private Residential and Foster Care Costs

Child and Family Agency	December 2016 Year To date			% Variance Act vs Budget
	Actual	Budget	Variance	
	€'000	€'000	€'000	€'000
Private Residential & Foster Care	94,796	6891,775	3,021	3%

- 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 December 2016 shows a year to date spend of €30,202 million against a budget of €29,003 million (i.e., €1,198 million over-spend).
- A breakdown of legal expenditure by type for 2016 is presented in Table 47.
- 50% (n=€15.231 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 47: Legal Expenditure

Type	Dec 2016 YTD €'000s
3rd Party Counsel Fees	278
3rd Party Solicitors Fees	(184)
Arthur Cox Consultancy Services (ACCS) ²⁵	12,943
Counsel fees - Tusla	1,430
Guardian ad Litem Costs	8,159
Guardian ad Litem Counsel fees	1,392
Guardian ad Litem Solicitors fees	5,680
General Legal Fees	59
Other	445
Net Expenditure	30,202

²⁵ Fees paid to Member Firms by ACCS

APPENDIX I

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

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

Area	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	Number of PEs completed within 24 hrs Q1 2016	% of PEs completed within 24 hrs Q1 2016	Number of PEs completed within 24 hrs Q2 2016	% of PEs completed within 24 hrs Q2 2016	Number of PEs completed within 24 hrs Q3 2015	% of PEs completed within 24 hrs Q3 2015	(+/-) % Q3 2016 v Q2 2016
DSC	201	40%	229	45%	268	54%	142	35%	169	45%	10%
DSE/WW	295	50%	231	43%	242	44%	261	50%	157	30%	-20%
DSW/K/WW	370	48%	314	39%	328	44%	230	33%	336	42%	9%
Midlands	997	87%	892	73%	894	76%	1,180	86%	1317	95%	9%
DNC	502	75%	506	76%	641	93%	677	86%	656	100%	14%
Dublin North	657	79%	795	79%	765	83%	509	46%	892	84%	38%
LH/MH	564	100%	568	100%	737	100%	852	100%	800	100%	0%
CN/MN	123	52%	150	100%	132	56%	182	100%	155	100%	0%
Cork	448	37%	632	50%	567	40%	629	39%	545	38%	-1%
Kerry	148	66%	132	57%	161	54%	185	66%	145	56%	-10%
CW/KK/ST	167	28%	124	21%	144	27%	191	29%	178	25%	-4%
WD/WX	278	36%	360	44%	414	44%	353	34%	354	41%	7%
Mid West	978	99%	899	98%	1006	97%	1,006	99%	981	97%	-2%
GY/RN	738	100%	761	99%	759	100%	901	100%	787	100%	0%
Mayo	238	100%	205	100%	152	72%	133	81%	207	100%	19%
Donegal	28	13%	57	24%	30	13%	24	13%	14	6%	-7%
SO/LM/WC	108	45%	84	43%	64	37%	111	53%	62	37%	-16%
National	6,840	65%	6,939	65%	7,304	65%	7,566	63%	7,755	68%	5%

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

Area	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	No that required an IA Q1 2016	% that required an IA Q1 2016	No that required an IA Q2 2016	% that required an IA Q2 2016	No that required an IA Q3 2016	% that required an IA Q3 2016	(+/-) % Q2 2016 v Q1 2016
DSC	367	74%	362	71%	333	67%	265	66%	242	64%	-2%
DSE/WW	229	39%	226	42%	203	37%	226	43%	217	42%	-1%
DSW/K/WW	493	63%	535	67%	421	57%	453	64%	495	62%	-3%
Midlands	613	54%	654	54%	698	59%	728	53%	780	56%	3%
DNC	450	67%	460	69%	391	57%	405	51%	188	29%	-23%
Dublin North	545	66%	642	64%	487	53%	693	62%	636	60%	-2%
LH/MH	140	25%	270	48%	294	40%	155	18%	179	22%	4%
CN/MN	63	27%	101	67%	69	29%	89	49%	50	32%	-17%
Cork	494	41%	536	42%	575	40%	568	35%	553	39%	3%
Kerry	92	41%	102	44%	118	39%	135	48%	83	32%	-16%
CW/KK/ST	194	32%	211	36%	172	33%	166	26%	159	23%	-3%
WD/WX	341	44%	287	35%	251	27%	213	21%	214	25%	4%
Mid West	448	45%	394	43%	498	48%	471	46%	419	41%	-5%
GY/RN	247	33%	210	27%	412	54%	432	48%	347	44%	-4%
Mayo	163	68%	108	53%	151	71%	83	51%	91	44%	-7%
Donegal	62	28%	71	30%	39	17%	65	35%	22	10%	-25%
SO/LM/WC	54	22%	52	27%	41	24%	54	26%	37	22%	-4%
National	4,995	47%	5,221	49%	5,153	46%	5,201	43%	4,712	41%	-2%

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

Area	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	No of IA completed within 21 days Q1 2016	% of IA completed within 21 days Q1 2016	No of IA completed within 21 days Q2 2016	% of IA completed within 21 days Q2 2016	No of IA completed within 21 days Q3 2016	% of IA completed within 21 days Q3 2016	(+/-) % Q3 2016 v Q2 2016
DSC	86	23%	93	26%	138	41%	46	17%	58	24%	7%
DSE/WW	37	16%	40	18%	37	18%	31	14%	11	5%	-9%
DSW/K/WW	39	8%	10	2%	20	5%	18	4%	18	4%	0%
Midlands	47	8%	85	13%	102	15%	71	10%	84	11%	1%
DNC	5	1%	3	1%	5	1%	0	0%	5	3%	3%
Dublin North	6	1%	40	6%	16	3%	9	1%	5	1%	-1%
LH/MH	104	74%	121	45%	137	47%	67	43%	66	37%	-6%
CN/MN	5	8%	4	4%	1	1%	0	0%	0	0%	0%
Cork	47	10%	33	6%	26	5%	46	8%	48	9%	1%
Kerry	22	24%	10	10%	13	11%	24	18%	10	12%	-6%
CW/KK/ST	42	22%	36	17%	23	13%	42	25%	26	16%	-9%
WD/WX	26	8%	28	10%	21	8%	33	15%	55	26%	10%
Mid West	174	39%	208	53%	216	43%	172	37%	173	41%	5%
GY/RN	12	5%	31	15%	71	17%	56	13%	28	8%	-5%
Mayo	80	49%	57	53%	42	28%	79	95%	43	47%	-48%
Donegal	11	18%	18	25%	3	8%	8	12%	3	14%	1%
SO/LM/WC	17	31%	14	27%	2	5%	6	11%	11	30%	19%
National	760	15%	831	16%	873	17%	708	14%	644	14%	0%

APPENDIX II – Hiqa Inspections

SUMMARY OF FINDINGS FOSTERING REPORTS PUBLISHED Q4 2016

Midlands - inspections took place in May 2016

Overall, there was a lack of placements in the area and social workers sought placements within children's families and communities. However, a lot of children's placements were crisis led. Inspectors identified a number of serious risks over the course of the inspection and the following were escalated at the end of the fieldwork:

- In high-priority, unallocated children-in-care cases, safeguarding visits had not taken place. Where they had taken place they were not always of a good quality to provide assurances to Tusla around potential or known risks.
- There were long delays in the commencement and completion of Section 36 assessments and in achieving a decision from the foster care committee – some children have been placed since as far back as 2011 without a decision being reached.

In addition, 12 of the 111 children's cases sampled and one in 10 of the foster carer's cases sampled were escalated by the inspection team to the principal social worker for review due to a lack of timeliness and or appropriate action. Overall, children's rights were respected and promoted, but 8% of children did not have an allocated social worker and there was neither a social worker nor link worker assigned in nine children's placements. Almost half of all children in care did not have an up-to-date written care plan. Due to a limited number of placements, matching children to foster carers was not always possible and 41 children were placed outside of the local area at the time of inspection. However, the vast majority of children had warm relationships with their foster families, continued contact with their birth families, some supports and were involved in a range of activities. Children reported positively about the aftercare service, but also spoke about the impact of placements far from home on their relationships with family and friends. The assessment of general foster carers was good and there was a regional initiative in place to process new fostering applications. While there was a system in place to conduct fostering reviews, reviews did not occur on a consistent basis in response to unplanned endings or where allegations had been made. The support received by foster carers varied, and the quality of supervision of carers needed improvement. The service had experienced significant changes in the structure, management team and systems over the last 15 months. Key roles, including that of the Area Manager, within the current management team had been appointed within the previous six to eight months on an interim basis and were given the responsibility of leading the service and creating stability. The Area Manager was endeavouring to put systems in place to support the service towards better outcomes by implementing a management

improvement plan. However, there remained significant challenges in managing cases awaiting allocation, completing assessments on relative carers, ensuring children had up-to-date care plans and foster carers having timely reviews. The foster care committee was not operating in line with Tusla policy. The committee, while appropriately constituted, had not received formal training in relation to their role and responsibilities. In addition, the committee were not receiving all appropriate information, including disruption reports, allegations and foster carer reviews. In turn the committee did not have a formal system to track its own decision-making where information was outstanding. There was insufficient planning in relation to the use of resources and services. Information systems were not fit for purpose for the service. However, a new system was due to be operational by the end of May 2016. The quality of record keeping in the service varied. The workforce were skilled and competent but the management team had identified that they required additional resources. In addition, placements outside of this service area meant that social workers spent a considerable amount of time travelling to and from foster placements to meet with children. Training opportunities for staff had improved and in general, there was some good supervision occurring.

SUMMARY OF FINDINGS RESIDENTIAL SERVICES INCLUDING SPECIAL CARE UNITS REPORTS PUBLISHED Q4 2016

Centre ID OSV – 0004179 (Dublin North East)

Children told inspectors that they were safe and well cared for in the centre. Children were aware of their rights and knew how to make a complaint if they wished to do so. They said that staff treated them well and consulted them on decisions about their lives. Staff was caring and respectful of children. Children had allocated social workers who met with them in line with regulations and children said they had sufficient contact with their social workers. Children were clear about the plans for their care and participated in the development of these plans. However, care plans and placement plans required some improvements. There was a considerable reduction in the number of significant events in the centre since the last inspection. Sanctions and restrictive practices were used in the centre and were found to be proportionate. Education was valued by the centre staff and children were encouraged to reach their educational potential. Children's health needs were assessed and they had access to health and specialist services however, improvements were required in relation to the management of medication. The centre was well managed on a day-to-day basis and the management structure in place provided clear lines of responsibility and accountability. There was a full complement of experienced staff who had been working at the centre for some time. This provided a stable and consistent living environment for children. Risks in the centre were well managed. Significant events were appropriately recorded, reported and reviewed. Supervision in the centre was of good quality. Quality assurance mechanisms were in place but some required improvements.

Centre ID OSV – 0004191 (South)

Children were appropriately admitted and their physical and emotional needs were met by staff in the centre. Children were aware of their rights, were treated with respect and were consulted about decisions. Each child had an allocated social worker and two of the children had been referred to an aftercare service and were allocated aftercare workers. The management of care planning and review processes was good. However, decisions and recommendations from child-in-care reviews and updated care plans were not evident on all files. The model of care in place had improved outcomes for children and saw a reduction in the number of significant events and restrictive practices. While both children who met with the inspector described their different care experiences, both could see the benefits of their time in the centre and their interactions with staff. They were encouraged to pursue their hobbies and interests and achievements and significant events were acknowledged and celebrated. Safe care practices were implemented and children felt safe living in the centre. The centre had sufficient information regarding the health and educational needs of the children. Staff and social workers ensured that the necessary supports and resources were in place to meet the children's needs in these areas. Medicine

management practices required improvement. The centre was well managed and staffing levels were adequate. A number of systems were in place to ensure there was good communication and accountability but systems for monitoring and auditing practices in the centre required improvements. The premises required some works to be carried out in relation to fire doors and redecoration and funding had been approved for same

Centre ID OSV – 0004176 (DNE)

The purpose of this inspection was to review the actions undertaken as result of a full inspection of the centre (Mon: 16942) which was carried out on 26 and 27 January 2016. At the time of the previous inspection, four standards were met, five standards required improvement and one significant risk was identified. Areas that required improvement included children's participation in the development of placement plans, family access to information, the complaints procedure, some information on children's files, the recording of restraints, some fire safety mechanisms and various issues in relation to governance including quality assurance mechanisms, oversight, team meetings and supervision. Significant risk was identified in relation to the management of medication. This inspection found that children continued to receive good quality care in the centre and that their rights were well respected and promoted. Improvements were made in relation to placement plans, family access to information, information held on children's files, the recording of restraints and fire safety mechanisms. There were no significant risks identified. Some further improvements were required in relation to the complaints procedure, medication management and risk management systems.

Centre ID OSV – 0004164 (DML)

Children had a good quality of life. There were good relationships and attachments formed between staff and children. Children and staff engaged in conversations about day to day life and inspectors noted a good atmosphere in the centre. Staff respected children's rights and acted as advocates for them. Children participated in interests and hobbies such a horse riding, trips to the beach and trips to local amenities. Complaints made by children were well managed and responded to in a timely way. Children were consulted in relation the running of the centre through children's meetings. However, not all issues raised by children at these meetings were followed up appropriately. Children had raised issues in relation to the décor of the house, but this had not been appropriately responded to by the staff team. The maintenance of the premises was not adequate and a number of issues required prompt repair. Safeguarding measures were not always adequate or implemented in a timely way. Staff were aware of general safeguarding practices. However, safety plans had not been implemented in a timely way. Following the inspection, inspectors requested further information from the management team in relation to safeguarding measures implemented with regard to a particular concern raised. While the interim Service Manager responded with the identified steps taken to address the concern, the specific measures in place to safeguard children within the centre following this concern being reported

were not adequate or timely in order to ensure children's safety at that time. Governance and management arrangements of the centre were not always effective. Management systems in place such as risk management, monitoring and oversight were not sufficient to ensure the consistent quality and safety of the service for children. There was a well established and experienced staff team. The majority of staff were qualified and most staff had up-to-date mandatory training. While, some additional training needs had been identified in January 2016, in order to meet the needs of the children currently placed in the centre, this training had not been provided to date.

Centre ID OSV – 0004199 (West)

Children were aware of their rights, treated with respect and consulted about decisions. They were encouraged to pursue their hobbies and interests. Children's emotional and psychological needs were assessed and met and staff undertook good quality key working sessions with children in response to identified needs. Each child had an allocated social worker and care planning and review processes were within timescales. The model of care operating in the centre supported the provision of a specialist service for children with specific complex behaviours. Safe care practices were implemented and children felt safe living in the centre. Children were admitted appropriately, however, two unplanned discharges in the previous twelve months had not been subject to a comprehensive review to inform future practice. The centre had sufficient information regarding the health and educational needs of the children. Staff and social workers ensured that the necessary supports and resources were in place to meet the children's needs in these areas. Medicine management practices required improvement. The centre was well managed and there was an effective governance structure in place. Staffing levels at the centre were adequate. A number of systems were in place to ensure there was good communication and accountability. Despite the lack of a risk management policy, risk assessments were comprehensive and discussed in detail to guide staff practice. Improvements were also required in relation to premises and safety and planning for young people. This report makes a number of findings which the provider is required to address in an action plan. The provider's action plan is published separately to this report.

Centre ID OSV – 0004650 (South)

While there were nine children on the centre register, five were staying in the centre at the time of inspection. The other four children were on access or other arrangements. Inspectors also spoke with other professionals including Social Workers and a Guardian Ad Litem (GAL). The centre appropriately met children's education and health care needs. Children were able to form good quality relationships with staff. Children were aware of their rights and were treated with respect. Each child had an allocated social worker. The management of care planning and review processes was good. The centre was last inspected by HIQA in July 2015. The 2015 inspection was a themed inspection, which focused on behaviours that challenge. A full inspection of the

centre, including the layout and premises, was last carried out in October 2013. Since that inspection, changes had been made to the campus so that additional Tusla services were now accommodated alongside the centre. On this inspection, inspectors found the layout of the centre within the campus was found to be unsuitable and contributed to children being placed at risk. Since the 2015 inspection, inspectors found that the centre had gone through a period of crisis. There had been significant deficits in managing behaviour that challenges and appropriately safeguarding children. These issues were compounded by a failure to maintain effective management systems to ensure the service was safe. Systems of communication, risk management, monitoring and supervision were ineffective. This resulted in children sometimes experiencing significant harm and frequently being placed at risk of significant harm. As a result, the centre was found to have significant risk against the standards: 6: Care of Young People, 7: Safeguarding, 10: Premises and safety and 2: Management and Staffing. Following the inspection, inspectors met with the Regional Manager for Tusla Residential services to discuss these findings. In addition, the significant risks were formally escalated to senior management in Tusla, and assurances on what was being done to address these failings was provided to HIQA, prior to the completion of this report.

Centre ID OSV – 0004219 (Special Care Unit - Coovagh)

Inspectors found that the staff and management team were caring for children with multiple complex needs which had resulted in two of the children being cared for in single occupancy arrangements due to the identified risks. Considerable property damage and serious assaults on five staff had occurred in the months and weeks preceding the inspection. Despite this, the service was providing adequate care for children within an environment that required further restriction to ensure safety. Children's rights were respected and they had appropriate contact with advocacy services, social workers and legal representatives. Children were admitted to the special care unit subject to the relevant legislation and guided by a programme of special care. The components of which were maintained in a number of plans to support the care of the children but it was not evident that these were collectively reviewed. Safe care practices were implemented in line with Children First: National Guidance for the Protection and Welfare of Children (2011). There was a system to ensure managerial oversight of restrictive practices; however, a collective monitoring approach was not in place to ensure the special care programme was fit for purpose and to track and analyse significant events to ensure improved outcomes for children. The health and development of children was promoted and children had timely access to medical and other specialist health services as required. The special care unit had access to a psychiatrist on a consultative basis only. In the event of an emergency, access to psychiatric services was sought through the accident and emergency department in the local hospital or through the local Child and Adolescent Mental Health Services (CAMHS) team. However, the provision of a robust psychiatric service and ongoing psychiatric review of children in the special care unit required further development. Some medication administration

practices required improvement. The special care unit was well managed and staffing levels were adequate. There were a number of systems in place to ensure that the service provided was safe. The reporting of significant event notifications had improved and communication and accountability was good. However, there was no up-to-date risk management policy in place to consistently guide the practice of staff in managing risk. Significant risk was found in relation to the living environment. Significant damage had been caused to several areas of the unit resulting in a number of rooms that were out of commission. Two children were being accommodated in single occupancy arrangements based on risk, and this impacted on the third child in terms of access to other areas within the unit. Access to appropriate indoor and outdoor recreational areas were also impacted due to the single occupancy arrangements.

Centre ID OSV – 0004221 (Special Care Unit - Ballydowd)

The service provided was child-centered. Children were given appropriate information and participated in decisions made about them. The relationships between children and their families were promoted by staff. Staff tried to balance children's rights with safety. There were systems in place to refer issues to the social work department as appropriate and most risk assessments balanced safety with responsible risk taking, in the best interests of children. Most restrictive practices reviewed by inspectors were used to manage an identified risk. However, inspectors found systems to monitor and review the use of single occupancy needed to be improved. Children were cared for by a committed staff team. It was evident children developed good relationships with staff and in the main, were supported to positively manage their behaviour. However, staffing levels at night undermined the ability of staff to positively manage incidences of behaviour that challenged, resulting in a reliance on An Garda Síochána to maintain the safety of staff and children. Inspectors identified one significant risk during this inspection regarding the management of allegations against staff. This was escalated to the Acting National Director for Children's Residential Services. In response, the service conducted a review of the circumstances, and outlined to HIQA, the measures in place to ensure the safety of staff and children. Some systems in place had led to increased accountability for day-to-day practice and decision making. There were some systems in place to promote delivery of a safe service but they needed to be improved and quality assurance mechanisms were not sufficiently robust. A multidisciplinary approach was taken in relation to planning but there were ongoing difficulties in sourcing appropriate onward placements for children in a timely way.