

National HSCP Office



Welcome to the fifth Issue of the National Health and Social Care Professions' (HSCP) Office Newsletter. The National HSCP Office, established in 2017, is part of the HSE's Chief Clinical Officer Division.

Developing a National HSCP Strategy: a Co-design Approach

The HSCP Education and Development Strategy 2016 – 2019 was the second HSCP strategy focusing on education and development and is drawing to a conclusion this year. Much has been achieved. Many services have actively engaged with the strategy and focused on its priorities within their own services and sites.

Now, it is time to focus on a much wider agenda and develop a strategic framework that sets out a roadmap for HSCP delivering on the Sláintecare recommendations.

It is planned to develop the strategy in such a way that involves frontline Health and Social Care Professionals in all care settings as well as service users and other key stakeholders.

Preliminary work has been completed in terms of gathering and reviewing relevant strategic frameworks, documents and plans which will help inform this HSCP roadmap.

We know from meeting with frontline HSCP that many may feel overworked and possibly under valued in terms of the skill sets they have to offer. The intention of this strategy is to think about what things would be like if the skills and potential of HSCP were fully utilised. We are currently gathering feedback through

small focus groups and meetings to inform the design of the engagement and consultation process that will underpin the strategy and inform its themes.

A large scale consultation is being planned for 2nd July and participant places have been offered on a proportional basis across the professions and other stakeholders. There will also be a number of other opportunities to become involved and contribute to this HSCP Strategy.

The overall aim is to create a living document that will support HSCP and services in planning and working together to realise the full impact of HSCP in the delivery of the Sláintecare recommendations. More details coming soon!



We are delighted to announce that the first HSCP Conference will take place on 1st October, 2019 in the Irish Management Institute in Sandyford, Dublin.

Leadership (at all levels), together with HSCP best practice and innovations that enable the delivery of the Sláintecare recommendations will be key themes on the day.

Registration is due to open on 1st July, 2019 on the HSCP Hub on www.HSEland.ie

IN THIS ISSUE:

01

HSCP STRATEGY

02

OPERATIONAL PLAN

03

HSCP DAY 2019

04 HSCP ENGAGEMENT

05,06 KEY UPDATES

07 LEADERSHIP

08 SUPERVISION

National HSCP Office Operational Plan

As you may know, the function of the National Health and Social Care Professions (HSCP) Office is to strategically lead and support HSCP to **maximise their potential** and **achieve the greatest impact** for the design, planning, management and delivery of people-centred, integrated care.

To deliver on this function, the 2019 priorities for the HSCP Office are focused on the following key areas:



1. **HSCP Strategy**—To develop a strategic framework that sets out a roadmap for HSCP delivering on the Sláintecare recommendations.
2. **Leadership**—To support and build HSCP clinical leadership capacity and capability, at all levels, to enable the realisation of the full potential

of the workforce. This is being addressed through:

- a. A research study of HSCP leadership structures, their impacts/outcomes and recommendations for the future
- b. Enabling sharing and learning through webinars and other supports
- c. Leadership competency framework and training supports
- d. Supervision processes

3. **Impact/Outcomes**

⇒ **Unscheduled Care**—To support HSCP delivery of older persons services through the development of standardised practice principles and outcome measures, co-designed with frontline services.

⇒ **E-Health**—To establish current eHealth activity amongst HSCP nationally and drive change by supporting test projects, suitable for scale-up and spread.

4. **Research, Education and Development**

Supporting a range of projects including supervision, research, sonographer education, CPD and practice education.

We look forward to continuing to work with HSCP in all care settings and our colleagues in other disciplines to progress these 2019 priorities.

HSCP Leadership Study

As described above, a key focus of the National HSCP Office is to promote effective leadership structures within the health service. Effective leadership will enable the potential value and impact of this sector of the workforce to be fully realised, leading to better outcomes for service users.

To progress this work, the HSCP Office has commissioned a Leadership Study to :

- ⇒ Review HSCP leadership across the publicly-funded health services in order to better understand the existing structures and to gather information in relation to impact and outcomes of HSCP leadership

⇒ Review available international experience and evidence of HSCP leadership, identifying useful findings and learning for consideration in the Irish context

⇒ Make recommendations, based on the data collected, on the future strategic direction of HSCP leadership structures, in the Irish context

Findings from this eagerly awaited study will be presented at the HSCP Conference on 1st October, 2019.



Building Communities of Practice through Connections, Confidence and Collaboration



NATIONAL HSCP DAY 2019

CONNECTIONS, CONFIDENCE, COLLABORATION

Building on the success of 2018, 38 HSCP teams from around the country participated in this year's HSCP Day on 1st February.

The engagement and enthusiasm was infectious with almost double the 2018 number of sites choosing to host a local event. Feedback has been very positive with teams describing how their events enabled them to:

- ➔ Share knowledge and experiences amongst HSCP and multi-disciplinary colleagues, helping to develop communities and network of practice.
- ➔ Share the value of HSCP services to services users and the healthcare system overall, leading to increased awareness, better collaboration and shared understanding.

➔ Recognise and celebrate the huge impact of HSCP services on service users, made possible only through our dedicated and inspiring workforce.

Frontline teams were very creative this year, with events ranging from rapid fire presentations to research/innovation breakfast meetings. HSCP in one hospital group coaxed senior managers to shadow them in their daily roles. Now that's an idea to be developed next year!

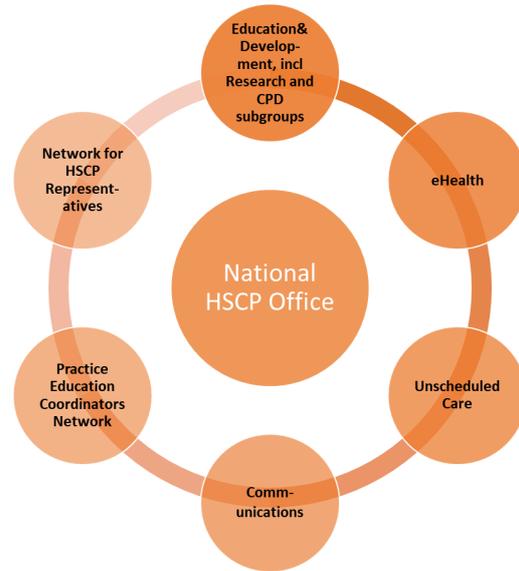
Congratulations to everyone involved.

HSCP Advisory Groups Supporting Strategic Developments

Over the past 18 months, the National HSCP Office team has established a number of new Advisory Groups to work with them to strategically lead the development of HSCP services.

Key information about the work of these Advisory Groups is shared in each newsletter, with updates from approximately two groups per issue.

If you would like any further information or to link directly with Advisory Group members, please contact the National HSCP Office for more information.



'People support what they help to create.'

HSCP Representatives on National Groups

Establishing a process for HSCPs to input into the design, planning, implementation and evaluation of services, at a national level, has been an important development since the launch of the National HSCP Office in 2017.

A pathway for the selection and ongoing support of national HSCP representatives was agreed with professional bodies in late 2017. More recently, an Expression of Interest pathway has also been tested to identify HSCP representatives from frontline services.

The National HSCP Office is now routinely regarded as the central point of contact when HSCP members are being sought to join national groups. Since October, 2017, the above listed groups have requested HSCP representation to join their teams, either discipline specific Leads or an overall HSCP Lead. If you would like more information about the groups listed, please contact the National HSCP Office. In addition, there are a number of HSCP Leads, particularly those sitting on the National Clinical Programme Working Groups, who took up their representative roles prior to the establishment of the National HSCP Office. We are currently refreshing our pre October 2017 database.

Affinity	COPD (National Clinical Programme)	Sodium Valporate	Talk Therapies
Urology Model of Care	Changes in Dysphagia Management	ENT model of care	Complex Care
Criteria Led Discharge	Electronic Health Record	Acute Floor Info System	Early Warning Score
Older Persons Transfer Letter	Neuro Rehabilitation	Consent Policy	Public Health Medicine
Commissioning Teams	Healthcare Records	Dementia Audit	Unscheduled Care
Paediatric Network	National Clinical Programme Diabetes	Open Disclosure	Acute Floor



HSCP Representatives' Network

A networking event for HSCP representatives on National Clinical Programmes and other National Groups took place on 1st May, 2019.

The establishment of this HSCP Network builds on the work of the HSCP Effective Representation (ER) programme*. This Programme, successfully delivered three times so far, is designed to support HSCP representatives to fully take up their representative roles.

Participants from these ER programmes and other HSCP representatives on national groups were invited to attend this first networking event.

The day focused on the set-up of the Network and identifying the agenda for the rest of 2019.

In addition, the HSCP Effective Representation Toolkit, another output from the ER programmes, was launched at the event.

The National HSCP Office is currently reviewing and updating our lists of HSCP in representative roles.

If you think we may not have your details, please contact us at
HSCP.NationalOffice@hse.ie.

**Names are currently being taken for HSCP representatives interested in participating in the fourth ER Programme. Please contact the National HSCP Office.*

Unscheduled Care—Frailty Learning Set



The success of the 'front door frailty assessment' model, as a key part of the end-to-end older persons pathway, is well evidenced in the Irish context.

Currently, there are approximately 15 frailty teams located on the acute floor in model 3 and 4 hospitals around the country.

In many cases, HSCP

managers have re-orientated frontline staff to the acute floor to meet the rising and evidenced need for frailty assessment and management at the earliest point of contact.

Recognising the variation in operating models, the National HSCP Office, in partnership with the National Quality Improvement Division, will shortly be inviting frontline frailty teams to co-design stand-

ard ways of working for these services i.e. agreed pathway, standard data set etc.

The work undertaken through this **Learning Set** is intended to inform the front door model for existing and future services. Expansion and development of front door HSCP services will be progressed through the Unscheduled Care Commissioning Team and Integrated Care Programme for Older People with input from the National HSCP Office.

'An investment in knowledge pays the best interest'

Continuing Professional Development

CPD proposals, received from 14 HSCP Professional Bodies, have been reviewed against the criteria for funding by the National HSCP Office team.

Following this review and clarification, all 14 professions have been informed of the outcome of their submissions. In addition,

HSCP CPD Officers recently met with the National HSCP Office to discuss issues relating to CPD funding for 2019 and into the future.

HSCP Research Subgroup



The HSCP Research sub-group has been working with Dr. Ana Terres, Head of Research and Development for the HSE, to identify areas for connection and collaboration. Ensuring the alignment of clinical research to service need is a mutual priority.

In addition, the HSCP Research sub-group is working on the design and planning of a Speed Networking event, scheduled to take place in Tullamore on 27th November, 2019.

Speed networking (like its dating equivalent) is an opportunity to connect with others who share an interest in research.

Two groups will be invited to attend this event, health and social care professional practitioners working in applied

health areas who are currently involved in or interested in developing research AND academic researchers who are involved in or interested in developing research in applied health settings.

HSCP Communications Advisory Group



The National HSCP Office, together with the Communications HSCP Advisory Group, comprising frontline staff, managers and professional body representatives, is working to develop the communication infrastructure for our significant HSCP workforce of 15,000 strong!

- Priority areas being progressed include:
 - ⇒ Updating and expanded the digital content about HSCP on www.hse.ie
 - ⇒ Refreshing the HSELand Hub which details information related to learning / development for HSCPs
 - ⇒ Implementing an opt-in email system for wider reach
 - ⇒ Webinar and web conferencing facilities to promote wider HSCP engagement
 - ⇒ Developing a HSCP Catalogue

Sonographers' Education Programme

The Sonographers Postgraduate Education Demonstrator Programme, an eighteen month pilot, was put in place to test new approaches for sonographers in training.

Key new approaches include remote access technology and enhanced support for training sites and sonographers in

training.

Two demonstrator sites, one in the Saolta Hospital Group and another in the Ireland East Hospital Group, together with UCD and the Sonography Educators are working with the National HSCP Office on this Programme.

The ten students enrolled

have successfully completed the first and second semesters.



Evaluation of this Programme is ongoing but

an independent evaluation will commence in December, 2019, led by the Oversight Steering Group and the Value Improvement Programme Office.

International Dysphagia Diet Standardisation (IDDSI) Framework

In November 2018, the HSE Leadership Team agreed to adopt the International Dysphagia Diet Standardisation (IDDSI) Framework, following a process of review and engagement with Clinical Leads and Clinical Advisory Groups within the National Clinical Programmes. The Irish Association of Speech and Language Therapists (IASLT) and the Irish Nutrition and Dietetic Institute (INDI) had recommended that the International Dysphagia Diet Standardisation Initiative Framework (IDDSI,2015) replace the current Irish Consistency Descriptors for Modified Fluids and Food (2009) developed by IASLT and INDI.

The adoption of the IDDSI Framework is also incorporated into the HSE Food, Nutrition and Hydration Policy for Adult Patients in Acute Hospitals.

At the request of the CCO, the National Health and Social Care Professionals (HSCP) Office established a working group which has coordinated the review and approval of the IDDSI guidelines for the HSE and also assessed the impact of transitioning from existing diet descriptors to new ones.

Discussions have taken place with product providers involving PCRS, and HSE Procurement to facilitate a coordinated approach and it is envisaged that the national changeover to IDDSI will commence in September, 2019 with a view to having all services changed by April 2020.

To assist with the implementation of IDDSI guidelines at service level, a suite of resources have been developed by the working sub groups to support operational services during the transition including:

- ⇒ Generic implementation plan and proposed implementation team
- ⇒ Suite of educational resources and recommended training for various staff
- ⇒ Generic communication resources
- ⇒ The high level risks identified nationally together with existing controls and additional actions in progress.

Materials will be hosted on a specific section, Dysphagia 2019 – Change over to IDDSI, on www.hseland.ie

The National Office would like to thank all those involved in the Working Group and subgroups, together with those who have supported them in the work and their release and acknowledge the huge amount of work that has been achieved in recent months.

Clinical Leadership Competency Framework

We are delighted to announce that the Clinical Leadership Competency Framework, developed in partnership with the National Clinical Leadership Centre for Nursing and Midwifery (NCLC), will be launched in September, 2019.

With the support of six past participants on the HSCP Future Leaders Programme, working with the National HSCP Office and the NCLC, this shared resource is in the final stages of development.

The framework builds on the Clinical Leadership Competency ePortfolio, originally designed for nurses and midwives. It is intended to support staff grade and senior HSCP or equivalent on their leadership development journey.



Professional Supervision for HSCP Supervisors

Train the Trainer (TTT) Professional Supervision for HSCP Supervisors

– the National HSCP Office working in partnership with frontline staff and managers

The second TTT Professional Supervision for HSCP Supervisors, including trainers from both the Voluntary Sector and the HSE, commenced in April, 2019. The Professional Supervision training programme for HSCP supervisors will now be available across the Health Service.

Professional Supervision for HSCP Supervisees

Building on the successful supervisors training

programme, a new one-day HSCP Supervisees Training Programme will be available from October, 2019.

Professional Supervision for HSCP Supervisors

Well done to the HSE HSCP trainers who have now delivered their 11th programme, since September, 2018, training 110 HSCP supervisors nationwide.

Interprofessional Learning Opportunity

Business Case Development and Project Management Workshop

The National HSCP Office, in partnership with the National Clinical Leadership Centre for Nursing and Midwifery are jointly hosting four one-day workshops on Business Case Development and Project Management. The first workshop took place in Dublin on 18th June, 2019 and a second is scheduled for 24th September in St. Mary's Health Campus, Gurrabraher, Cork.



Places are limited. Further details are available in the What's Happening section of the HSCP Hub on www.HSEland.ie

Updates from the HSCP Office Team

Welcome to Richard Smith who joined the team under the Gradlink Programme in January, 2019.

Richard is a recent Social Care graduate and brings his valuable HSCP background and experience to the office.

Welcome back to Sinéad Fitzpatrick, HSCP Development Manager, who returned from maternity leave this month.

