

Are You Interested in Contributing to the Design of an All-Ireland Digital Capability Framework?

Significant prioritisation and investment is being planned to improve digital capability in the health services. In this context, the need to develop digital health capabilities has been identified and there is a desire to develop a cross discipline Digital Capability Framework.

The National HSCP Office is collaborating with colleagues from the HSE's Office of Nursing and Midwifery Services Director, the HSE Chief Clinical Information Officer, AHP Northern Ireland, Nursing Northern Ireland and Medicine Northern Ireland on the development of an All-Ireland Framework.

Phase 1 - Design

A two-pronged approach of Online Survey and Focus Groups will be used to gather the views of a cross section of HSCP on the potential for adaptation of *The National Nursing and Midwifery Digital Health Capability Framework for Australia* (Nov, 2020) - <https://www.digitalhealth.gov.au/about-the-agency/workforce-and-education/National%20Nursing%20and%20Midwifery%20Digital%20Health%20Capability%20Framework%20publication.pdf>.

Information gathered will be used to inform an agreed All-Ireland Framework ahead of implementation in Phase 2.



Online Survey

The survey ([HSCP DCF Survey](#)) is open to all HSCP regardless of level of experience with digital health solutions in clinical practice. Before completing the survey, you will need to review the *National Nursing and Midwifery Digital Health Capability Framework for Australia* (link above). Reviewing the Framework and undertaking the survey will take approximately 60 minutes. **The survey will remain open until 15th October 2021.**

Virtual Focus Group Sessions

Engagement through Focus Group will take place virtually, over 60 minutes, and participants will be invited to provide feedback on the five domains of the Australian Framework. If you are interested in engaging in a Focus Group session, it is essential to have first completed the online survey. Focus group sessions will be held during November.

Expressions of Interest (EOI) are invited from HSCP interested in joining these Focus Groups. EOIs should be sent by email to Richard.smith@hse.ie by 15th October 2021 and include the following details:

- Name
- Profession and grade
- Role details – employing service and location
- Statement outlining your motivation to engage in a focus group session

We look forward to hearing from you!

HSCP Professional Supervision Training Programme

The National HSCP Office is delighted to announce that **Professional Supervision for HSCP Supervisors** will resume this autumn. For more information, please contact Richard.smith@hse.ie.



The newly developed **Professional Supervision for HSCP Supervisee** training programme further supports the implementation of the HSE HR Circular 002/2015 Supervision Guidelines for Health and Social Care Professionals, complementing the Supervisor Training programme. This programme was developed in collaboration with HSCPs experienced in supervision.

In particular, we would like to acknowledge and thank Colette McGinty, SLT Manager and Patricia Duffy Barber, Senior SLT for their significant contribution.



Clinical Leadership Competency Framework

We are delighted to announce that following previous deferrals (owing to Covid-19 and the cyberattack), we will be launching the Clinical Leadership Competency Framework (CLCF) virtually on 12th October, 2021 with Prof. Michael West as keynote speaker.



If you haven't yet registered and wish to attend, see registration details below.

To register, click on:

<https://hse.webex.com/hse/onstage/g.php?MTID=ec19ea544ca59a24075575b9a08a58a0e>

Password: CLCF

What is the CLCF?

The CLCF is an e-learning resource designed to provide healthcare professionals with the necessary knowledge and tools to support their clinical leadership competency development.


What is the background to the CLCF?

The CLCF is a partnership between the National HSCP Office and the National Clinical Leadership Centre for Nursing and Midwifery (NCLC) who share a strong commitment to leadership development. The CLCF builds on and replaces the previous Clinical Leadership Competency e-Portfolio (NCLC, 2015).

Who can use the CLCF?

The CLCF is designed for HSCP in Staff Grade and Senior Grade roles and all Nursing and Midwifery grades up to and including CNM/CMM Grades 2 or equivalent.

What are the benefits of using the CLCF?

 The CLCF is a flexible and individualised mode of learning where health care professionals can assess their leadership strengths and development needs.

An extensive suite of resources can be accessed to support identified learning needs and users can link this learning to My PDP (HSCP) or their digital Professional Development Planning (Nurses and Midwives).



HSCP Leadership Development

Informed by the findings of the study we commissioned entitled ***HSCP Leadership - An examination of contexts, impacts, supports, challenges and areas for consideration***, some of our Action Plans include providing support to HSCP leaders and managers to develop leadership skills and opportunities for networking. On this note, an initial workshop for HSCP leaders and managers is being planned for the month of November. Stay tuned - further communication to follow via email and @WeHSCPs.

HSCP Leadership Webinar Series

The first three sessions of the five session webinar series was published during Q1 2021. Unfortunately, this work had to be postponed due to the cyberattack but we are pleased to have resumed this work recently with the fourth session due to be released by mid October. The first three sessions focussed on areas including changes in work practice, e-health and responding to the crisis in new ways.

Webinars are available for viewing at:

https://www.youtube.com/watch?v=3Hk_aMXR6IM

<https://www.youtube.com/watch?v=ryaFCRQdeZo>

<https://www.youtube.com/watch?v=JiXq6loqKEE>

'True leaders don't create followers, they create more leaders.'

SPARK INNOVATION PROGRAMME 2021–2022

The Spark Innovation Programme was established in 2017 to encourage, support and recognise innovation among frontline healthcare workers in Ireland. This programme is co-ordinated by the Spark team with thanks to partnership from the National Quality Improvement Team and support from the Office of Nursing and Midwives Director (ONMSD), National Doctors Training and Planning (NDTP), and Health and Social Care Professionals (HSCP).

The Spark Innovation Programme runs multiple initiatives each year, namely; Spark Seed Funding, Design on the Front line, the hospital innovation fund and the HSE-HIHI Spark Ignite competition. These initiatives are open to all 115,000+ HSE employees. Their aim is to encourage healthcare staff to identify problems and to develop innovative solutions to improve the health service for employees and patients alike.

The Spark Innovation programme's Design Thinking Workshops empower frontline staff by nurturing creativity, providing training and through financial support to help bring their project proposal to fruition.

The Spark Team recognise that the healthcare worker's input, opinions and knowledge of working within the health system are of central importance in both the development and implementation of projects.

To date, HSCPs have demonstrated remarkable interest in innovation and change. In 2020, 112 HSCPs applied for Spark Seed Funding as individuals or as part of MDTs. Subsequently, 77 HSCPs were selected to attend design workshops, with 42 HSCPs in supported projects. In 2021, Aoife Collins, a senior physiotherapist, was awarded funding of €5,000 as the winner of the Individual prize at the HSE-HIHI Spark Ignite Regional and National Finals. We look forward to working with more HSCPs in the future and helping to progress their ideas towards implementation at a regional and national level. Please see details of upcoming initiatives below.



SPARK PROGRAMME—Upcoming Funding Opportunities

Spark Seed Funding – Autumn call for applications closed 24th September, Workshops and pitching events scheduled in October and November.

Seed Funding is an initiative whereby frontline staff can apply for micro-funding and other supports for innovative projects that will improve our health service. The initiative focuses on small, rapidly implementable projects which take a bottom-up approach to change.

There are three steps involved in Spark Seed Funding: (1) Online application - individual and group / multidisciplinary applications are accepted, (2) Shortlisted candidates are invited to a day-long Design Thinking Workshop (3) Opportunity to pitch for support - Funding of up to €3,000 is awarded on a once-off basis.

Next open call is December 2021.

Public Service Innovation Week – 9th November

Lunchtime webinar series, 'Innovation Lunchtime Launchpad', running over three weeks in conjunction with Cork University Maternity Hospital. If you have any questions, please contact Caitriona Heffernan, the Innovation Programme Lead at Caitriona.Heffernan@hse.ie.

HSE Spark Frontline Innovation Awards – November TBC

Awards ceremony to recognise and celebrate frontline staff's innovative projects during 2020-2021.

HSE-HIHI Spark Ignite Competition – Applications accepted February 2022-March 2022 Dates TBC

HSE-HIHI Spark Ignite is the only staff-facing, bottom up, innovation competition available to all HSE employees. Its mission is to enable HSE staff to validate unmet needs in healthcare, determine if a market exists for their proposed solution, product, or service to meet that need, and to support the further development of those ideas.

There are three steps involved in HSE-HIHI Spark Ignite competition: (1) Online application - individual and group / multidisciplinary applications, are accepted (2) Shortlisted candidates are invited to an Innovation Workshop Series, typically 8 evening sessions (3) Opportunity to pitch for support - Funding of up to €5,000 is awarded on a once-off basis.

If you have any questions about funding, please email spark@hse.ie.



@programmespark

National HSCP Office Updates

Practice Education

The *Report on Health and Social Care Professions Practice Education During and After COVID-19* was presented to and warmly received by the Chief Clinical Officer, Dr. Colm Henry and Mr. Pat Healy, National Director on June 24th, 2021. Engagement with HSCP in HEI, HSCP Managers and Professional Bodies will continue over the coming

months to share the findings of the Report and discuss next steps. The National HSCP Office would like to thank Dr Ann Coughlan for all her work in developing this important Report and wish her well as she concluded her contract in August.

Advanced Practice

While interrupted by the Cyber Attack on the HSE, the National HSCP Advanced Practice Working Group continues to work on an agreed definition and framework to support progression of Advanced Practice in HSCP. Details regarding consultation on key documents and further updates to follow.

HSCP Research Speed Networking Event

Over 25 participants and four facilitators took part in the first HSE *Virtual* HSCP Research Speed Networking Event on the 12th May 2021. Feedback from participants and facilitators was very positive and the group hopes to host further similar events. Thank you to all who supported the event.



HSCP Hub on HSELand

Thank you to all who participated in the HSCP Hub survey. We are using your feedback to guide redevelopment of the new HSCP hub on HSELand.ie. Some key HSCP resources are available in the Discovery Zone on HSELand and if you cannot find what you are looking for, please contact us by sending an email to HSCP.NationalOffice@hse.ie.



HSCP Older Persons Service Developments



In Ireland, life expectancy is 80.4 years for men and 84.0 years for women. The percentage of adults living with frailty increases with advancing age, now with 35% of people over the age of 80 years living with frailty. As a health service, our ambition is to support older persons to maintain independence, without significant disability for as long as possible and to this end, HSCP together with MDT colleagues, are playing a critical role in developing fit for purpose services.

In my role as HSCP Clinical Advisor, Older Persons, I am working closely with the National Integrated Care

The focus of the Programme is to develop and implement integrated services and pathways for older people with complex health and social care needs, shifting the delivery of care away from acute hospitals towards community based, planned and coordinated care.

Some key priorities at present include:

- ⇒ the creation of additional posts as part of Enhanced Community Care to support the development of longitudinal, coordinated and integrated care models
- ⇒ the establishment of community based multidisciplinary

- ⇒ the development of Ambulatory Hubs within the Community to enable ease of access for service users/carers, to act as a focal point of service co-ordination across integrated care pathways and to facilitate opportunities for MDT discussion and planning in complex cases.

I look forward to working with you to support these developments in the coming months.

Catherine Devaney, HSCP Clinical Advisor Older Persons

Respiratory HSCP Services

The Integrated Care Programme for Prevention and Management of Chronic Disease (www.hse.ie/eng/about/who/cspd/icp/chronic-disease/) comprises three National Clinical Programmes:

- ⇒ National Heart Programme
- ⇒ National Clinical Programme for Diabetes
- ⇒ National Clinical Programme for Respiratory.

I am working with the NCP Respiratory to support the transformation of COPD and asthma services from a hospital centric model towards a community based service, in line with the aims of Sláintecare. As HSCP Lead, I am supported by an Advisory Group with representation from relevant HSCP Professional Bodies.

Holistic patient care requires a multi-disciplinary approach and some of the key focus areas for me at present include:

- ⇒ advising the NCP on the HSCP needs of patients with COPD and Asthma and sharing the important and high quality work being delivered by HSCP in these services
- ⇒ Leading / supporting projects aimed at highlighting multi-disciplinary roles in the management of COPD, working closely with representatives from a range of HSCP disciplines.

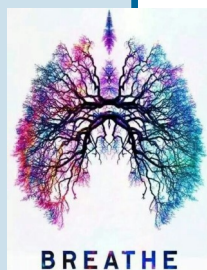
If any HSCP have identified projects that they would like to advance relating to COPD or Asthma, please notify your Clinical Interest Group or Professional Body.

I welcome any initiatives suggested by the Respiratory HSCP Advisory Group members.

The NCP Respiratory has recently launched an elearning module for Respiratory chronic disease – currently available on HSEland.

Upcoming dates in the NCP Respiratory diary include the ISCP Conference 15th Oct, launch of the NCEC Guideline No 27 Management of COPD 3rd Nov, World COPD Day 17th Nov & the Irish Thoracic Society Conference 19th Nov 2021.

Angela Ryan, HSCP Lead Respiratory NCP



Announcing HSCP Clinical Leadership Roles

HCP Clinical Advisor, Older Persons

Catherine Devaney is the HSCP Clinical Advisor for Older Persons services. Prior to this role, she worked in a variety of health care settings before joining Primary Care as a senior Physiotherapist and then working as a Physiotherapy Manager from 2012. She has completed the RCPI Certificate in Quality Improvement and Leadership. She is a Honorary Clinical Lecturer with the RCSI and has completed her Masters in Manual Therapy through the University of Western Australia.



HSCP Lead, Respiratory NCP

Angela Ryan is the HSCP Lead on the National Clinical Programme Respiratory (0.5WTE) and also works as a senior Physiotherapist (0.5WTE) in University Hospital Limerick. Angela has extensive experience in respiratory care and specialist palliative care settings and has presented widely. Angela holds a MSc (Clinical Therapies) from the University of Limerick and is currently undertaking a Specialist Diploma in Lean Healthcare at the University of Limerick.



Changes at the National HSCP Office

Since the last Issue of our Newsletter, we have had a number of departures from the office. We were sorry to say goodbye to Kim Sayers and Annette Lyons on promotion but are delighted for them as they take up these new opportunities. We thank them for their contribution to the Office and wish them well in their new chapters.

We also bid farewell to Frances Conneely on her retirement after a long and devoted career of public service. We thank her for her dedication to the HSCP Education and Development Unit (2006—2017) and the National HSCP Office and wish her a long and happy retirement.

This month, sadly we are saying goodbye to Alison Enright, HSCP Development Manager who is leaving us to take up an exciting new role. In her four years with the National HSCP Office, Alison has made a significant contribution to the development of the Office and delivery of many important projects including the development of the clinical leadership representation function and securing leadership structures in key areas.

HSCP hub on www.hseland.ie

hscp.nationaloffice@hse.ie

www.hscpshare.com



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