



## National Health and Social Care Professions Office Newsletter



**Welcome to Issue 12 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.**

### Welcome from the National HSCP Lead

Welcome to this end of year edition of our newsletter. As the year draws to a close we want to give you an update on some key areas of work and a flavour of the year ahead. You will see from the summary in the box below that a lot has been achieved in 2023.

This year has seen an increasing and significant focus on HSCP in terms of recognition of the importance and value of HSCP roles in delivering person centred integrated care and a significant uplift in HSCP posts. As you are probably all aware there is a considerable imbalance in the supply of many HSCP disciplines to meet the current and projected demand to fill HSCP posts. We have been working very hard with key colleagues in the HSE to ensure that resources are put in place to address the now recognised shortfall in HSCP capacity to meet demand. As set out in HSCP Deliver we are committed to maximising the collective potential and impact of HSCP and 2024 will continue our focus on advocating for HSCP to be represented as clinical leaders across all regions/programmes.

We would like to thank you all for working with us throughout 2023. A special thanks to those from all sectors who participated in the various practice placement workshops during the year and to all those working on national groups, National Clinical Programmes, advisory groups, supervision, CPD, and a host of other activities in 2023.

Wishing you all a very merry Christmas and a happy and healthy 2024. We look forward to working with you in the New Year.

### The following are some of the achievements in 2023:

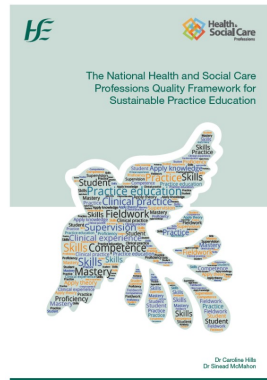
- Publication of the Advanced Practice Framework and commitment from Department of Health to progress Advanced Practice for HSCP. The National HSCP Office has commissioned a report on the development of an education and credentialing pathway to support implementation of the HSCP Advanced Practice Framework.
- A high level group established in the HSE to address recruitment and retention issues with regard to HSCP informed by National HSCP Office.
- Ongoing engagement with the Chief HSCP Officer, Department of Health, Department of Further and Higher Education Research Innovation and Science, Department of Children, Equality, Disability, Integration and Youth, CORU, senior management in the HSE including the Chief Clinical Officer, colleagues in the higher education sector, professional bodies and others regarding HSCP matters including supply, workforce planning and development.
- Ongoing work and input by the NHSCPO, the Department of Health and HSE HR in to strategic workforce planning projects, including the development of the Health and Social Care Workforce Planning Tool.
- The National HSCP Lead and Senior Management Team participated in planning meetings regarding the development of the HSE Health Regions, advocating for senior HSCP leadership roles within the new Regions.
- Series of engagements with HSCP in education, clinical practice, management, professional bodies and unions to communicate the current work of the Office.
- Increased funding provided for a number of different education and training programmes for HSCP in 2023. Over 600 applications were reviewed and 450 HSCP funded for new professional development opportunities in 2023.
- Funding was provided to support increased capacity for practice placements in 2023/2024 academic year.
- Launch of the National HSCP Quality Framework for Sustainable Practice Education.
- The HSCP Research Speed Networking event in May was attended by over 30 HSCP. There were approximately 40 applications for HSCP Research Seed Funding in 2023 and the winners will be officially announced in early 2024.
- Congratulations to Niall Halliday on his appointment as the Chief HSCP Information Officer and to Meabh Smith on her appointment as Digital Health Clinical Safety Lead. They are working alongside Dr Richard Greene, Chief Clinical Information Officer and Loretto Grogan, National Clinical Information Officer for Nursing and Midwifery.

## Practice Education Update

A training programme including a 'Train the Trainer' approach is being rolled out and despite a delay due to threatened industrial action, over 90 HSCP took part in Day 1 training, 43 HSCP took part in Day 2 training and almost thirty HSCP managers engaged in CPD sessions across 3 locations.

HSCP Clinical Practice Placement Working Groups have been stood up and work underway focused on:

1. Establishment of governance agreements for practice education.
2. Development of a database to capture practice placements capacity and requirements.
3. Development of a communications campaign regarding the importance of providing practice placements and the benefits of practice education to HSCP and departments.
4. Implementation of the HSCP Quality Framework for sustainable Practice Education.

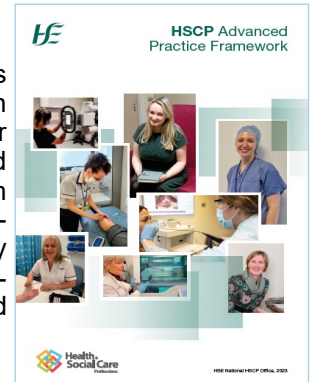


## Advanced Practice Update

The HSCP Advanced Practice Framework was published and presented to the HSE Chief Clinical Officer and the Department of Health in 2023. The Framework provides a definition of Advanced Practice and sets out the competencies across the four pillars of advanced clinical practice: clinical practice, leadership and management, education and facilitation of clinical learning, and evidence, research and development.

Work has commenced with the Chief HSCP Officer and officials in the Department of Health to identify key policy changes needed for implementation of the framework.

The National HSCP Office has commissioned a project which commenced in December 2023 to produce a report and recommendations to inform the development of the education and credentialing pathway required to enable the introduction of HSCP Advanced Practice.



## Professional Development Update

The National Health & Social Care Professions Office is committed to facilitating professional development opportunities for HSCP which is important in supporting the retention of staff, and ensuring a fit-for purpose workforce. Ongoing professional development for Health & Social Care Professionals is critical in the provision of safe and effective services for the benefit of service users, and the Office was delighted that this year the HSE National Service Plan 2023 allocated an additional €1m to the National HSCP Office for the professional development of HSCP.

It was decided to use this funding to support post-graduate training for HSCP. A training needs analysis was completed with multiple stakeholders and the following resulting themes were used to plan CPD:

- ◆ Leadership/Management
- ◆ Clinical
- ◆ Business/Digital Health
- ◆ Quality Improvement
- ◆ Health Promotion/ Well-being.

In 2023, over 450 HSCP were funded to complete over 40 different courses across many educational institutions.

In addition to this additional funding, the NHSCPO has continued to work collaboratively with the Professional Bodies to fund and support both targeted uni-professional and inter-professional CPD for HSE funded HSCP across a wide variety of clinical areas.

Various study days and webinars were also organised and supported by the NHSCPO this year in collaboration with our HSCP Clinical Advisors. With the ongoing development of new integrated care programmes, clinical pathways, and models of care, a targeted and standardised approach to HSCP training and education in these new ways of working to ensure care is consistent across each of the new Health Regions is of critical importance. It is the goal of the NHSCPO to build on our ability to deliver professional education in this targeted and standardised way.

## Clinical Advisory News

The value of Health & Social Care Professions' input into health care service design, planning and implementation is growing every year. There were 71 Health and Social Care Professionals nominated to provide clinical advisory supports to HSE National Clinical Programs and groups this year. These clinical leaders were identified and selected through the National HSCP Office Effective Representation pathway.

While each role is different, below are some of the key duties and responsibilities undertaken by HSCP Leads and HSCP Clinical Advisors:

- ◆ Provide strategic leadership to the therapy, diagnostic and social care HSCP services delivered within a clinical speciality area.
- ◆ Collaborate with our clinical colleagues, service leaders and others to provide sustainable, evidence-informed, high quality clinical advice and input on HSCP services at design, planning, implementation and evaluation stages.
- ◆ Engage with HSCP frontline staff and managers and key national stakeholders to
  - a) Identify best practice / innovation that aligns to the work of the group.
  - b) Evaluate outcomes.
  - c) Progress to scale up and spread.
  - d) Establish network groups and create linkages between inter-professional network groups.
- ◆ Generate / gather data and information to inform workforce planning and other design / planning aspects of HSCP services in the speciality area.

HSCP integration into service design and implementation is critical for enhanced and effective patient centred care and we are very grateful for the time and effort made by HSCP on these programmes, most often in a voluntary capacity outside working hours. 10 HSCP who are funded to dedicate clinical hours to support programmes have approached their roles with expertise and enthusiasm and are delivering on behalf of frontline HSCP across the country.

The Effective Representation pathway is operated in close collaboration between HSE, HSCP Professional Bodies, Discipline and Service Managers and Frontline HSCP.

We thank all our Clinical Advisors, current, past and future for their important contribution.

For more information please contact Ruth Kilcawley, HSCP Development Manager, [ruth.kilcawley@hse.ie](mailto:ruth.kilcawley@hse.ie)

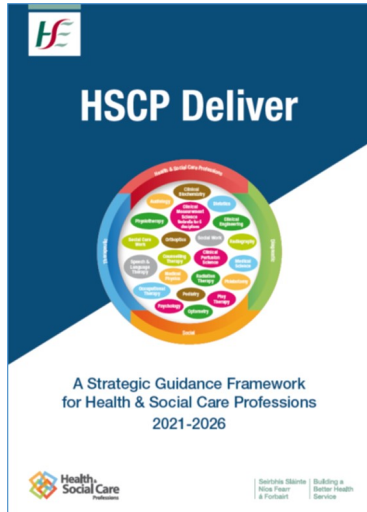
## HSCP Deliver: A Strategic Guidance Framework for Health and Social Care Professions 2021-2026

HSCP Deliver: A Strategic Guidance Framework for Health and Social Care Professions 2021-2026 continues to underpin the on-going work of the Office and its implementation is recognised in the HSE National Service Plan 2023. HSCP Deliver was co-created with service users, HSCPs (front line and managers), senior HSE management and representative bodies. The Framework is a distillation of over 16,300 contributions triangulated with national policy. All HSCP are asked to use the document as a framework against which to review and consider your own service and discuss with colleagues and identify areas for action. The following were distilled directly from the voices of service users, HSCP and all who participated in the co-creation workshops to describe the impacts when HSCP work to their collective potential:

- ◆ HSCP will support people and empower them to live well.
- ◆ HSCP deliver high quality, evidence based integrated care consistently providing public value
- ◆ Access to the right care for the people we work with at the right time in the right place

Questions to consider:

- ◆ What is already happening in your area or service?
- ◆ What opportunities are there to enhance or strengthen this impact?
- ◆ What actions are you going to take in your local area to bring these impacts to life?



I would love to hear from you in relation to the work already happening in your areas and your plans for 2024 to bring these ideas to life. If you would like further information on the strategic framework I would be happy to meet with you and your teams, contact [deirdre.kenny@hse.ie](mailto:deirdre.kenny@hse.ie).

**Save the Date – HSCP Day 2024 – 17<sup>th</sup> April**



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**Spark Update:**

We were delighted this year that Dermot Burke extended his tenure as National HSCP Innovation Fellow into a second year and was joined by Dr Michelle Howard. Michelle is a Senior Educational and Child Psychologist who has developed a number of innovative Psychology programmes throughout her career. Michelle has completed a Post Graduate Diploma in Healthcare Innovation in TCD and is keen to use her skills and experience to assist HSCPs across healthcare settings nationally to access the supports and skills necessary to facilitate innovation in their work. Keep an eye on our website and social media channels for the upcoming National HSCP Innovation Fellowship 2024!

**Spark Connect:**

During Public Sector Transformation Week 2023, HSCP Fellow, Michelle, together with our Spark colleague Catherine (National ONMSD Innovation Fellow) introduced ‘**Spark Connect**’, our newest initiative aimed at fostering collaboration and innovation in healthcare settings throughout Ireland.

All frontline staff were invited to lead an event locally and the response exceeded our expectations. We are particularly delighted to share that HSCP formed the majority of participants, demonstrating their dedication and contribution to innovation nationally. The Spark Connect Toolkit was distributed to frontline staff to support them in exploring innovation opportunities and to encourage creative solutions for enhanced healthcare delivery. Frontline staff from across the country also gained inspiration from the first-ever “Interviews with Innovators”, a live online session, during which HSE colleagues shared their experiences in delivering healthcare innovation projects nationally. Gaining insights from those who participated in Spark Connect has been invaluable in helping us to plan the next event within the Spark Connect portfolio so stay tuned for more details.

**Spark Fusion:** Spark Fusion called for public sector employees to tackle healthcare challenges that cross the boundaries of healthcare environments. Over 40 teams of HSE staff and at least one other public sector organisation (including An Garda Síochána, Department of Justice, Local Authorities and Department of Education) collaborated to apply for funding to support innovative solutions.

**Spark Seed:** As mentioned in last year’s newsletter, Spark Seed is now open for applications 365 days a year! The calibre of applications continues to be exceptional with HSCPs once again well represented among the submissions.

Please continue to check our website and social media channels for updates on all of our initiatives and activities.

**And Finally....**



@programme\_spark





## The National HSCP Quality Framework for Sustainable Practice Education

The National Health and Social Care Quality Framework for Sustainable Practice Education provides a cohesive structure to support consistent processes for measurable transformation in practice education across health and social care professions (HSCP). The Framework aims to provide a structure to facilitate the partnership between Higher Education Institutions (HEIs) and the Health Services Executive (HSE) and other practice education providers.

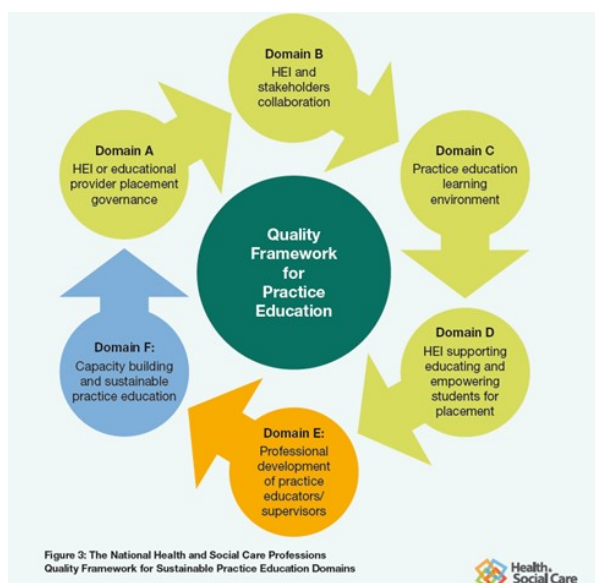
This partnership acknowledges the collective responsibility for quality practice education. The ultimate goal of practice education is to produce HSCP graduates that deliver quality patient care. Commissioned by the National HSCP Office, development of the Framework was led by two HSCP researchers Dr Sinead McMahon, Physiotherapy, University College Dublin and Dr Caroline Hills, Occupational Therapy, University Galway, and followed a consensus approach with all stakeholders.

Stakeholders included service users, university practice education staff, professional associations, managers of services facilitating student placements, work site practice education staff, practice educators, and students. The framework aims to be applicable to all health and social care professional placements, in various work settings and can encompass innovative and new models of practice education.

The National Health and Social Care Professions Quality Framework for Sustainable Practice Education includes six domains. Each domain has associated standards. See below for a summary of the six domains.

A key feature of this framework is the tools for assessment the quality domains. These tools can be used to identify areas for improvement and development:

1. NIPPET HEI Form (completed at least annually)
2. NIPPET Educator form (after every placement)
3. NIPPET Student form (after every placement)
4. NIPPET Service User Form (frequency at least one form per year per student)
5. NIPPED- Educator development tool (annually)
6. HSCP Manager Form NIPPECS Tool (annually)



### Teaching and Learning for Clinical Teachers - a new online resource to support Practice Educators.

This can be accessed by registering with the host website:

[National Forum for the Enhancement of Teaching and Learning](https://www.nationalforumfortheenhancementofteachingandlearning.ie/)

and search for Teaching and Learning for Clinical Teachers (TLCT):

<https://hub.teachingandlearning.ie/resource/teaching-and-learning-for-clinical-teachers-tlct/>

See [HSCP Hub](#) for information on the Quality Framework & education resources for practice education.

## National Clinical Information Officer for HSCP

The National HSCP Office are delighted that the work to ensure that HSCP are recognised alongside colleagues in Medicine and Nursing and Midwifery in the increasingly important area of eHealth came to fruition in 2023 as Niall Halliday took up the position of Chief HSCP Information Officer in the Chief Clinical Information Office. Niall is a Physiotherapist with a previous background in software engineering. He began to combine these skills while working in project management and clinical informatics roles in the HSE and completed a further MSc. in Digital Health Transformation in 2022.

In collaboration with his clinical colleagues, in Nursing and Midwifery and Medicine, his role is to ensure clinical practice is fully supported by the use of digital technology and data science; and the clinical workforce are empowered to practice and lead in a digitally-enabled healthcare system now and into the future.

The HSE is in the midst of a massive organisational change, occurring at a time of technological revolution where digital health technology can be a significant enabler for improvements in healthcare. We have an exciting opportunity to lay solid foundations for the digital health transformation of our health service and improve the quality of our services and in turn the health of people in Ireland.

## National HSCP Office Personnel Update

Nuala Flynn left the Office in August and moved to a new role. We thank her for her valuable contribution to the team and wish her the best of luck in her new role.

We were delighted this year to welcome some new members to the team:

- ◆ Breda Duke, Financial Analyst/Business Management Executive Support: Breda has a background in sales and has worked in the HSE since 2006 in a number of roles, most recently in Procurement. She brings her wealth of experience to her role in the National HSCP Office.
- ◆ Deirdre Kenny, HSCP Deliver Project Officer: Deirdre graduated as a Speech & Language Therapist in 1999 and has worked in clinical practice in both Ireland and Australia, and has worked as an SLT Manager for many years. She was a previous Chair of the Irish Association of Speech & Language Therapists. She has completed a MSc in Healthcare Management and the HSE Leadership Academy Leading Care programme. Deirdre managed Covid services in Dublin South, Kildare & West Wicklow Community Healthcare before coming to the National HSCP Office.
- ◆ Nicola Grealish, Assistant Staff Officer: Previous to this role Nicola has worked in customer facing roles within the insurance and hospitality industry. She hopes that her skills and previous experience will help her in her new role in the National HSCP Office.