

September/October 2024: Update from Kate Killeen White, REO HSE Dublin and Midlands



Dear Colleagues,

I am writing to provide you with an update on the regional reform to include information on the further appointments to the Regional Leadership Team and upcoming transitional plans for the new region commencing on **the 1st of October** when our newly appointed Integrated Health Area Managers will take up their new positions.

As I have stated in my previous communications with you all, my priority is to ensure that we have clear priorities to Stabilise, Sustain and Grow

this region as part of our evolution into this new health region. This means ensuring that we have the right budget and people, in the right place to cater for the health needs of the people who are using our services every day.

The following outlines the latest update and further local information on where we are at in the transition phase:



Appointment of Four IHA's

I am delighted to announce the following are appointed to lead the Integrated Health Areas identified within our region and they will commence in this role on **the 1st of October 2024**. The IHA will lead on advancing the transition to the New Regional Health Area for the remainder of 2024 and towards March 2025, which is when the full structure is to be in place. During this time, current systems will remain in place to ensure safe transition and to maintain services.

Ms Carole Broadbank will have delegated responsibility for HSE Area Midlands with accountability, leadership and oversight of health and social services across Laois, Offaly, Longford and Westmeath incorporating the acute services of Tullamore, Portlaoise and Mullingar Hospitals.

Mr Trevor O'Callaghan will have delegated responsibility for HSE Dublin South City and West with accountability, leadership and oversight for health and social care services across Dublin South City and West, incorporating acute services for the New Children's Hospital, St. James Hospital, the Coombe Hospital and St Lukes Radiation Oncology Network.

Ms Orlagh Claffey will have delegated responsibility for HSE Dublin South West with accountability, leadership and oversight for health and social care services across Dublin South West, incorporating the acute services at Tallaght University Hospital.

Ms Mary O'Kelly will have delegated responsibility for HSE Kildare West Wicklow with accountability, leadership and oversight for health and social care services across Kildare and West Wicklow, incorporating the acute services at Naas General Hospital.

Changes in governance and accountability:

- From Tuesday 1st October, IHA Managers will take over delegated responsibilities from the Dublin Midlands Hospital Group CEO and CHO8 and CHO7 Chief Officers. Heads of Service will maintain their existing delegated responsibilities.
- Existing administrative and clerical staff in the Office of the Chief Officers and Hospital Group Management will support the new IHA Managers. While reporting arrangements for administrative and clerical staff may be different, their roles will stay the same.

Filling vacant Head of Service roles:

Where there is vacant Heads of Service posts across the Region. In line with HR policy and guidance, these posts will be temporarily backfilled for the duration of the interim period. The new Regional Director of People will support this process.

Mapping the National HSE Centre:

The mapping of the national HSE Centre is ongoing and will be completed by the end of October. Once this is completed, any staff transition arrangements will be considered in line with HR transition principles.

Appointments to the Regional Leadership Team

I am also delighted to formally announce the appointment of the Regional Director for People Ms. Martina O'Byrne and the Regional Director for Finance, Mr Joseph Campbell. Martina and Joseph have commenced in their posts. There is ongoing recruitment underway for Regional Clinical Director, Regional Director for Planning and Performance, Regional Director for Communications and Public Affairs and Regional Director of Nursing and Midwifery.

Branding

The HSE centrally has devised a branding and visual identity guide and this will be shared with you in advance of the 1st of October. I would also ask that you ensure this is cascaded to all staff working within our region.

Next steps as we move to this interim structure:

- Those impacted by the new reporting arrangements are been formally contacted
- First Regional Leadership Team day planned for 1st October and the 4th of October – this is an opportunity for the new regional team to meet and plan with key health service leadership teams to foster collaboration, learning and strategic planning while also incorporating research insights from our academic partners, the perspectives of patients and opportunities for reflective discussion. This day is designed to enhance leadership capabilities, support integration as we transition and strengthen partnerships within our health care system.
- The health regions programme team is progressing the detailed design of the ISD model. This includes structures, processes and ways of working. It builds on the design work undertaken in 2023 and involves engagement with a wide range of stakeholders. The IHA's will ensure any updates from the programme team is shared in a timely and consistent way.
- fulfilling direct reports of the REOs
- fulfilling other roles on a function-by-function basis.
- keeping some current systems in place to make sure we transition safely and always maintain services to ensure minimal disruption to patients and service users

I would like to acknowledge all of your work and your commitment to supporting service delivery and developing services within the region as we continue to transition and develop a more unified service that improves the care, pathway and outcomes for our patients.

Best Regards

Kate Killeen White

REO HSE Dublin and Midlands

Further updates from the Regional Reform Programme Team can be found here:

<https://healthservice.hse.ie/staff/latest-health-regions-updates/>