



## EMP Newsletter 2024

Hello everyone,

I'm thrilled to have joined the team back in August and want to take a moment to acknowledge the incredible contributions of Mr Gerry McCarthy to Emergency Medicine during his tenure. He's left big shoes to fill, and we're all grateful for his dedication. Leaving the Working Group at the end of the year will be Mr Fergal Hickey. His contribution to the EMP for the last 14 years and to Emergency Medicine in general has been monumental.

*(L-R- Dr Cathal Kelly (Vice Chancellor & CEO / Registrar RCSI), Mr Keiran Ryan (Managing Director Department of Surgical Affairs-RCSI), Dr Colm Henry (CCO-HSE), Dr Gerry McCarthy, Dr Rosa McNamara)*



Over the past few months, we've been hitting the road, visiting every Emergency Department (ED) and Injury Unit (IU) around the country. A huge thank you to everyone who welcomed us so warmly and shared your insights about life on the ground in your departments. From your pain points to what matters most to you, it's been invaluable hearing it all. Your feedback and ideas are already shaping how we plan for the future, and we're taking action on those issues that clearly require a national response. We genuinely appreciate the time you and your teams took to meet with us—it doesn't go unnoticed!

Looking ahead to 2025, we're gearing up to launch the new Model of Care for Emergency Medicine. This project has involved thousands of hours of work from across the Emergency Medicine community, and we can't thank you enough for your input. Your design ideas, feedback, and edits have been vital in creating a framework that's firmly grounded in today's challenges and tomorrow's needs for modern emergency care.

In this edition of the newsletter, we're excited to introduce the **Green ED Project**, which kicks off next year. Orla Kelly will be leading as Consultant Lead, with Callum Swift stepping in as NCHD Lead, coordinating the efforts of our first four pilot sites: **Bantry IU, University Hospital Galway, University Hospital Mayo, and University Hospital Waterford**. These trailblazing sites are helping define pathways for delivering emergency care more

sustainably. A big shoutout to the HSE Sustainability Team and Spark Innovation for funding this fantastic project—here's to taking meaningful steps toward a greener future in healthcare.

We'd also like to acknowledge the teams at Mercy University Hospital, Cork University Hospital, and Connolly Hospital for their tireless work in developing a screening tool for DSGBV (Domestic, Sexual, and Gender-Based Violence). Their efforts are making a real difference. Be sure to check out the feature on the implementation of this tool at SVUH in this edition.

Activity-Based Funding is also in the spotlight. A sincere thanks to everyone who facilitated site visits by HPO and EMP teams. Your cooperation has been instrumental in paving the way for a successful 'go-live' next year.

Finally, as the year winds down, I want to wish you all a very happy and safe holiday season. Thank you for your dedication, passion, and hard work—it's what keeps Emergency Medicine thriving.

**Rosa McNamara, Clinical Lead, National Emergency Medicine Programme ([emp@rcsi.ie](mailto:emp@rcsi.ie))**

## Green Emergency Department

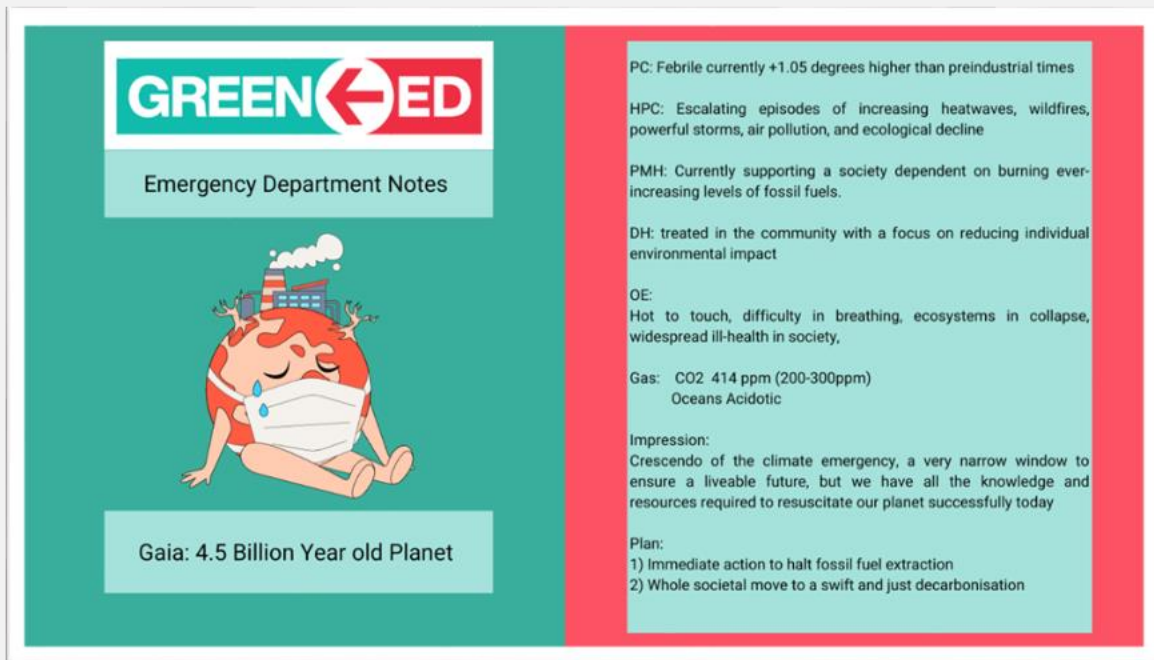
### **Callum Swift (Emergency Medicine SpR, Galway University Hospital)**

This year the EDs in UHG, UHW and MUH and the IU in Bantry Hospital will be piloting the Royal College of Emergency Medicine's GreenED program. The initiative aims to measure and reduce the environmental impact of EDs, driving environmentally sustainable practices within the specialty of Emergency Medicine and catalysing systemic change across the healthcare sector

At the heart of GreenED is a framework; the first sustainability framework designed specifically for a secondary care setting. The framework outlines evidence-based actions, divided into bronze, silver and gold levels, with the guidelines and resources required to help achieve them. Addressing these actions not only improves the environmental sustainability of an ED, but contributes to national net zero targets and creates financial savings for EDs while maintaining or improving patient care. Successful completion of all the actions at a given level leads to formal accreditation by RCEM, recognizing the department's commitment to environmentally sustainable EM practices.

We will be working closely with the RCEM GreenED team to adapt the framework for an Irish context. The project's scalability and innovation reflect its potential for far-reaching impact, making it an important part of Ireland's healthcare sustainability strategy.

Below infographic is from the GreenED official website (<https://greened.rcem.ac.uk>)



## Activity Based Funding

Activity Based Funding (ABF) is an approach to funding which sees healthcare providers funded in line with the activity that they undertake. Much work has been done in recent years to move away from block funding and annual budgeting of health services towards multiannual budgeting and ABF. Initially ED activity was outside of ABF and funded through the traditional block funding system. However, experience in other jurisdictions suggests that this perversely incentivises admission over facilitated discharge and undervalues ED work. The need to introduce ABF into EDs in Ireland was agreed by the EMP Working Group and the Irish Association for Emergency Medicine (IAEM). EMP and the Healthcare Pricing Office reviewed systems of funding Urgent and Emergency Care in eight well established and mature healthcare systems in other countries. After this review, it was agreed that the system used for well over ten years in Australian EDs was the best fit. This requires the assignment of an ICD 10 code to every ED patient attendance.

In 2021/22, Dr. Tom McMahon worked with EMP, under the clinical supervision of Dr. Rob Eager to introduce and examine the use of ICD 10 coding for ED patients in Midland Regional Hospital, Tullamore. In 2024, EMP and HPO agreed an implementation plan for the introduction of ICD-10 coding into EDs in Ireland.

Steps in this implementation plan include:

1. The ICD-10-AM ED shortlist has been uploaded onto the majority of ED Patient Administration Systems (or equivalent).
2. Dr. Gerry McCarthy and representatives from the Healthcare Pricing Office are visiting each ED to explain the rationale for the introduction of exit diagnosis coding and how it can be done.
3. The Healthcare Pricing Office hosted a stand at the Annual Scientific Meeting of the Irish Association for Emergency Medicine in Killarney in October 2024.
4. Emergency Medicine clinicians are asked to select the appropriate ICD-10-AM code from the list once they have made a provisional or definite diagnosis. This has been shown to take about thirty seconds for each patient.

5. Local arrangements in each hospital for the return of ED exit diagnosis coding data with the existing Patient Experience Time (PET) data returns.

## **The National Emergency Medicine Programme Model of Care-*A Strategy to Improve safety, quality, access and value in Emergency Medicine in Ireland.***

The strategy document of The National Emergency Medicine Programme (i.e. the new Model of Care for Emergency Medicine) was published in 2012 and updated in 2024. It covers the organisation of Emergency Care, patient pathways, infrastructure (including the multidisciplinary emergency team) and quality improvement. There are two new chapters on the topics of Care of the Older Person and Sustainable/Green EM. Many thanks to all the subject matter experts who reviewed and rewrote the document. Alignment of this work with other national programmes has been a large theme of the strategy with an emphasis on equitable regional access to local emergency services while ensuring smooth transitions of care for people with more complex needs. The stakeholder consultation is complete and the new strategy document of Emergency Medicine in Ireland is going through the final review and approval cycle. It is expected that the document will be ready to publish in Q2 2025.

## **Emergency Medicine Airways Registry Ireland**

The aim of the Emergency Medicine Airways Registry Ireland (EMARI) is to assess the practice of endotracheal intubation in Irish EDs. This will provide local, regional, and national overview of emergency airway management in order to audit and therefore improve the quality of care delivered to continuously improve patient outcomes. The airway registry will allow for the assessment of standards at a national level, with the additional benefit of enhancing national clinical guidelines.

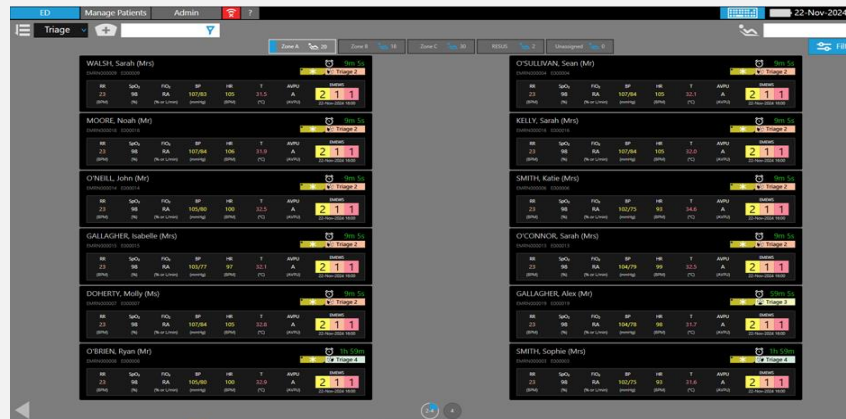
NOCA has supported the EMP in the process of developing the EMARI registry to date, with expert audit development guidance, data analysis and report writing beginning in 2023. The Emergency Medicine report will be published by NOCA in Quarter 1, 2025\* based on data collected on the UL RedCap database since 2019.

## **Advance Practice Physiotherapy Role New in 2025**

In Ireland, EDs and IUs face increasing demand, particularly for the management of musculoskeletal (MSK) conditions. Internationally, Advanced Practice Physiotherapists (APPs) have demonstrated their ability to improve patient care and service efficiency in these settings. However, APP roles do not currently exist in Ireland. A study proposal in place for 2025 seeks to establish the foundation for introducing APP roles in EDs and IUs by demonstrating service need and establishing a clear need for and scope of practice for APP. Within this we want a replicable process for progressing business cases to support the development of APP roles.

## Emergency Medicine Early Warning System (EMEWS) Digitisation Project

The EMP are working with HSE Technology & Transformation, National Medical Device Equipment Advisor (Acute Services) & Syncrophi (software developer) to develop a digital version of the Emergency Medicine Early Warning System (EMEWS). The development process is well advanced and will be tested in two pilot sites, Sligo University Hospital (Model 3) and University Hospital Limerick (Model 4). Piloting will commence in the coming weeks.



The screenshot displays the EMEWS interface with two columns of patient data. Each patient entry includes a name, age, sex, and a table of vital signs (SpO2, HR, BP, RA, RR, T) with corresponding values and status indicators (e.g., 'A' for alert, 'S' for stable, 'D' for deteriorating). A color-coded risk score (e.g., 2, 1, 1) is shown next to each patient's name.

Patient Name	Age	Sex	SpO2	HR	BP	RA	RR	T	Status	Risk Score
WALSH, Sarah (Mr)	23	M	98	107/83	100	21.5	A			2, 1, 1
MCCRE, Neale (Mr)	23	M	98	107/84	100	21.5	A			2, 1, 1
O'NEILL, John (Mr)	23	M	98	107/84	100	21.5	A			2, 1, 1
GALLAGHER, Isabelle (Mrs)	23	M	98	107/84	100	21.5	A			2, 1, 1
DOHERTY, Molly (Ms)	23	M	98	107/84	100	21.5	A			2, 1, 1
O'BRIEN, Ryan (Mr)	23	M	98	107/84	100	21.5	A			2, 1, 1
O'SULLIVAN, Sean (Mr)	23	M	98	107/84	100	21.5	A			2, 1, 1
REILLY, Sarah (Mrs)	23	M	98	107/84	100	21.5	A			2, 1, 1
SMITH, Katie (Mrs)	23	M	98	107/84	100	21.5	A			2, 1, 1
O'DONNELL, Sarah (Mrs)	23	M	98	107/84	100	21.5	A			2, 1, 1
GALLAGHER, Alex (Mr)	23	M	98	107/84	100	21.5	A			2, 1, 1
SMITH, Sophie (Mrs)	23	M	98	107/84	100	21.5	A			2, 1, 1

## Children's Emergency Medicine Early Warning System (CEMEWS)

The Office of the Chief Clinical Officer has approved an application to the DoH, National Clinical Effectiveness Committee (NCEC) to develop a Children's Emergency Medicine Early Warning System (CEMEWS). The EMP are awaiting a decision from NCEC on prioritisation of the guideline.

## Falls Risk in the Emergency Department (F.R.E.D.)

The EMP working group in conjunction with ITERN are excited to launch a national multicentre review of falls that occurred in ED in 2023. The primary aim of this project is to audit falls that occurred in the ED over a one year period and detail the risk factors present in each of these falls, as per the Kinder-II falls risk assessment tool.

Slips, trips and falls represented 14% of the incidents in the service of Emergency Medicine in Q2 2022, as reported by the States Claims Agency in January 2024. The SCA recommends that falls risk assessments should be undertaken to identify patients at increased risk of falls and preventative measures implemented. The EMP recommends the Kinder-II Tool as an evidence based screening tool to identify those at increased risk of falling whilst in ED.

With support from the F.R.E.D. subgroup of the EMP, Dr Jamie Condren, SpR in Emergency Medicine, conducted a review of all falls reported in MRH Tullamore ED in 2021 as part of a QIP. There were 0.722 reported falls per 1000 attendances. On retrospective application, the Kinder-II tool would have identified falls risk in many of those patients who fell whilst in ED.

In January 2025, we look forward to recruiting site leads and interested trainees to partake in this national multicentre study.



## Injury Unit Out-of-Scope Audit

IUs offer an alternative to EDs for patients who meet the inclusion criteria, but patient care and safety is potentially compromised when the wrong patients attend. The public's confidence in the in the IU model has been demonstrated by the continuing increase in attendances and supported by the findings of the patient experience surveys undertaken by the HSE. Accompanying the increase in attendance has been an increase in out-of-scope presentations. This audit reviewed the recording and referral of out-of-scope presentations to IUs in 2023.

Recording out-of-scope data was inconsistent across IUs. Although the inclusion and exclusion criteria for IUs are readily available the out-of-scope presentations varied across the service. Three patients deemed inappropriate were considered appropriate by Subject Matter Experts. The service users identified the need for more IU services.

One of the successes of the IU model has been standardisation and the strict application of the out-of-scope criteria by the staff thus maintaining a high level of safety. While it is next to impossible to prevent all out-of-scope presentations, clear sign-posting of what can be treated at the point of entry to the services should minimise the number of inappropriate presentations, also with media coverage. It is essential that this is maintained as the planned expansion of the IU services is implemented.

## Domestic, Sexual and Gender Based Violence (DSGBV)

### Pamela O'Brien-ANP-St Vincent's University Hospital

On October 8th, 2024, St. Vincent's University Hospital launched our Domestic Violence pathway in the ED to provide immediate, compassionate care to individuals affected by domestic violence. This initiative ensures that, even outside of Medical Social Work (MSW) hours, patients experiencing domestic violence receive care and support from ED staff trained to respond sensitively and effectively. With dedicated resources, such as contact details for national support services, information on court orders, safety planning and follow-up assistance, patients can receive timely help and guidance when they need it most. Staff are equipped with a comprehensive guidance handbook, a quick-reference one-page guide on handling Domestic Violence cases outside of Medical Social Work Hours and they also received weekly education sessions led by the MSW team to enhance their response capabilities. These resources are also continuously promoted and shared within the ED. This approach strengthens the ED's role as a vital support point, connecting patients to critical resources during vulnerable moments and providing a more integrated, responsive healthcare experience. Through this pathway, the ED is better equipped to support patients affected by domestic violence, contributing to safer outcomes and coordinated care across the healthcare system. ***National DSGBV Training Programme Modules 1 - 3 – Respond – is now live on HSELandD.***



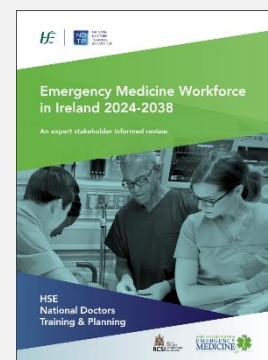
## Emergency Medicine Workforce in Ireland 2024-2038

In November 2024, Professor Anthony O'Regan Medical Director, National Doctors Training and Planning (NDTP) launched NDTP's latest publication, the [Emergency Medicine Workforce in Ireland 2024-2038](#).

This expert-informed document is the product of extensive collaboration between NDTP and the national Emergency Medicine Programme, the Irish Association for Emergency Medicine, and the Emergency Medicine Training Programme in RCSI.

It outlines a roadmap to developing and sustaining an appropriately resourced Emergency Medicine consultant and trainee workforce to 2038.

It is the ambition of NDTP that this report will serve to inform decision makers and strategists across the health service in the implementation of service reform and development in the coming years.



## The Annual Scientific Meeting of the Irish Association of Emergency Medicine 2024

The 2024 Valerie Small Excellence in Emergency Nursing Bursary was awarded to Ms Ann Kavanagh Bugler, ED, Midland Regional Hospital Tullamore for her presentation on “Emergency Department Sensory Room for healthcare treatment of patients with sensory needs”. Thank you to Ms Sinead Connaire, Director NMPDU Cork & Kerry for sponsoring this award.

*L to R: Ms Sinead Connaire, Ms Ann Kavanagh Bugler & Ms Fiona McDaid*



## National Clinical Programmes Charter Day

As part of Charter Week, the National Clinical Programmes in RCSI are hosting their annual health service quality improvement and innovations conference on Wednesday 5<sup>th</sup> February 2025 at RCSI. Registration will open shortly and the Clinical Programmes Day on Wednesday, 5th February is free to attend but must be booked in advance. Please register on the link <https://rcsi.eventsair.com/charter-meeting-2025/ncps>

The Full Programme and registration for Charter Week can be viewed on [www.rcsi.com/charter](http://www.rcsi.com/charter)

## International Federation of Emergency Medicine meeting

Dr Rosa McNamara, Clinical Lead of the Emergency Medicine Programme, recently met with Dr Saleh Fares Al-Ali, an RCSI graduate and the current President of the International Federation for Emergency Medicine (IFEM), at the federation’s new regional office in Masdar City, Abu Dhabi. Supported by the Department of Health in Abu Dhabi, this innovative facility highlights IFEM’s commitment to advancing global Emergency Medicine and tackling the complexities of today’s healthcare landscape.



Their discussions covered a range of topics, including the critical challenges facing Emergency Medicine worldwide and IFEM’s essential role in supporting and guiding emergency care practices. They also spoke about the ongoing effort to unite the Emergency Medicine community in developing effective guidance and policy frameworks that can shape future practices.

Dr McNamara is optimistic that Dr Al-Ali will visit Ireland in 2025, offering a valuable opportunity to reconnect with the RCSI community and further strengthen the ties between IFEM and Ireland’s Emergency Medicine professionals.



## Congratulations to Professor Jean O'Sullivan and Global Emergency Care Skills

EMP would like to congratulate Professor Jean O'Sullivan, Consultant in Emergency Medicine at Tallaght University Hospital, for being awarded the prestigious 2024 Humanitarian Award by the International Federation for Emergency Medicine. The award was presented to Professor O'Sullivan in a ceremony held in Taipei, Taiwan.

Professor O'Sullivan graciously accepted this honor on behalf of Global Emergency Care Skills (GECS), an Irish charity dedicated to enhancing trauma and medical care training in low-resource settings across Africa. To date, GECS has successfully trained over 600 medical professionals in essential areas such as trauma care, emergency resuscitation, and major disaster management in countries including Kenya, Zambia, Tanzania, Ghana, Malawi, and Ethiopia.



In an exciting development, GECS was invited to lead a pre-conference workshop on trauma management and ultrasound at the African Conference on Emergency Medicine in Botswana, November 2024. During this four-day event, senior trainees from various African nations had the opportunity to benefit from the expertise of the GECS faculty.

This remarkable achievement underscores Professor O'Sullivan's commitment and the exceptional work done by the GECS team, positioning Irish Emergency Medicine at the forefront of advancing global emergency care standards.



***Dr Ffion Davies, President, IFEM awarding the 2024 Humanitarian Award to Professor Jean O'Sullivan***

## Documents and Resources:

- Development of a Framework of Key Metrics with clear triggers and actions to ensure the triage of patients presenting to Emergency Department is in line with best practice and that patients are reviewed with subsequent treatment commencement and placement (accommodation) in a timely and generally appropriate manner.

<https://emnow.ie/wp-content/uploads/2024/04/ED-Escalation-Working-Group-Framework-Report-FINAL-November-2023.pdf>

- Emergency Medicine Workforce in Ireland 2024-2038

<https://www.hse.ie/eng/staff/leadership-education-development/met/plan/specialty-specific-reviews/emergency-medicine-workforce-in-ireland-2024-2038.pdf>

**Wishing you all a Very Happy Christmas and A Happy New Year for 2025**

**All EMP Documents and Resources can be accessed on [EMNOW](#).**

**If you have any feedback or require any information please email [emp@rcsi.ie](mailto:emp@rcsi.ie)**

