



**Welcome to Issue 10 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 2022.

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 now 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 2023 will see a significant focus on supporting practice placement education together with HSCP recruitment and retention.

We would like to thank you all for working with us throughout 2022. A special thanks to all 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, vaccination and a host of other activities in 2022.

### The following are some of the achievements in 2022:

- Successful bids for funding in service estimates to address supply, recruitment and retention of HSCP.
- A high level group established in HSE to address recruitment and retention issues with regard to HSCP informed by National HSCP Office.
- Ongoing engagement with the Department of Health, Department of Further and Higher Education Research Innovation and Science, and others regarding HSCP matters including supply, workforce planning and development.
- Ongoing work and input with Department of Health and HSE HR in relation to strategic workforce planning projects.
- Series of engagements with HSCP in education, clinical practice, management, professional bodies and students in 2021/2022 culminating in an agreed approach and action plan to increase capacity for practice placements and work toward increasing HSCP graduates.
- Shared evaluation findings of a report and survey of national clinical programmes and groups with regard to HSCP clinical leadership representative roles. There are now 9 dedicated HSCP roles in post or in development including a HSCP Lead for Older Persons, Critical Care, Stroke, Pathology, Respiratory, among others.
- First HSCP Spark Innovation Fellow post and ongoing engagement with Spark Innovation to support that work and HSCP involvement.
- HSCP AP framework is being finalised to go out for consultation very soon. Final version will be provided to the Department of Health to inform the necessary policy development work.
- Launch of the upgraded HSCP hub on [www.hseland.ie](http://www.hseland.ie)
- Ongoing support for supervision and to enable local management and delivery.
- HSCP Leadership webinars delivered together with a number of workshops in relation to HSCP Deliver
- 4 HSCP professions can now deliver COVID-19 vaccines and progress being made to enable these professions to deliver seasonal influenza vaccinations.

## Practice Education Workshop Updates

The National HSCP Office hosted a series of workshops over 2021 and 2022 culminating in multi-stakeholder workshop regarding the Practice Education on 27th October 2022. The aim of the workshop was to develop an action plans to address the immediate crisis in meeting the need for practice placements for HSCP students across the spectrum of HSCP disciplines. The workshop was attended by clinicians, HSCP managers, practice education tutors, the HSCP from higher education institutions and representatives from the professional bodies who together reviewed feedback from previous workshops 22. The event provided an opportunity for collaboration between all involved in student training which resulted in practical offers to support the current student training requirement and plans on achieving additional capacity to train our future HSCP workforce over time Key priorities are:

1. Development of a communications campaign regarding the benefits of providing practice placements,
2. Promoting the benefits of interdisciplinary practice education,
3. Promoting and encouraging champions for practice education,
4. Establishing governance structures for practice education,
5. Establish a Steering Group to oversee the development and implementation of the Practice Education Actions Plan.



## Mentorship Programme



On the 1st September 2022, Niamh Ruddle, took up the role of HSCP Project Officer with responsibility to develop a bespoke mentorship programme for HSCP. Mentorship has been identified as a priority



for HSCP, initially focusing on HSCP in representative roles on the National Clinical Programmes r related working groups, with a view to broadening it to other HSCP initiatives in due course. This project is aligned to implementation of HSCP Deliver.

Research shows the benefits of mentorship

<div data-bbox="770 777 1098 831" data-label="Section-Header"> <h3>Benefits for the mentee</h3> </div> <div data-bbox="770 831 1098 1115" data-label="List-Group"> <ul style="list-style-type: none"> <li>• Support</li> <li>• Development of knowledge, skills and abilities</li> <li>• Wider perspective on the organisation</li> <li>• Networking</li> <li>• Improved confidence in the role</li> <li>• Increased job satisfaction and productivity</li> <li>• On-going career development</li> </ul> </div>	<div data-bbox="1145 777 1473 831" data-label="Section-Header"> <h3>Benefits for the mentor</h3> </div> <div data-bbox="1145 831 1473 1131" data-label="List-Group"> <ul style="list-style-type: none"> <li>• Opportunity to demonstrate leadership</li> <li>• Expanded networks</li> <li>• Profile and visibility</li> <li>• Further develop leadership and mentorship skills</li> <li>• New learning and perspective on the organisation</li> <li>• Increased professional satisfaction and personal fulfilment</li> <li>• Opportunity for self-reflection</li> </ul> </div>
<div data-bbox="770 1137 1098 1191" data-label="Section-Header"> <h3>Benefits for the organisation</h3> </div> <div data-bbox="770 1191 1098 1328" data-label="List-Group"> <ul style="list-style-type: none"> <li>• Increased leadership capacity through the development of future leaders</li> <li>• Improved motivation and performance</li> <li>• Staff recruitment and retention</li> <li>• Enhanced knowledge and values transfer</li> </ul> </div>	



# Reflective Practice for HSCP eLearning modules

A great new resource – An eLearning module on Reflective Practice for HSCP is now accessible on [www.hsland.ie](http://www.hsland.ie). The module was co-designed by a sub group of the HSCP Professional Development Network – Fran Theron, Professional Development Coordinator; Jemma Kehoe, CPD officer; Charlotte Burke, CPD coordinator and the National HSCP Office. The eLearning module introduces Reflective Practice to HSCP providing interactive learning, reflection with real life examples from HSCP on how they use reflective practice daily, TedTalks; frameworks and how to write reflectively. For those already experienced in Reflective Practice- there are additional resources for you.



Many thanks to all involved for their time, contribution and great work which is much appreciated and to those involved from Mary Samuel, former HSCP Development Manager and Nuala Flynn, Development Officer. To access the module



- Login to [www.hsland.ie](http://www.hsland.ie)
- In the search toolbar, enter **Reflective Practice** and select **search**
- Select the Reflective Practice link from the results and **enrol/launch** on the Introduction to Reflective Practice link.



@ProgrammeSpark



linkedin.com/in/hse-spark

**Spark Update:** In June 2022, we were delighted to introduce the Community Innovation Fund, an initiative designed to promote innovation in community teams and services. Healthcare professionals from both community and acute services were invited to apply for support for novel initiatives that have the potential to improve the way care is delivered in our communities. We were blown away by the response, with applications relating to Care Of Older Persons, Scheduled Care, Disability, Mental Health, Chronic Disease and Integrated Care Pathways. This made for an extremely competitive selection process. Successful applicants in the first tranche of funding have been notified and we will be highlighting these projects in due course.

**Design + Innovation Bootcamps:**

September 2022 saw the launch of our 4 Day Design + Innovation Bootcamp with a focus on trauma management and orthopaedic surgery. We identified this field as a fertile ground for innovative thinking and entrepreneurial spirit. Organized in collaboration with RCSI and the Pillar Centre, Mater University Hospital, Day 1 and 2 of the Bootcamp was attended by a diverse group – from SHOs to ANPs, radiographers to business managers.



@Spark\_Programme

**Spark Seed:**

We’ve had a very successful year with Spark Seed with a record number of applicants from HSCP this year (over 40%)! In 2023 we plan to change Seed’s format slightly by keeping the application window continually open throughout the year but will still be offering the design thinking workshops and a chance to be shortlisted for funding and further supports.

**Spark Summit:**

June 15th 2023, put the date in your diary. Spark Summit is a unique health innovation conference for healthcare staff, industry and academics. The summit focuses on the exciting innovations that are transforming the ways that we provide care! If this year’s Summit is anything to go by, you won’t want to miss this event

For all of Spark’s latest news and updates follow us on our social media channels or get in touch at [spark@hse.ie](mailto:spark@hse.ie)

Attendees learned valuable Design Thinking methodologies while engaging in multidisciplinary challenges. Day 3 of the bootcamp took place on 26th October in Dogpatch Labs with the bootcamp coming to a close on 16th November in the Pillar Centre.

We are also running a 2 Day ‘Designing Health for an Ageing Population’ Design + Innovation Bootcamp in December where participants will learn how to apply Design Thinking principles to problem solving in your clinical area. The bootcamp will focus on the development of devices services and patient experiences in the field of caring for the older person.

**Spark Forum: AI+ML in Healthcare**

Artificial Intelligence has the potential to revolutionise the health industry.

At Spark, we believe cross-discipline innovation can not only impact healthcare service delivery but also improve patient outcomes. On Friday November 25th we invited interested healthcare workers to join start-ups, corporates, researchers and institutions for a day of education, inspiration and collaboration.

Minister of State Ossian Smyth opened the event with a keynote address from AI ambassador, Patricia Scanlon and speakers from academia, industry and the HSE making it a day of education, collaboration and inspiration.



@programmestark

**Newly Redesigned HSCP Hub**

To mark HSCP Day 2022, the HSE National HSCP Office launched their newly redesigned HSCP Hub on [www.hseland.ie](http://www.hseland.ie) under Hubs & Resources.

The HSCP Hub on [www.hseland.ie](http://www.hseland.ie) includes information and resources in the following sections: *HSCP Deliver, A Strategic Guidance Framework for*

*Health and Social Care Professions, Professional -Development, Supervision, Practice Education, Leadership, Digital Health, Clinical Leadership Representation.*

We also have a “What’s New” section where you can find the latest news and developments.



## Advanced Practice

The National HSCP Office is finalising the HSCP Advanced Practice Framework including a consultation process. The aim of this framework is to inform policy and strategy direction to progress advanced practice for HSCP, to provide a clear definition and competencies to ensure a common understanding of this level of practice and assist in planning to meet the education and development needs of HSCP who wish to practice at this level.

Further work will commence in 2023 to progress development of a HSCP advanced practice education and development framework.

The National HSCP Office would like to thank the National HSCP Advanced Practice Working Group and all those who have contributed to the work to date. Sincere appreciation to Research Matters who produced the excellent *Report of Literature Review and Policy Analysis of Advanced Practice in the Health and Social Care Professions*.

## Clinical Connections - CIPD

The NHSCPO are currently in negotiations with our CCO colleagues and eHealth Ireland in the design of a bespoke contact database to support communication to all our stakeholders. Please ensure we have the correct and most up to date contact details for you – email [june.rooney@hse.ie](mailto:june.rooney@hse.ie)

## Save the Date - HSCP Day 2023 - 19<sup>th</sup> April

### Welcome to new members of the National HSCP Office team:



**Fiona Melia**, HSCP Development Manager

Fiona graduated from Trinity College Dublin in 2004 with a BSc. in Physiotherapy. She worked as part of the Galway University Hospitals Physiotherapy Dept. for 15 years, developing a specialist interest in lymphoedema management, chronic pain, women's health, and practice education. In 2019, Fiona took up a position as Saolta University Hospital Group Clinical Research & Development Manager. Between 2019 & 2022, Fiona worked collaboratively with the University of Galway in the establishment of a cross-institutional Clinical Research Development Office tasked with providing governance and support to clinical researcher across both institutions. Fiona has recently completed the HSE Leadership Academy Masters in Healthcare Leadership. Fiona will take on the Workforce Development Portfolio for the HSCP Office. She can be contacted @ [fiona.melia@hse.ie](mailto:fiona.melia@hse.ie) or on 087 3388458.



**Ruth Kilcawley**, HSCP Development Manager

Ruth Kilcawley is a graduate of Trinity College and Dublin Institute of Technology. She has 20yrs clinical dietetic experience across the spectrum of healthcare including community, mental health and acute services. She has undertaken number of clinical advisory roles over this time including HSE national clinical programme membership, chair of Irish Nutrition & Dietetic Institute Cancer Nutrition Network of dietitians and Irish representative on the specialist oncology dietitian network of the European Federation of Dietitians. A graduate of the HSE leadership academy and a Fellow of the International Society of Quality in Healthcare, she comes to the National Health & Social Care Professions Office from her most recent role of Clinical Quality Manager of the Saolta Group Cellular Therapies Programme. Ruth will take the Clinical Advisory & EHealth portfolios for the HSCP Office.



## Welcome to new members of the National HSCP Office team:



**Paddy Golden**, Senior Executive Officer

Westmeath man exiled in Galway.

Started with HSE in 2018 and has been employed in Saolta & CHW prior to taking up current role in HSCP. Previously worked in US Multinational environment. Chartered Accountant by training.

Avid follower of all sports except cricket.



**Maura O'Brien**, Administration Support

Maura joined the HSCP Office in June 2022.

Previous to this role she has worked in the Med Tech Industry in varied roles in sales and project co coordination. Maura hopes that her previous experience will greatly equip her to excel in her new role in the NHSCPO.

Free time Interests include, crime podcasts, trial and error cooking and live music!

## Clinical Programmes / National Groups/ Spark Fellow / Project Leads



**Niamh Ruddle**, Project Officer Mentorship Programme

Joined the NHSCPO in Sept 22 as a project officer with the mentorship programme. She has worked across acute, social care and most recently primary care as a speech and language therapist, her areas of interest including stroke rehab, palliative care and professional supervision. She has previously worked with the NHSCPO in the area of professional supervision. She is passionate about developing appropriate supports for HSCP to enable them to reach their

full potential. She is a proud Limerick woman and Munster rugby supporter!



**Aine Kelly**, HSCP Critical Care Lead

Aine Kelly is a clinical specialist dietitian in Tallaght University Hospital. She graduated from Trinity college Dublin in 2009 with a first class honours degree and has gained a vast amount of clinical experience in the last 13 years working across 5 large teaching hospitals including TUH, SJH, SVUH, Manchester Royal Infirmary and Bradford Trust Teaching Hospital. Her area of special interest is critical care nutrition where she has been working for the past 9 years. Aine is passionate about rehabilitation and in 2021 graduated top of her class with a MSc in Exercise and sports nutrition. This gave her an in-depth understanding of the role nutrition

plays in stress, injury and recovery. In Sept 2022 Aine was seconded to the role of national HSCP lead for critical care. In this role she represents all HSCP working in critical care and has a primary focus on workforce planning,

## Clinical Programmes / National Groups/ Spark Fellow / Project Leads



**Dermot Burke**, National HSCP Innovation Fellow-Spark Innovation Programme

I am delighted to be the first HSCP National Fellow for Innovation and Change. I have worked as a Physiotherapist in both the public and private healthcare systems in Ireland and the UK since graduating in 2010. I've always been interested and involved in improvement and innovation projects with a particular focus on initiatives promoting a holistic approach to health and wellbeing through multi-sector collaboration and the utility of digital technology.

In 2020, I graduated from TCDs' Post Grad Diploma in Healthcare Innovation and since then have instigated, and led on a number of service and quality improvement projects at St. Michael's Hospital, Dun Laoghaire. I also work with a Health-tech start-up, Cushla Health, who aim to empower patients and improve outcomes by facilitating access to healthcare data.

HSCPs inherently have an inbuilt inquisitive, problem solving mentality and accounting for over a quarter of the HSE's clinical workforce, I firmly believe we are perfectly positioned to identify and enact innovation and change across all settings of our healthcare system. I am honoured to be able to represent and collaborate with you all as we continue to promote and support frontline innovation.

We have sadly had to say good bye to **Mary Samuel, HSCP Development Manager**, who left the Office in July 2022. Mary's contribution to Workforce Development portfolio had many highlights including the HSCP Conference in 2018, HSCP Best Practice & Innovation Awards, HSCP Leadership Webinars and Workshops, CPD to mention a few. Congratulations on her promotion to Portfolio Lead GM in the Office of the Assistant National Director - National HR Division, Corporate Business Partner.