



National Health and Social Care Professions Office Newsletter



Welcome to Issue 13 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 our Spring newsletter from the National HSCP Office.

The start of 2024 has seen the completion and publication of some important reports. I was delighted to participate in the launch of the HSE Review to Inform the Strategic Direction of Laboratory Medicine. This month has also seen the completion and presentation of the independent evaluation of the radiography advanced practice ultrasound reporting pilot to senior colleagues in the HSE and Department of Health. Both of these are the result of a lot of hard work and commitment from the many groups and stakeholders involved, sincere thanks and congratulations are due to all who gave so generously of their time and energy.

This year will see significant changes in the way our health services are arranged and governed with the implementation of the Health Regions. The National HSCP Office is continuing to advocate very strongly for HSCP leadership at all levels and in particular at regional executive level. As part of the reorganisation of the centre of the HSE, I am honoured to have been assigned Interim HSCP Advisor to the CEO.

Key priorities for the HSCP Office continue to focus on increasing supply of HSCP and recruitment and retention of HSCP, notwithstanding the current challenging circumstances. Significant programmes of work are underway in relation to practice placement education, strengthening collaboration with the HEIs, implementation of advanced practice, strengthening clinical advisory input and providing development opportunities and access to CPD.

Evidence from the strategic workforce planning work being led by the Department of Health is clear on the imperative of working towards a sustainable domestic supply of health workforce in the context of global health workforce shortages. For us as HSCP, the work on increasing practice placement capacity is critical to ensuring HSCP workforce supply and requires us all to work in close partnership. To that end, while we know that across the HSE all new posts not filled in 2023 are no longer sanctioned, we are pleased that 10 funded posts have been allocated in 2024 which will support this work. We will provide an update on same as plans develop.

As March draws to a close it is time to turn thoughts to HSCP Day, 17th April and the theme for 2024 - **Working in Partnership**. We are delighted to hear about the plans in train across the country and really looking forward to meeting as many of you as possible and celebrating HSCP Day together.

In the meantime wishing you and your families a very happy Easter.

Jackie Reed

Practice Placement Update

The need to increase HSCP student numbers to meet the needs of the HSCP workforce has never been greater. The National HSCP Office continues to engage with DoH, DCEDIY, and other external and internal stakeholders to implement a multipronged approach to remove barriers to and offer support to increase capacity for practice placements. This can only be achieved through targeted workstreams and liaison with all stakeholders. Key outputs in 2024 will be to:

- Finalise and implement **new governance agreements for practice placements for three HSCP professions and use this template to develop similar agreements for other professions**
- Begin to **gather data on practice placements/compensation measures and secondly develop specifications to inform the business case for a HSCP practice placement and compensation measures database** which allows for HEI and HSE to input practice placement offers and placements required.
- **Implement a multi-focused targeted communications campaign with the aim of increasing the number of practice placements/compensation measures offered by HSCP**
- Continue to support **implementation of the HSCP Quality Framework for Sustainable Practice Education** through education resources, events and communications.

Advanced Practice Goals

Continue to engage the HSCP Chief Officer and DoH regarding the required policy development and other supports to implement the HSCP Advanced Practice framework and realise the benefits of advanced practice in HSCP.

In 2024, the specific focus for the National HSCP Office is on two areas

- **To deliver a report and recommendations to inform the development of the Education and Credentialing Pathway for Advanced Practice in the HSCP.** The output of this work, the report, will describe the educational requirements for HSCP who aspire to engage in advanced practice and make recommendations with regard to a process to recognise prior learning and credentials for those who may be practicing at the level of advanced practice. In so doing, this contributes to building a suite of tools, guidelines, and resources to support the recognition, development and realisation of advanced practice in the HSCP.
- Continue to work closely with DoH, CORU, HSE and other stakeholders to **plan and prepare for implementation of HSCP advanced practice including development of business cases in the service estimates and preparation of guidelines and supporting documents for implementation in services.**

Clinical Advisory News



**18900
HSCPs**

**279
HSCP
Clinical
Advisors**



**10 funded
HSCP Clinical Advisors**

**Integration of Health & Social
Care Professionals into service design,
development & implementation at every level of
the organisation.**

**Ensuring diverse patient centred
clinical leadership which is reflective of the
clinical workforce and is at the centre of Health
service reform.**

Professional Development Update

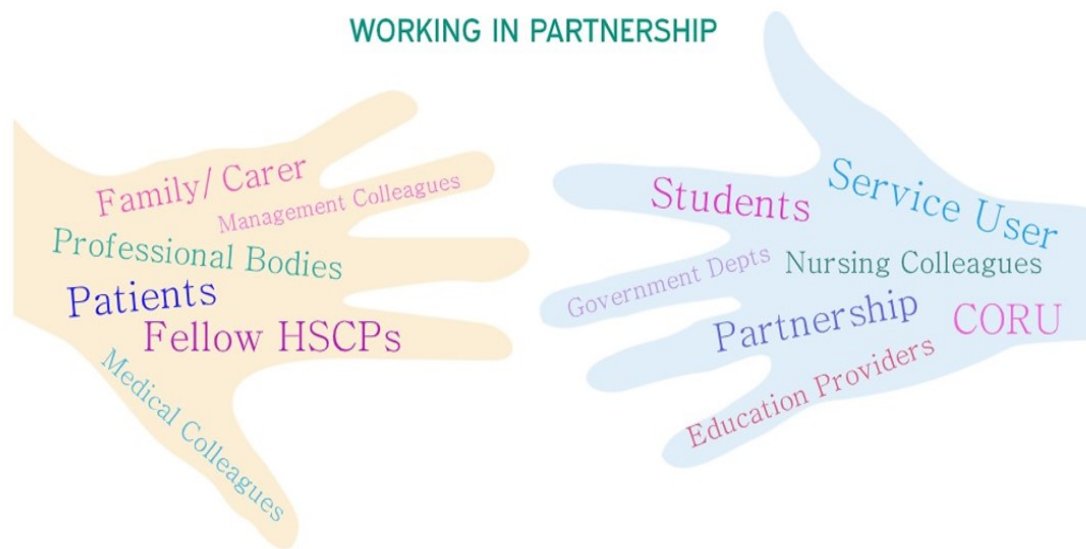
We are delighted to announce that the additional €1m in CPD funding received in last year's budget has continued into our budget for 2024. It is our intention to provide targeted CPD opportunities for HSCP in areas of greatest demand and which align with the HSE National Service Plan 2024. A survey is currently underway exploring HSE funded HSCP's perspectives on their current training needs. Please feel free to complete the survey @ <https://surveys.hse.ie/s/L4PHED/>. A programme of funded CPD opportunities will be advertised in the next couple of weeks. If you would like to be added to our email distribution list please contact us @ HSCP.NationalOffice@hse.ie

Each year the HSCP Office provides developmental funding to Professional Bodies to co-ordinate and run CPD opportunities for HSCP in HSE funded roles. These CPD opportunities are open to all HSE funded HSCP regardless of membership with the professional body. Please contact your relevant Professional Body for a listing of National HSCP Office funded training opportunities.

HSCP Day Wednesday 17th April 2024

The theme for this years' HSCP Day is Working in Partnership.

HSCP work in partnership on a daily basis and on HSCP Day we would like to highlight the value that working together brings to the delivery of high quality, integrated care.



Working in partnership is one of the key commitments in HSCP Deliver, A Strategic Guidance Framework for Health & Social Care Professions 2021-2026. This year we want you to highlight examples of collaboration and integration, reflect on who you need to work in partnership with. and foster and enhance the partnerships needed for integrated care.

Plans are afoot across the regions to celebrate HSCP Day and you can continue to share your plans and your events with us at HSCP.NationalOffice@hse.ie .