

Who are we?



Caoimhe Gleeson is the National Programme Manager for the National Office for Human Rights and Equality Policy in the HSE. She has overseen the drafting of the Healthcare Codes of Practice on the Assisted Decision Making (Capacity) Act 2015 on behalf of the Decision Support Service and the Minister for Health. She is a member of the National Disability Authority Technical Group who drafted the non-healthcare Codes of Practice on the 2015 Act on behalf of the Department of Justice. She was a ministerial appointee to the National Research Ethics Committee (NREC) established to expedite ethical approval for research during COVID-19 in 2020. She is also HSE National Specialist in Accessibility and has worked in the area of equality and human rights advocacy, service user partnership, policy and service development for a number of years in Ireland in relation to people with disabilities, the LGBTI Community and other diverse groups.

Before joining the H.S.E. she worked in Community Development with NUI, Galway in partnership with a wide variety of agencies and non-governmental organisations in the North West region of the Republic of Ireland and in Northern Ireland. She has worked and volunteered on programmes relating to gender equality, youth work, intercultural education, conflict transformation and mediation, development of civil society and citizenship rights in El Salvador, Ghana, United States, Mongolia, Croatia and Bosnia-Herzegovina.

She holds a Master's Degree in Community Development, a Professional Diploma in Equality and Human Rights, is an accredited mediator and qualified psychotherapist. She is currently studying for an LLB.



Marie Tighe is Project Manager in the HSE National Office for Human Rights and Equality Policy. Her areas of responsibility include the revision and oversight of the HSE National Consent Policy, the Do Not Attempt Resuscitation (DNAR) Policy, Advance Care Planning and Advance Healthcare Directives.

Marie held a number of senior management posts both at General Management, Director of Nursing and Programme Management Level in both general and children's Acute Teaching Hospitals. She has extensive experience of the health and social care system. While working in the Royal Victoria Eye and Ear Hospital Marie was a member of Council, Finance Committee, Quality and Risk Committee from 2002 to 2013, the Research and Ethics Committee from 2002 to 2015 and was a Director of the Research Foundation from 2012 to 2015.

Marie is an Registered General Nurse, Registered Children's Nurse, holds a Bachelor in Nursing Studies (Hons) , Master of Science in Nursing, Diploma in Industrial Relations and Personnel Management , Diploma in Legal and Ethical Studies (RSCI) , Diploma in Communications (RCSI) and holds a Lean Green Belt.

Marie has a strong interest in the voice of older person and ensuring the autonomy of a person is preserved for as long as possible.



Elaine McCaughley is Education and Training Coordinator in the National Office for Human Rights and Equality Policy. She is responsible for the development of e-learning and training programmes and resources to support the work of the office.

Elaine has extensive clinical experience as a speech and language therapist and holds an LLM in Healthcare Ethics and Law from University of Manchester where she volunteered at the Dementia Legal Advice Clinic.

Elaine has a strong interest in ethics education, advocacy and person-centred care, and works to keep the voices of people who use our services at the heart of what we do.



Jacqueline Grogan

Jacqueline Grogan is Project Manager in the National Office for Human Rights and Equality Policy. She is responsible for the Assisted Decision-Making (Capacity) Act 2015, Wardship, Public Sector Duty, Transgender and Intersex issues, and Universal Access.

Prior to joining the HSE in 2016, she worked in disability services both in Scotland and Ireland, including Sense Scotland, Momentum Scotland, the Rehab Group, Headway Ireland and the Disability Federation of Ireland, in the areas of service delivery, research, communications, governance and service development. She holds an honours degree in Psychology, a Master's degree in Social Research, a Certificate in Public Relations, and is a PRINCE II Practitioner. She is currently undertaking a Professional Diploma in Human Rights and Equality.

Jacqueline strongly advocates for the right for everyone to be supported to make decisions about their care and treatment choices and the need for services and organisations to listen to and learn from the experiences of people who use our services, their families and their advocates.



Orlaith Branagan is Office Manager with National Office for Human Rights and Equality Policy. Orlaith is responsible for the management of the website www.assisteddecisionmaking.ie, co-ordinating the programme of events delivered by the office as well as managing day to day operations.

Orlaith has worked in the HSE since 2000 including the National Office for Victims of Abuse (NOVA), Public Health Department East and in the National Office for the Quality Improvement Team.

Orlaith has a strong interest in Person Centredness and putting the person first.

She is also a qualified Yoga teacher.