

## PESTLE Analysis Template

Adapted from Sláintecare Implementation Strategy & Action Plan 2021 — 2023

PESTLE ANALYSIS		
Business Objective	Delivery of Sláintecare Implementation Strategy & Action Plan 2021 — 2023	
Date	2021	
Political	External Factors to Consider	Impacts for Health Care Setting
	<ul style="list-style-type: none"> <li>▶ Sláintecare is the government strategy to reform and reshape healthcare provision in Ireland moving from a model focused on the delivery of acute service to a model of universal health service delivering the right care in the right place at the right time</li> <li>▶ There a multiply government strategies and reforms which all require funding and development capacity to implement</li> <li>▶ Expansion of free GP service to whole of population is a government policy</li> <li>▶ An early election may be called resulting in a change of government</li> <li>▶ Public perception of a top heavy management structure in HSE resulting in wasted resources</li> <li>▶ Local political leadership actively opposing HSE programme to close service which cannot be safely operated</li> </ul>	<ul style="list-style-type: none"> <li>▶ Delivery of Sláintecare and all other strategies and reforms requires sustainable and predicable multi-annual investment and funding for the HSE</li> <li>▶ Increased access to medical cards and or GP cards requires an ongoing increase in funding</li> <li>▶ A change in government will result in a change in minister and policy priorities for the DOH leading to possible review of agreed priorities and possible funding</li> <li>▶ Political endorsement of unsafe costly services is a significant barrier to necessary changes in line with HSE programme and to ensure patient safety</li> <li>▶ Adverse publicity with respect managerial costs weakens trust in HSE management and decision making</li> </ul>
<b>Economic</b>	<ul style="list-style-type: none"> <li>▶ COVID 19 pandemic triggered significant disruption of supply chain globally</li> <li>▶ War in Ukraine is resulting in concerns over energy and grain supplies</li> <li>▶ Housing crisis is particularly acute in urban settings and influencing labour market</li> <li>▶ Inflation has increased significantly in Ireland and globally</li> <li>▶ Unemployment in Ireland is less than 4% which is considered full employment</li> </ul>	<ul style="list-style-type: none"> <li>▶ Supply chain disruption is challenges sourcing some equipment's well as cost increases which may negatively impact budget projections resulting in over runs</li> <li>▶ Issues in the housing market are negatively impacting on industrial relations and pay claims</li> <li>▶ There is a very small pool of Healthcare workers available and increased competition in sourcing overseas candidates</li> </ul> <p>Lack of available housing is reducing workforce mobility and recruitment responses particularly in urban setting where large healthcare worker numbers are required</p>
<b>Societal</b>	<ul style="list-style-type: none"> <li>▶ Significant new population of Ukrainian refugees have come and continue to come to live in Ireland</li> <li>▶ Emergence of new pattern of remote working</li> <li>▶ Aging population of Ireland will have increased healthcare needs</li> <li>▶ Increase in women returning to the workplace on a full and part-time basis</li> <li>▶ Ireland is a litigious society</li> </ul>	<ul style="list-style-type: none"> <li>▶ The healthcare and accommodation needs of this group is creating an additional pressure on provision of some services</li> <li>▶ Norms and standards for H&amp;S as well as indirect costing models need to be revised to accommodate the emergence of the remote working trends.</li> <li>▶ Continued expansion of services is required into the future to meet the healthcare needs of the changing demography in the Irish population</li> <li>▶ Reduction in number of people being cared for in their own home is increasing demand for service</li> </ul> <p>HSE is facing increasing insurance and legal costs arising out claims by Service User and employees</p>

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<b>Technological</b>	<ul style="list-style-type: none"> <li>▶ The rate speed and complexity of digital change continue at a pace</li> <li>▶ Moving to a paperless society</li> <li>▶ Increasingly cashless society</li> <li>▶ Emerging technologies which are best in class for treatment outcomes are expensive and may not be possible to provide as standard</li> </ul>	<ul style="list-style-type: none"> <li>▶ Significant investment is required to increase the capacity of the healthcare providers to take advantage of the savings and efficiencies available through the increased use of technology in healthcare provision</li> <li>▶ Education programmes are required to ensure the workforce is positioned to adopt changes quickly</li> <li>▶ Security of both digital data and transitions is of increasing importance</li> </ul> <p>Ethical frameworks and standards need to be agreed, societies with the general public and implemented are to support prioritisation of access to high cost medications and treatment</p>
<b>Legal</b>	<ul style="list-style-type: none"> <li>▶ Regulatory environment is complexity</li> <li>▶ Development of Advanced Nursing Practitioner role</li> </ul>	<ul style="list-style-type: none"> <li>▶ There is an increasing administrative burden related to provision of services which have compliance requirements with respect to multiply regulators</li> </ul> <p>Development of Advance Nurse practitioner roles creates opportunities to develop service models</p>
<b>Environmental</b>	<ul style="list-style-type: none"> <li>▶ Trend of increasing frequency and severity of adverse weather events</li> <li>▶ Increased public awareness of the need for use of green technology and energy efficient practices</li> </ul>	<ul style="list-style-type: none"> <li>▶ Increased risk of damage to buildings and estates</li> <li>▶ Increased insurance claims and costs</li> <li>▶ Opportunities to reduce energy usage and costs through the introduction of suitable and energy efficacy technologies, measure and practices</li> </ul>

<sup>i</sup> Source: <https://assets.gov.ie/134746/9b3b6ae9-2d64-4f87-8748-cda27d3193f3.pdf>