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31st July 2019

Invitation to contribute to the development of a National HSCP Strategic Framework

Dear Colleague,

Having the privilege to work with and get to know so many people across the breadth of the HSCP, including those who represent, educate, regulate and manage them is a thoroughly humbling, fascinating, challenging and rewarding role. The diversity, richness, passion, breadth and constant expansion of their fields and roles is a testament to the professionalism of each and every discipline. However, what struck me from the outset is the fact that despite, in fact possibly because of the huge diversity, there is more that unites the HSCP than divides them. Chief among those uniting elements is the absolute passion and drive to be able to deliver the best possible service, to work to the top of their potential and to be seen, be visible, be recognised and allowed to provide the best possible service for the client groups they serve.

I have seen and heard about so many fabulous examples of what HSCP can and are delivering as well as huge untapped potential.

We are living in a time with growing demand for healthcare, demographic pressures, recruitment and retention challenges, global health workforce challenges together with the challenges of affordability, sustainability and equity. For the first time in Ireland, we have a cross party agreed national strategy setting out how health care should be delivered called Sláintecare. We also have a range of policy documents, strategies and models of care.

Ireland faces many challenges in terms of delivering the type, quality and timely healthcare its population requires and deserves. It is stated policy in Sláintecare to shift left, focus on prevention, wellness and bringing care closer to home. HSCP are extremely well placed to make very significant contributions to achieving these goals, they are a key and essential ingredient in bringing care closer to home, they can provide solutions to speed patients access to the right care and their journey through the health system, they can free up colleagues to do the vital work only they can do.

One of the clinical leadership priorities in Service Plan 2019 is to 'support and strengthen capacity within health and social care professions (HSCPs) through strategic leadership,



engagement and development of a strategic framework to enable their full potential to deliver improved outcomes for service users.’ This development of a HSCP Strategic Framework is a key element in delivering on this priority and is led by the National HSCP Office, which reports to the Chief Clinical Officer.

Never has there been a better time, in my view, for HSCP to come together, think together, engage and debate together to create a cohesive and powerful statement of intent that sets out the why, what and how HSCP can make a transformative contribution to healthcare in Ireland.

It was clear from the launch event on 2nd July where the context, mandate, scope and process for development of a strategic framework for HSCP was discussed, that there is an appetite, energy, enthusiasm and hopefulness to take this journey. People said they were ‘hopeful’, ‘inspired’, ‘encouraged’, ‘optimistic’ ‘delighted to be here at the start of the journey for HSCPs – feeling hopeful, go, go, go’. We also received a strong message from service users that day and a request – “whatever you do, please do it together”.

It is for these reasons, that I believe we must create a framework that sets out –

- what unites HSCP;
- our shared values and purpose;
- what we can and are going to do to play our part in delivering the healthcare Ireland needs (as set out in Sláintecare) from national, local and personal perspectives;
- and the supports needed from key stakeholders such as senior management, trade unions, professional bodies, clinical leaders, to deliver the service you want and realise your full potential.

Taking this step right now can help policy makers, commissioners, leaders and managers better understand and support the transformative potential of HSCP and can lead to better outcomes and satisfaction for service users and HSCP. It can support and energise HSCP themselves to come together to think, work and collaborate in new and different ways.

Not doing this work right now will be a huge lost opportunity, a lost opportunity to really make a strong, robust statement about what HSCP can bring to the current and future challenges and realisation of Sláintecare. Not taking the opportunity now will leave a vacuum that will either be filled by other solutions or will do ourselves and the population we serve a disservice. Not creating this strategic framework will be a lost opportunity to energise and reinvigorate HSCP, to take the leadership role we want and to articulate the future we believe we can achieve and focus on achieving it.

Development of this strategic framework is a commitment in the Service Plan 2019. I am personally committed to delivering a framework that is meaningful and useful to HSCP, service users, management and senior health leadership. I am committed to creating it in a



transparent and open manner, with engagement at all stages with as many HSCP at all levels and across the country as possible, using a digital platform as well as face to face workshops. The digital platform means that anyone in any location can access and join in the conversation. I am committed to engaging service users in the process from the outset as well. I know that HSCP have been engaged in some work that has not delivered the hoped for results but I am committed to championing the framework, disseminating and discussing widely on completion, supporting HSCP to put it into action and working with key stakeholders to remove or address barriers to their achievement of its aspirations. I am fully committed to ensuring HSCP are fully a core part of clinical leadership and decision making alongside their nursing, midwifery and medical colleagues.

I invite you now to take part in this exciting conversation to chart a road to the future and create a strategic framework to support and drive HSCP delivery of the healthcare Ireland needs.

The whole is truly greater than the sum of its parts!

For more information on how you can get involved through signing up for one of the 6 workshops please see below.

Following consultation, people expressed a wish to have the opportunity to attend face to face workshops as well as the online workshop.

Purpose of the workshops and online platform

To co-create a shared understanding of our contributions as HSCP in taking up our roles fully and what supports are needed to realise the collective value of the HSCP community in the context of Sláintecare.

Participants will be a mix of HSCP and service users. To facilitate maximum opportunity for engagement we have organised 6 dates around the country;

3 rd September	Clayton Hotel Silver Springs, Tivoli, Cork
4 th September	Woodlands Hotel, Dunmore Road, Waterford
10 th September	Connacht Hotel, Old Dublin Road, Galway.
13 th September	Clayton Hotel, Clarion Road, Sligo
17 th September	Education and Research Centre, Our Lady's Hospice, Harold's Cross, Dublin.
18 th September	Tullamore Court Hotel, O Moore Street, Tullamore, Co Offaly



Events are being held in venues large enough to host 100 participants. You are invited to express your interest in attending one of the full day workshops by signing in on the HSCP hub on www.hseland.ie

The workshops are designed to be fair and representative of the total HSCP community and therefore, spaces will be allocated to achieve a mix in terms of proportionate numbers across disciplines, grades, relevant representative organisations, geographical and service area.

In keeping with proportional representation of all stakeholders, each HSCP workshop participant is requested to invite a service user to accompany them to the workshop.*

We would hope that all HSCP will have the opportunity to contribute to this process through the online platform even if it is not possible to attend one of the 6 workshops.

Registration for each event will be open from 8.30 to 9.30 and workshops will run from 09.45 to 15.30.

I look forward to the conversation and hope you will take the opportunity to join in.

With kind regards;

A handwritten signature in blue ink that reads "Jackie Reed".

Jackie Reed
National Lead
National HSCP Office

*This request will be waived where a HSCP participant's service does not have any direct service user/patient contact.