

NIMC Minutes 21 April 2023 11am – 1pm

Microsoft Teams VC Platform

Attendees:

Members: Mr John Saunders (Chair), Ms Aisling Culhane Ms Kerry Cuskelly, Mr Maurice Dillon, Dr Joseph Duffy, Ms Siobhán Hargis, Mr John Meehan, Ms Kelly Mofflin, Dr Brian Osborne, Mr Jim Ryan, Dr AnnMarie Waldron

Apologies: Mr Ian Power (Acting Chair Dr Amir Niazi, Ms Fiona Coyle, Prof Daniel Flynn, Prof Siobhan MacHale, Mr Michael Ryan.

In attendance: Mr Derek Chambers (HSE Implementation Group, HIG) Dr Philip Dodd (Department of Health [DoH] Mental Health Unit), Ms Niamh O'Malley (DoH Mental Health Unit), Mr Oisín Murphy (DoH Mental Health Unit), Ms Una Twomey (HSE – attended to present item 9)

1. Attendance and Apologies

- Chair noted apologies received and thanked Mr Power for chairing the previous meeting.

2. Minutes of previous NIMC Meeting 24 March 2023

- Minutes were approved (Dr Anne Marie Waldron proposed and Ms Cuskelly seconded) with no matters arising.

Action: Secretariat to publish Minutes on DoH Website.

3. Chair's Update

- Chair invited Mr Chambers to provide an update to the group on the plan for Stakeholder Engagement. Mr Chambers presented a high-level overview of this plan noting that this Engagement Plan related to the overall Sharing the Vision programme and involves a range of activities including in-person events at CHO level nationwide, conference speaking engagements, media articles, and engagement with stakeholder groups. The Committee welcomed the planned approach and were pleased that the plan extended beyond Mental Health services including possibly to staff associations. It was agreed that requests for pre-prepared StV presentations would be channelled through the NIMC Secretariat.
- Chair referenced correspondence circulated in the NIMC Meeting Pack with Ms Siobhan McArdle (Department of Health) and the clarification provided regarding the fact that recommendations in the StV policy document published by the DoH in 2020 cannot be changed.
- Chair briefed the Committee on his meeting with Dr Lorcan Martin, President, College of Psychiatrists of Ireland (CPI) noting that Dr Martin had formally invited the Chair to attend the Council of the CPI to discuss StV.
- Chair invited Dr Dodd to update the Committee on Reference Group (RG) engagement with HIG Workstream Leads. Dr Dodd advised the Committee that the Leads of the RG are due to attend the first HIG Workstream Leads Meeting after May as, due to a prior engagement, the RG Leads are unable to attend the May meeting.
- Dr Dodd advised he had contacted Ms Sarah Treleaven (DoH) requesting a presentation for the Committee on the HSE Regional Health Area (RHA) restructuring and that it is hoped that it may be possible to deliver this presentation at the next meeting of the Committee.
- Chair advised the Committee that he was expecting an invitation to appear before Oireachtas Sub-Committee on Mental Health to update them on StV progress. Ms Hargis advised that DoH Parliamentary Affairs were liaising with the Clerk of the Oireachtas Sub-Committee on Mental Health for the actual date of the appearance. Chair advised the Committee that he would attend with Dr Dodd and HSE representatives and that he would update the Committee subsequently.

- Chair advised the Committee he had been invited to attend a Youth Mental Health Roundtable Event at the DoH with Minister Butler, as part of a series of Ministerial meetings. Chair noted that a number of other Committee members have been invited to these meetings. Chair agreed to report back to the Committee at a future meeting.
- **Action: NIMC Secretariat to schedule a presentation on HSE RHA restructuring.**
- **Action: Chair to update Group on appearance before Oireachtas Sub-Committee on Mental Health.**

4. Reference Group engagement process with Specialist Groups &

5. Reference Group – expanded membership

- Chair proposed that Dr Dodd address Agenda items 4 and 5 together.
- In relation to Item 4, Dr Dodd presented a proposed process for engagement between the Reference Group (RG) and the other Specialist Groups (SGs) and noted the alignment of this process to the Terms of Reference (TOR) of the RG. The Committee welcomed and accepted this proposal.
- In relation to Item 5, Dr Dodd presented a proposal for an addendum to the TOR of the RG which outlined the basis of expansion of membership from a group of 12 to a group of 14. The Committee welcomed and approved the proposal.
- **Action: Notify the RG and Chairs of the SGs of the approved process for engagement between the RG and SGs.**
- **Action: Notify the RG of the approved Addendum to the TOR of their group, allowing recruitment and expansion of the RG as per request.**

6. Proposal for Recommendation closures: Recommendations 70, 94 and 95.

- Chair advised Committee that the proposed closure of Recommendation 70 was withdrawn pending further discussion with the Workstream Lead. Chair thanked Ms Cuskelly for her feedback in relation to this item.
- Mr Chambers presented the proposal for closure of Recommendations 94 and 95 per the agreed closure process circulated.
- The Committee discussed the proposed closures at some length highlighting the need to identify a mechanism for monitoring the continued implementation of recommendations post-closure, and for such monitoring updates to be reported to the Committee, perhaps, on an annual basis.
- The challenge of monitoring recommendations which might extend beyond the HSE to other organisations such as NGOs or Section 39 organisations was also noted.
- Chair requested further clarity on the HSE Community Healthcare Operations Improvement & Change (CHOIC) team in relation to the implementation of the programme and its potential role in monitoring policy implementation. Mr Chambers confirmed he would provide an update in relation to the structure and role of the CHOIC team.
- Chair proposed sign-off of the closure of Recommendations 94 and 95 subject to feedback and this was accepted by the Committee.
- **Action: Revisit Closure of Recommendation 70 with Workstream Lead and present at next NIMC meeting.**
- **Action: Recommendations 94 & 95 approved for closure pending any further written feedback from members.**
- **Action: Mr Chambers to present on HSE CHOIC Team structure and role at future meeting.**

7. Report on Recommendations *paused/not yet started/major delivery issue*.

- Mr Chambers delivered a presentation to the Committee on the Recommendations with a status of *paused, not yet started or with a major delivery issue*.
- The Committee welcomed the presentation and noted that some recommendations with a *not yet started* status were contingent on the establishment of the Mental Health Service

Workstream and others are contingent on the set-up of the Regional Health Areas. The Committee was pleased that the Mental Health Services Workstream is now established noting that this will enable related recommendations to progress. The Committee also acknowledged related progress generated by way of activities taking place outside the workstreams such as in the clinical programmes.

- Chair identified the need to identify the good work in progress.
- **Action: N/A**

8. Workforce Report Q4 2022

- Dr Dodd presented the enhanced first Quarterly NIMC Mental Health Human Resource, Recruitment and Workforce Planning Report for Q4 2022 developed in conjunction with HSE HR and following Committee feedback
- The Committee welcomed this report acknowledging the significance of viewing recruitment and retention data and leaver data by CHO, work category and grade profile. The Committee also noted the relevance of the staff census data in terms of revealing the impact of recruitment balanced with retirement/replacement posts. The importance of Exit Interview data was also acknowledged. Chair thanked Dr Dodd and sought acceptance of the report requesting that this work would feature in the next report of the Committee report. The Committee accepted the report.
- **Action: Produce Quarterly NIMC Mental Health Human Resource, Recruitment and Workforce Planning Report**
- **Action: Reference Quarterly NIMC Mental Health Human Resource, Recruitment and Workforce Planning Report in next Quarterly report analysis document**

9. Mental Health Recovery and Engagement Workstream Update.

- Ms Twomey presented an update on the work of the Mental Health (MH) Engagement and Recovery Workstream to the Committee on behalf of Mr Ryan.
- The Committee thanked Ms Twomey for her presentation acknowledging the progress of the Mental Health Engagement & Recovery Workstream. The potential for the Reference Group to interact with the MH Engagement & Recovery Service User Group was identified as an engagement opportunity. Chair requested that this work be featured in the next Quarterly report analysis document.
- **Action: Joint Secretariats to develop closer links between HSE MH Engagement and Recovery Service User Group engaging with Reference Group.**
- **Action: Include update on MH Engagement and Recovery in next Quarterly report analysis document.**

10. AOB

- Next meeting of Committee will take place on May 19th, 2023, at 11am in DoH.
- Chair advised that consideration is now being given to structure of next NIMC and ways in which continuity might be achieved.
- Chair advised the Committee that consideration is being given to the production of a 3-year end-of-term report.
- Chair thanked attendees and closed the meeting.

Actions Arising from the Meeting

No.	Action	Responsibility	Timeframe
1	Publish Minutes on DoH Website.	Secretariat	19/5/2023
2	Schedule presentation on HSE RHA re-structuring	Secretariat	19/5/2023
3	Provide update on Oireachtas Sub-Committee on Mental Health	Chair/Dr Dodd	19/5/2023
4	Notify the RG and Chairs of the SGs of Engagement Process between RG and SGs.	Secretariat	19/5/2023
5	Notify RG of approved addendum to TOR of RG	Secretariat	19/5/2023
6	Revisit closure of Recommendation 70 with workstream lead and present update at next meeting	HIG Secretariat	19/5/2023
7	Present on HSE CHOIC team structure and role to NIMC.	HIG Secretariat	19/5/2023
8	Produce Quarterly NIMC Mental Health Human Resource (MH HR), Recruitment and Workforce Planning Report	HSE HR/Secretariat	Quarterly
9	Include update on NIMC MH HR Recruitment and Workforce Reporting in next Quarterly Report analysis document.	Secretariat	16/6/2023
10	Develop closer links between HSE MH Engagement and Recovery Service User Group engaging with Reference Group.	HIG/NIMC Secretariats/Mr Michael Ryan	16/6/2023
11	Include update on MH Engagement and Recovery in next Quarterly Report analysis document.	Secretariat	16/6/2023