

NIMC Steering Committee Minutes

Friday 21st July 2023 11am – 1pm

Microsoft Teams VC Platform

Attendees:

Members: Mr John Saunders (Chair), Mr Paul Braham (for Mr Jim Ryan), Dr AnneMarie Waldron, Prof Siobhan MacHale, Ms Aisling Culhane, Dr Brian Osborne, Mr Maurice Dillon, Dr Joseph Duffy, Mr John Meehan, Ms Fiona Coyle, Ms Siobhan Hargis, Mr Ian Power, and Ms Kerry Cuskelly.

Apologies: Ms Kelly Mofflin, Dr Amir Niazi and Prof Daniel Flynn.

In attendance: Mr Poul Walsh Olesen (HSE Implementation Group [HIG]), Dr Philip Dodd (Department of Health [DoH] Mental Health Unit), Mr Oisín Murphy (DoH Mental Health Unit), Dr Elizabeth Gethins (psychiatry lead in Sligo, CHO1, attended for item 6), Ms Annabel Meehan (nursing lead, CHO 6, attended for item 6), Ms Margaret Sorohan (HSE Mental Health Community Operations HR Lead, attended for item 7).

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1) Attendance and Apologies

- Chair noted that Mr Paul Braham was standing in today for Mr Jim Ryan, and Mr Poul Walsh Olesen was standing in for Mr Derek Chambers.
- This meeting was taking place instead of the scheduled June meeting which had to be postponed due to lack of availability of members (originally there was no planned meeting of the NIMC in July).

2) Minutes of May 2023 meeting.

- Minutes of May 2023 meeting were approved (Mr Ian Power proposed and Mr John Meehan seconded) with no matters arising.
- **Action: Secretariat to publish Minutes on DoH website.**

3) Chair's update and matters arising:

a) Retirement of Mr Jim Ryan in October 2023

- Chair acknowledged Mr Jim Ryan's (HSE Mental Health Head of Operations, Quality and Service Improvement) great contribution to the work of the group, gave thanks to him on behalf of the NIMC and wished him well with his retirement. Mr Ryan's replacement on the NIMC will be appointed in due course.

b) Timelines for programme implementation (deferred from May meeting).

- Mr Walsh Olesen and Dr Dodd presented a paper looking at the timelines for the implementation of *Sharing the Vision* (StV) recommendations and problems associated with the current time commitments, as detailed in the StV policy, and the StV Implementation Plan 2022-2024.

- A number of contributory factors to the current difficulties with adhering to the current timelines for implementing the policy were outlined including the impact of COVID-19 on establishing detailed implementation structures, the impact of the widespread HSE and DoH cyberattack, the complexity of implementing a complex broad policy across multiple government Departments and key care areas in the HSE, requiring a robust change management approach with authentic stakeholder engagement.
- It was noted that the NIMC Steering Committee and HIG have implemented robust policy implementation structures, with strong monitoring and reporting processes now in place. There is a programmatic approach to policy implementation and tracking delivery issues via quarterly reports which are published online, with a strong emphasis on stakeholder engagement.
- In addition, it was acknowledged that some recommendations are more complex than was initially considered when developing implementation timelines.
- Therefore, an alternative policy implementation timeline was proposed in which short-term recommendations (42 in number) would be delivered in the lifetime of the current StV Implementation Plan (2022-2024, with continued progress on medium and long term recommendations), medium-term recommendations (53 in number) would be delivered in the lifetime of the second planned StV Implementation Plan (2022-2027, again with continued progress on long term recommendations); and the policy in its entirety would be delivered (including the 5 long term recommendations) in the lifetime of the third and final StV Implementation plan (2022-2030).
- Dr Dodd noted that a response to impacts outlined above is needed at this point to address potential timeline issues arising in Q4 2023. To the extent that this affects timelines contained in published policy, the NIMC was requested to agree on a proposal that will be presented to the Department for a decision.
- The NIMC discussed a number of factors which contribute to affecting the timely implementation of recommendations, including resourcing. It was noted that the NIMC should continue its function in communicating issues and problems to Government in its role in policy implementation and oversight. It was further noted that the decision taken will have to be communicated transparently and robustly as part of the quarterly Implementation Status Analysis Report, including rationale for same.
- The proposed approach was approved by the NIMC.
- **Action: NIMC recommendation on timelines to be communicated to the Department for decision.**

c) Reference Group (RG) enhanced engagement update.

- Dr Dodd noted that the subgroup who initially contributed to developing the proposal for establishing the Reference Group (Mr Michael Ryan, Ms Fiona Coyle and Dr Joseph Duffy) met with RG representatives to plan enhanced engagement between NIMC Structures and the RG. RG representatives have since met with HIG and NIMC Secretariats to agree details.
- Items agreed included:
 - HIG or NIMC Secretariat representatives to regularly attend meetings of the RG.
 - Workstream leads to present to RG at a number of specific meetings to provide detail on implementation progress of relevant recommendations, and to facilitate relevant questions and answers.
 - It was highlighted that this enhanced level of engagement will require a continuous quality improvement process with constant review.

- Dr Dodd noted that the aim of the exercise is to improve engagement processes and provide the RG with as much factual information as possible, in order to maximise the role and function of the RG.
- NIMC members were invited to attend information sessions if they wish, with the first one to be held in early September 2023.

d) Invitation to Mr Bernard Gloster re: HSE Restructuring.

- Mr Walsh Olesen noted that Mr Gloster (Chief Executive Officer, HSE) attended the StV Stakeholder Event in March and has expressed his enthusiastic support for the work of the NIMC.
- It was noted that once Regional Health Authority (RHA) structures have been clarified fully, it will be possible to give a substantive update on same to the NIMC.
- Ms Fiona Coyle suggested that Mr Gloster should be invited to speak with the NIMC in advance of the finalisation of any new structure, so that Mental Health can be adequately considered as part of the restructuring process.
- It was agreed that an invitation should remain open to Mr Gloster to present to the NIMC when such a time is possible, with September suggested as an appropriate potential date.
- **Action: Mr Gloster to be invited to meet with the NIMC in September/future meeting regarding HSE restructuring.**

e) Youth Mental Health Transitions (YMHT) Update.

- Mr Paul Braham noted that the completed Enhanced Transitions Plan is a key output of the YMHT Specialist Group. The Implementation Plan will be driven by the new HSE Youth Mental Health Office, with monitoring from the Children and Young Persons StV Subgroup. Key personnel have been recruited and are now in place.
- Mr Ian Power suggested that recommendations and resourcing needs could be shared by the YMHT with heads of service to better ascertain what is needed for implementation.
- **Action: HIG Secretariat to direct YMHT Specialist Group to engage with HSE heads of service to inform and drive implementation.**

f) Update on meeting between NIMC Chair and Council of College of Psychiatrists, 8th June 2023.

- Chair provided an update on a positive meeting in which faculty representatives expressed clear thoughts on their areas of expertise. The Council have agreed to make a written submission to summarise inputs from each faculty. The NIMC Secretariat will share the submission with the NIMC once received, so that the NIMC can respond to same.
- **Action: NIMC Secretariat to share submission from Council of College of Psychiatrists with NIMC members once received.**

4) Recommendation 66 Update.

- Dr Dodd presented on this item, noting that Recommendation 66 was last discussed by the NIMC in December 2022, in which a discussion document regarding a proposed approach to implementation for this recommendation was agreed by the NIMC.
- It was outlined that the proposed implementation plan for this wide-ranging, whole-of-system recommendation, focuses on four areas: income, housing, employment and education opportunities.

- It was noted that the Department of Health has been engaging with other Government Departments to support relevant advancements in these key areas with the aim of linking recommendation 66 to other existing Strategies, policies and processes.
- Under the proposed approach, other Departments will be asked to complete a template with data entry components to be included in this report, including existing outputs and/or seeking new outputs where these are not present.
- It was proposed that an annual report on the implementation of this recommendation, to be inputted into by external stakeholders and compiled by Department of Health officials, be presented to the NIMC and included in the StV Q1 2024 Implementation Status report.
- The NIMC welcomed the process map and document presented. It was noted that all Departments should be encouraged to take full ownership of mental health in their day-to-day work and to cooperate with the NIMC and the Mental Health Unit (MHU) in embedding mental health in policy implementation structures. It was noted that the scope of the document could be broadened to include other Government Departments in future.
- **Action: NIMC Secretariat to coordinate an annual report on the implementation of Recommendation 66 to be presented to the NIMC and included in StV Q1 2024 Implementation Status reports.**

5) NIMC 2 / NIMC End-of-Term Report.

- Ms Siobhan Hargis, Principal Officer (Mental Health Unit, DoH) updated the NIMC on work that has been ongoing in the Department of Health in developing a proposal for new membership of the NIMC, as the NIMC completes its first term in December 2023. Proposals are with Minister Butler, and the NIMC will be informed of the next steps when this detail is finalised.
- Based on feedback from members of the NIMC, and aligned with recommendation 99 of StV, the Department is exploring the possibility of developing an independent process review of the work of the NIMC and its associated policy implementation groups including the HIG, the RG, the Department of Health, etc. The NIMC will be informed of the next steps with this proposed project in due course.
- **Action: DoH (Ms Hargis) to update NIMC on next steps regarding membership of NIMC, and the independent process review of the NIMC and its associated policy implementation groups.**

6) Presentation on Crisis Resolution Services Model of Care (MOC).

- A presentation on the national HSE Crisis Resolution Services Model of Care was given by Mr John Meehan, Dr Liz Gethins, psychiatry lead in Sligo, CHO1, and Ms Annabel Meehan, nursing lead, CHO 6.
- This presentation followed the launch of the Crisis Resolution Services MOC by Minister Butler in Sligo on 26th May 2023.
- The presentation gave a broad outline of the Model of Care itself, and went into detail on local implementation, including strengths, challenges and future plans for same.
- The NIMC discussed the pilot approach and timescales for wider roll-out of the MOC, as well as referral pathways and data on whether referrals consist more prominently of new or existing service users. It was agreed that high-level information on referrals would be collated and provided to NIMC members via the NIMC Secretariat.
- The NIMC thanked presenters and commended the presentation.
- **Action: NIMC Secretariat to circulate additional information on Crisis Resolution Service referrals to NIMC members once received.**

7) Mental Health Human Resource, Recruitment and Workforce Planning Report, Q1 2023.

- Dr Dodd and Ms Margaret Sorohan, Mental Health Community Operations HR Lead presented on this item.
- It was noted that this presentation arose from a commitment to develop quarterly recruitment reports for the NIMC, across HSE and the Department of Health, detailing workforce planning and recruitment.
- It was noted that this is the second quarterly report to date and is intended to be an iterative process inviting feedback and observations from the NIMC to improve the reporting on an on-going basis.
- The NIMC thanked the presenters for the report, noting that it is essential to contribute to evidence-based conversations on recruitment, retention and workforce planning, including trends and emerging developments in relation to same. The NIMC noted continued progress in the area of new post recruitment across the CHOs, but also noted that over 350 newly funded posts in MH remain to be recruited.
- Ms Siobhan Hargis suggested that leaver information CHO by CHO would be a welcome addition, along with any increased detail on leavers' reasons for doing same.
- It was noted that comparative data, year-on-year and quarter-on-quarter, including trends observed and individual CHO performance in new post recruitment, would add significant value to the reporting process going forward.
- NIMC members were requested to provide any additional written feedback and/or observations to the NIMC Secretariat by email by 28th July 2023.
- **Action: NIMC Secretariat to compile any additional written feedback and observations on HR, Recruitment and Workforce Planning report from NIMC members, which will be considered in the development of the next report**

8) AOB.

- Next meeting will take place on 18th August 2023 at 11am, on MS Teams VC Platform.
- Chair thanked attendees and closed the meeting.

Actions arising from the meeting.

No.	Action	Responsibility	Timeframe
1.	Publish approved minutes of previous meeting on DoH website.	NIMC Secretariat	August 2023
2.	Bring NIMC recommendation on timelines to the Department for decision.	The Chair	15 th September 2023
3.	Invite Mr Bernard Gloster to meet with the NIMC regarding HSE restructuring.	NIMC Secretariat	15 th September 2023
4.	Direct YMHT Specialist Group to engage with heads of service to inform and drive implementation	HIG Secretariat	15 th September 2023
5.	Share submission from Council of College of Psychiatrists with NIMC members once received.	NIMC Secretariat	15 th September 2023

6.	Coordinate an annual report on the implementation of Recommendation 66 with recommendation lead (DoH) to be presented to the NIMC and included in StV Q1 Implementation Status reports.	NIMC Secretariat	April 2024/on-going
7.	Update NIMC on next steps regarding membership of NIMC, the independent process review of the NIMC and its associated policy implementation groups.	DoH– Ms Hargis	15 th September 2023
8.	Circulate additional information on CRS referrals to NIMC members once received.	NIMC Secretariat	11 th August 2023
9.	Collect any additional written feedback and observations on HR, Recruitment and Workforce Planning report from NIMC members	NIMC Secretariat	28 th July 2023