

NIMC Steering Committee Minutes

Friday 20th October 11am – 1pm

Microsoft Teams VC Platform

Attendees:

Members: Mr John Saunders (Chair), Ms Fiona Coyle, Ms Kerry Cuskelly, Dr Joseph Duffy, Prof Daniel Flynn, Dr Siobhan Hargis, Dr Amir Niazi, Mr Ian Power, Prof Siobhan MacHale, Mr John Meehan, Dr Brian Osborne, Ms Aisling Culhane, Mr Michael Ryan, Mr Maurice Dillon, Dr Anne Marie Waldron.

Apologies:

Prof Siobhan MacHale, Ms Kelly Mofflin.

In attendance:

Dr Philip Dodd (Department of Health, Mental Health Unit), Mr Derek Chambers (HSE Implementation Group), Ms Joanne McCormack (Department of Health, Mental Health Unit), Mr Oisín Murphy (Department of Health, Mental Health Unit), Ms Elizabeth Richards (Department of Health, Mental Health Unit), Mr Mark Smyth (HSE - attending to present item 7).

1. Attendance & apologies

- The Chair noted apologies received from Professor Siobhan MacHale and Ms Kelly Mofflin.

2. Minutes of September 2023 meeting

- The minutes of the September 2023 meeting were approved – Dr Duffy proposed, and Prof Flynn seconded – with no matters arising.
- **Action: NIMC Secretariat to publish September minutes on Department of Health (DoH) website.**

3. Chair's update and matters arising

a) Welcoming Ms Dervila Eyres

The Chair introduced Ms Eyres as the new HSE Head of Operations for Mental Health and welcomed her to the NIMC.

b) NIMC end-of-term review and plans for NIMC's second term.

- **End-of-term Review:** The Chair provided an update on the end-of-term review of the NIMC being conducted by Prospectus. All NIMC members were encouraged to schedule their interviews with Prospectus at an early stage to facilitate the review timeline. Ms Coyle queried the timelines for the report's publication and its interaction with preparations for the second term of NIMC. Dr Dodd explained that the review is focused on reviewing and potentially improving NIMC processes as opposed to altering NIMC structures. The timelines for the development of the second NIMC Steering Committee are independent of the timelines for the completion of this process review, but the

process review will potentially inform the manner by which the new Committee may plan and deliver its agenda.

- **Update on NIMC's second term:** Dr Dodd informed the meeting that expressions of interest from members to remain on the NIMC will be considered by the Minister Butler, who is currently reviewing the potential membership of the new Committee. Further, a public request for expressions of interest for the position of Chair will be published on the Department website in the coming weeks.

c) Recruitment update

- Dr Dodd provided an update on the complete Q2 2023 HSE Mental Health Human Resource, Recruitment and Workforce Planning Report noting that both he and Ms Sorohan had presented a partial version of the report at the September meeting. The Q2 report now contains some of the additional information requested by members at the September meeting. It was noted that feedback on the report could always be submitted in writing to the NIMC Secretariat. There was a brief discussion on the *Leaver* data, and it was agreed that clarification should be sought on how those figures are collated.
- Ms Culhane highlighted a recent circular issued from Department of Expenditure and Reform (DPER) regarding how pensions are abated which could impact on staff provision in the mental health sector. Dr Hargis pointed out that this has already been notified to the Department and is being followed up with colleagues in DPER Pensions Unit.
- The Chair suggested that relevant feedback on the Q2 report could be submitted to the Secretariat for information by the end of next week.
- **Action: NIMC Secretariat to seek clarification from HSE Human Resources on the collation of *Leaver* data, which will be included in the relevant Q3 report.**
- **Action: NIMC members to submit feedback or observations on Q2 report to NIMC Secretariat by 27th October 2023**

d) Update on Reference Group engagement

- The Chair updated the group that there was a very positive further information session undertaken with the Reference Group (RG) on October 16th and thanked relevant NIMC members for giving of their time, particularly to Dr Osborne and Mr Ryan who updated the RG on the Primary Care and Engagement and Recovery workstreams respectively. Slides from the engagement to be shared with NIMC members for information.
- Dr Dodd noted that there is likely to be a number of further such meetings with the RG to be scheduled in the coming months. A meeting with the RG and the joint NIMC/HIG Secretariats is planned for 9th November 2023.
- **Action: NIMC Secretariat to share slides from Reference Group engagement with NIMC members for information.**

e) Update on Chair's meeting with Minister Butler to discuss Q2 2023 Implementation Status Report

- The Chair updated the Committee about the meeting that took place on 18th October with the Minister for Mental Health and Older People on the Q2 2023 Implementation Status Report. He noted that the Minister agreed that both recruitment and service improvement were key items to driving implementation.
- The Chair also raised Budget 2024 at the meeting noting the Minister reiterated her commitment to implementing *Sharing the Vision* (StV). The Chair highlighted the problems experienced in implementation of recommendations due to lack of budget and funding and emphasised the need for meaningful investment with the Minister.

- The positive work on outcomes measurement associated with Recommendation 77 was also discussed, in addition to the timelines for implementation of StV.

f) Update on HSE Sexual Safety Policy

- Mr Chambers updated the meeting that a Working Group tasked with developing the HSE Sexual Safety Policy has met, chaired by Dr JP Nolan. Dr Niazi is a member of this Working Group. It was agreed that as information on this subject was requested by the RG, an update would be prepared for their information.
- **Action: HIG Secretariat to provide an update for the RG on the development of the HSE Sexual Safety Policy.**

g) Brief discussion on Budget 2024

- Dr Hargis gave an update on Budget 2024, indicating that mental health was identified as a priority area for funding by both the Minister of Health and the Minister of State for Mental Health and Older People. As a result of that focus, additional development funding was secured.
- Dr Hargis indicated that full detail of the Budget 2024 provisions for mental health will be published in due course but provided some high-level detail of service areas for additional funding. Mr Power noted that the update was very useful particularly in relation to the detail provided regarding resources for clinical programmes. Ms Eyres and Mr Ryan informed the meeting that they were currently working through the impacts of the budget on HSE mental health services, but it remains too early in the process to update the group.
- Ms Coyle noted that recent Workplace Relations Commission discussions involving Section 39 health agency workers have now concluded and this may have an implication on the 2024 allocation. The Chair agreed that this is an issue that may have a funding impact.

4. Embedding Women’s Mental Health in StV: Implementation and monitoring

- Mr Chambers and Dr Dodd presented a paper looking in some detail as to how the recommendations of the “Embedding Women’s Mental Health in *Sharing the Vision*” report will be implemented and monitored. The Report was published in March 2023, and developed by the Women’s Mental Health Specialist Group, chaired by Prof Siobhan MacHale. Agreement of this position paper’s proposed approach will enable key discussions regarding the proposal to disband the Specialist Group and move to closure of Recommendation 3.
- The Chair sought approval of the position paper which was agreed.

5. Recommendation 94 Closure Document

- Mr Chambers provided an update based on a Recommendation Closure document previously circulated on the implementation of Recommendation 94 which states: “In order to bring about change, a strategic approach is required involving the necessary skills in change management. This approach has been developed in the former HSE Mental Health Division Strategic Portfolio and Programme Management Office and should be mainstreamed and embedded in the wider HSE.”
- Mr Chambers detailed how since 2020 the Strategic Portfolio and Programme Management Office (SPPMO) has transitioned to Community Healthcare Operations Improvement Change (CHOIC) and is now a mainstreamed part of HSE community operations.
- Mr Chambers outlined that the current StV implementation structures within the HSE and the creation of the thematic approach to StV including the workstreams approach

which is currently employed by the implementation team are now fully embedded in the CHOIC of the HSE.

- Ms Coyle queried whether the implementation of Rec 94 needed to be reviewed in the context of the upcoming restructuring of the HSE. Mr Chambers advised that the CHOIC will likely to be regionalised, supporting a greater level of regional policy implementation. Mr Meehan advised that discussions around governance are ongoing as part of the restructuring process.
- The Chair requested the groups agreement to close Rec 94 which was approved.
- **Action: The NIMC will recommend to the Department of Health that Recommendation 94 should be deemed implemented and closed.**
- **Action: NIMC secretariat to advise Reference Group of the closure of Recommendation 94.**

6. Submission to the NIMC from ALONE

- Dr Dodd provided a short presentation to the group. There are 3 recs in StV specifically relating to older persons: 12, 42 and 43. A brief update was provided in relation to the implementation status of these recommendations.
- ALONE wrote to the NIMC calling for a specialist group to give focus to older people's mental health.
- It was suggested and agreed that given current timeframes, the decision to establish a Specialist Group for Mental Health of Older People under the current NIMC be remitted to the new NIMC commencing in January 2024.
- Mr Dillon noted the alignment of the previous national Positive Ageing Strategy with StV, and queried whether the Commission of Care will have a sufficiently broad focus to ensure relevant similar mental health policy alignment. Dr Dodd noted that Mental Health Unit of the Department links closely with the Unit in the Department responsible for delivering the Commission on Care, and this engagement will continue.
- Ms Cuskelly emphasised the importance of ensuring that the Commission of Care is centred around the *whole person* and involves a rights-based approach.
- **Action: NIMC Chair to respond to ALONE with an update on the consideration of their submission.**

7. Youth Mental Health (Transitions) Specialist Group Update

- Mr Mark Smyth, Chair of the Youth Mental Health (Transitions) Specialist Group, provided a presentation to the Committee of the process undertaken to develop the first draft of the proposed Reconfiguration Plan for youth mental health under StV associated with recommendation 36.
- Prof Flynn welcomed the report and queried both resourcing plans and how decisions would be reached on which service would be best placed to meet the needs of the young person. Mr Smyth advised that access to and navigation between services has been considered at length by the Specialist Group and will be addressed in detail in the final plan. A key principle contained within the plan is that moving between services would be treated as a transfer of care and not as a new referral.
- Dr Duffy requested that the overall report take account of the full Irish context emphasising approach of early intervention and prevention in primary care and that the plan should focus on the longer vision.
- Dr Waldron also welcomed the report noting the change to central referrals and its impact on the flow between services will need to be monitored.

- Mr Chambers acknowledged the work done to date. He also noted that operationally the HSE is removing barriers to accessing care with the appointment of the Assistant National Director Mr Donan Kelly and National Clinical Lead Dr. Amanda Burke to the newly established HSE Child and Youth Mental Health Office.
- Mr Meehan suggested contact with youth mental health clinical lead, Dr. Amanda Burke as part of the specialist group. Mr Smyth advised Dr. Amanda Burke has been a member of the specialist group from the outset.
- Mr Duffy queried the timelines for the report. Mr Smyth advised that, with NIMC approval, the plan would be drafted for presentation to the NIMC in time for the December meeting.
- The Chair sought approval for the reconfiguration plan which was agreed.

8. HRB full report

- Dr Dodd provided a verbal update to the group, noting that Ms Lisa Murphy previously presented the full HRB evidence brief report, which looked at aligning outcome indicators with best international practice. The NIMC Secretariat will publish the completed HRB report on the DoH website.
- It was noted that the RG will be offered an opportunity to receive a presentation on the report by Ms Murphy.
- **Action: NIMC Secretariat to publish the completed HRB report on the DoH website**

9. AOB

- Chair updated the Committee that the final two meetings of 2023 will be in person in DoH.
- The meeting concluded.

Actions arising from the meeting:

No.	Action	Responsibility	Timeframe
1.	Publish approved minutes of previous meeting on DoH website.	NIMC Secretariat	23 rd October 2023
2.	Seek clarification from HSE Human Resources on the collation of Leaver data, which will be included in the relevant Q3 report.	NIMC Secretariat	17 th November 2023
3.	Submit feedback or observations on Q2 report to NIMC Secretariat	NIMC	27 th October 2023
4.	Share slides from RG engagement with NIMC members for information.	NIMC Secretariat	17 th November 2023
5.	Provide an update for the RG on the development of the HSE Sexual Safety Policy	HIG Secretariat	17 th November 2023
6.	Recommendation 94 to be formally closed	NIMC Secretariat	17 th November 2023
7.	Advise RG of the closure of Recommendation 94	NIMC Chair	17 th November 2023
8.	Respond to ALONE with an update on the consideration of their submission.	NIMC Chair	17 th November 2023
9.	Publish the completed HRB report on the DoH website	NIMC Secretariat	17 th November 2023

