

Sláintecare Implementation Advisory Council (SIAC) Meeting

Note of meeting #5

05th February 2020

Attendees

Tom Keane (Chairperson), Anna McHugh, Anthony O'Connor, Brendan Courtney, Brian Fitzgerald, Emily O'Connor, Joanne Shear, Laura Magahy, Liam Doran, Mary Higgins, Paddy Broe, Roisín Molloy, Ronan Fawsitt, Sarah O'Connor, Siobhán Kennelly, **Apologies:** Annette Kennedy, Colm Henry, Eddie Molloy, Gillian O'Brien, Heather Shearer, Josep Figueras.

Invited Participants:

- Gráinne Healy, Chairperson of the Citizen and Staff Engagement Programme attended the initial part of the meeting and gave a Communications update.
- Professor Frank Murray, HSE Director of National Doctors Training & Planning gave a presentation on Medical Workforce Planning.
- Ciara Mellett, Sláintecare Programme Implementation Office (SPIO) joined the meeting to update on progress on the Regional Health Areas.

1. Welcome and Minutes

The Chairperson welcomed everyone to the fifth Sláintecare Implementation Advisory meeting. The minutes of the fourth meeting held on 03rd October 2019 were agreed. The Chairperson advised members of the Council that all SIAC minutes will be published on the Department's website.

2. Update on Implementation Progress

Laura Magahy, gave an update on the Sláintecare Implementation progress.

Progress for 2019

Key foundational Sláintecare decisions made in 2019 included agreement:

- to establish six new regional health areas which is a first major step towards restructuring our health services in line with recommendation in the Oireachtas Committee report;
- to support the findings of the Independent Review Group established to examine private activity in public hospitals (the De Buitléir Report) with the decision and announcement that all future consultant appointments, from second quarter 2020, will be to the new Sláintecare Consultant contract for public only work;
- on a reformed GP contract in April 2019, which will see a € 210 million investment (40% increase) in General Practice over the next four years of which € 80 million will be available for the management of chronic diseases, like diabetes and COPD, through family doctors. This is expected to benefit more than 400,000 patients;
- on the strengthening of the HSE with the formal appointment of the Health Service Executive (HSE) Board in May 2019 and the introduction of a new HSE Chief Executive Officer (CEO).



Sláintecare Focus for 2019

Three priority programmes have been established for 2020 and these are to:

1. Progress the development of the Regional Health Areas to enable integrated, patient centred services that are safe, local and fairly distributed,
2. Build extra capacity in the health and social care system
3. Examine eligibility and entitlement to health and social care services, with the aim of ensuring that cost is not a barrier to getting care in a timely manner

Ciara Mellett gave an overview of the next steps involved in the development of the Regional Health Areas.

Update on Integration Fund

There is a joint working group comprised of Sláintecare, the HSE and Pobal overseeing the delivery of the integration fund projects. All project agreements (122) are in place and the recruitment process for more than 300 staff to support these projects is underway. There was a Learning Network event in Athlone in December with more than 200 in attendance to share ways of working and update on progress.

Learning from VA and Canterbury

Thanks, were expressed to Joanne Shear, SIAC member, who has acted as special advisor in the development of the Regional Health Areas and associated Community Healthcare Networks (CHNs).

Carolyn Gullery, one of the leaders of the Canterbury Health Transformation, hosted a series of sessions with Senior Management of the DoH and HSE, with a multidisciplinary clinical group and bespoke sessions for Regional Health Area B (Dublin/Midlands) and E (Mid-West) and two open sessions at the Department of Health. She shared her experiences of regional transformation change with more than 400 people.

During discussions, Dr Ronan Fawsitt, highlighted that the Executive Director has launched an initiative with the Irish College of General Practitioners to explore care pathways between GPs, community and social care services and hospitals within geographical regions.

3. Transparency Code

Laura Magahy noted the briefing note provided to SIAC members on the transparency code. To comply with this code all SIAC meeting minutes will be posted to the Department's website, once approved by the SIAC.

4. Communications

There is a Citizen and Staff engagement programme in place as part of the Sláintecare implementation plan. This programme is Chaired by Gráinne Healy and she thanked SIAC members for engaging directly with her following her overview given at the SIAC meeting on 03 October 2019. Since then, the focus has been on engaging with the broad range of stakeholders and getting the Sláintecare message and plan to them.



Focus groups were held with 4 different socio-economic groups across the country in December 2019. There was a positive reaction to the fact there is a plan to improve the health system. The groups asked for frequent progress updates, visibility and accountability and they added they would like to hear from an independent trusted voice/voices on progress.

Gráinne Healy set out the Citizen and Staff engagement priorities for 2020 which will include engagement with citizens, staff and delivery partners, elected representatives and the wider determinants of health.

5. Presentation by Professor Frank Murray, HSE Director of National Doctors Training and Planning on Medical Workforce Planning

Professor Frank Murray presented to the SIAC on medical staffing challenges in hospitals and discussed the difficulties in filling consultant and GP posts. His presentation focused on consultant recruitment challenges and the position of some consultants not being on the specialist division register and the level of non-training Non-Consultant Hospital Doctors (NCHDs) in Ireland.

Some of the key findings of the project team who have been looking at these recruitment challenges are:

- Employment of non-SDR Consultants is associated with recruitment challenges and prior unsuccessful attempts to fill certain consultant posts
- The application process to the Specialist Division is complex, demanding and time consuming
- No safety issues were identified at any of the Clinical site meetings

The current average time to recruit a consultant, from start to finish, is 22 months. A pilot project is underway to look at a local consultant recruitment solution rather than going through the PAS/HBS approach. Initial results and feedback are positive.

There is a medical workforce and patient safety oversight group in place.

A discussion session followed and the SIAC gave the following feedback and advice:

- Look to making Ireland an International destination for training doctors
- There is an opportunity to consider new models of delivery such as the involvement of GPs in hospital care, as done in Canada, to help with integrating care and addressing consultant shortages.
- Consider greater involvement of other healthcare professional roles in the delivery of care to support GPs and consultants.
- There is a need for a radical think of how hospital care is delivered.
- Decisions on hospital design should be based on what is best for the patient and independent of political influences.
- Share the information on challenges with medical workforce planning recruitment and retention with the public to help them understand the need for hospital care redesign.
- The medical workforce is a major crisis and challenge facing the health system. With this, there is a unique opportunity to align with the Sláintecare vision to reform how healthcare is delivered and address the medical workforce challenge over the next 5 – 10 years.
- Ireland is training ~ 1,200 doctors per year – what can be done to attract and retain these in the Irish health system?
- A senior person should be put in charge of overseeing the medical workforce development and ensure all activities to recruit and retain doctors in the Irish health system are aligned.



6. Open Discussion

There was a discussion on the upcoming election which is to be held on 08th February and the Chairperson proposed that the SIAC should seek a meeting with the incoming Health Minister. The group held a discussion to identify priority Sláintecare areas for this meeting.

Priority areas for SIAC to discuss with the incoming Minister are his/her commitment to supporting:

- the Sláintecare reform programme, as set out by the all-party Future of Healthcare Oireachtas Report, is a radical 10-year programme to reform the Irish Healthcare system which will deliver care equitably to all patients on the basis of clinical need. The incoming Minister's continued commitment to implementing this programme will be requested.
- the implementation of the Capacity review (2018) recommendations to address waiting times. Key elements of this programme are major reforms in how care is delivered with a shift of care to the community, changes in reforming how hospitals operate and the delivery of 2,590 additional acute beds and 13,000 residential beds. The incoming Minister will be requested to commit to the resourcing of the additional capacity required on a multi-annual basis.
- medical workforce planning – there is an urgent need to recruit and retain more GPs and consultants and to look at how all healthcare professionals can support the delivery of care in the new transformed health system. The incoming Minister will be requested to support the Workforce Planning for these and other professionals.
- the focus on moving care to the Community, enabling care to be given at the lowest form of complexity. The incoming Minister will be requested to prioritise funding for building capacity in the community.
- the eHealth programme and data gathering to support quality decision making. The incoming Minister will be requested to fast-track these enablers as far as possible.
- the patient's voice which is core and central to everything that Sláintecare does and how we deliver services. The incoming Minister will be asked to ensure that the patient's voice is heard in planning our services, and that the patient is empowered to live independently in their own homes and community as far and as long as possible.

7. AOB

SIAC members are invited to the next Integration Fund Learning Network Event which is to be held at the Department on the 2nd, 3rd and 4th of March

8. Date of Next Meeting

Post Meeting Note: Next meeting May 27th, 2020

Summary Note for SIAC Members (to use in external briefings, events)

The Sláintecare Implementation Advisory Council (SIAC) combines patient/service user representatives, senior health service leaders, clinical leadership and a number of independent change experts from outside the health service who bring expertise and an independent perspective. The Advisory Council provides advice and support to the Executive Director and the Sláintecare Programme Office on the delivery of the Sláintecare Implementation Strategy and is chaired by Professor Tom Keane.

We have had five meetings since our establishment in October 2018 and our last meeting was the 05 February 2020. At the meeting the Executive Director of Sláintecare, Laura Magahy gave us an update on progress in implementing the Sláintecare Action Plan 2019 and planning that is underway for 2020 – 2022.

At our meeting we discussed recent developments and there was good support and enthusiasm for the recent announcement, on 11th September that €20m funding had been provided for 122 projects across the country. These projects are focused on promoting the engagement and empowerment of citizens in the care of their own health, in scaling and sharing examples of best practice and processes for chronic disease management and care of older people and to encourage innovations in the shift of care to the community or provide hospital avoidance measures.

Discussions were also held with Gráinne Healy, Chairperson of the Sláintecare Citizen and Staff Engagement programme on events that have taken place with stakeholders across the country.

During the meeting the SIAC commented on and provided suggestions and advice to the SPIO on the implementation of the Sláintecare reform programme and discussed priority points for a meeting with the incoming Minister, post election 2020.



Agenda

Sláintecare Implementation Advisory Committee Meeting

5th February 2020, Miesian Plaza, Dublin 4

1. Minutes
2. Transparency Code
3. Update on Sláintecare in 2019 – Laura Magahy, Executive Director (30 minutes)
4. Communications update
5. Presentation by Professor Frank Murray, HSE Director of National Doctors Training and Planning on Medical Workforce Planning (30 minutes)
6. Open discussion – key messages for incoming Minister (60 minutes)
7. AOB
8. Date of next meeting