

National HSCP Office



Welcome to the second issue of the National Health and Social Care Professions (HSCP) Office Newsletter. The National HSCP Office was launched in 2017 and is part of the HSE's National Human Resources Directorate.

Information Sharing Innovation Awards

A **key priority** for the National Health and Social Care Professions (HSCP) Office this year is to meet with front-line staff and managers throughout the country. This opportunity to get closer to those delivering services is providing:

- valuable information about opportunities for advanced practice and innovation/best practice which may be suitable for scale up and spread
- an opportunity to hear your observations and recommendations on factors which would contribute to improving services for patients/clients
- a chance to share work underway by the National HSCP Office team in driving developments to optimise the value and impact of the health and social care professions
- a means to develop communication networks across disciplines and care settings

To date, we have visited staff in 14 sites, both hospitals and CHOs, and we are currently planning the schedule for the remainder of 2018.

Following the announcement of the first ever **HSCP Innovation and Best Practice Awards**, we are delighted to report that over 190 applications were submitted.



Applications were received from a broad range of healthcare settings and population groups and include examples of innovation and best practice in unidisciplinary and interdisciplinary working. The quality of applications is excellent and the process for shortlisting and judging will take place over the Summer.

Finalists will be invited to the National HSCP Awards Ceremony on 10th October, 2018. Save the date! Further details to follow.

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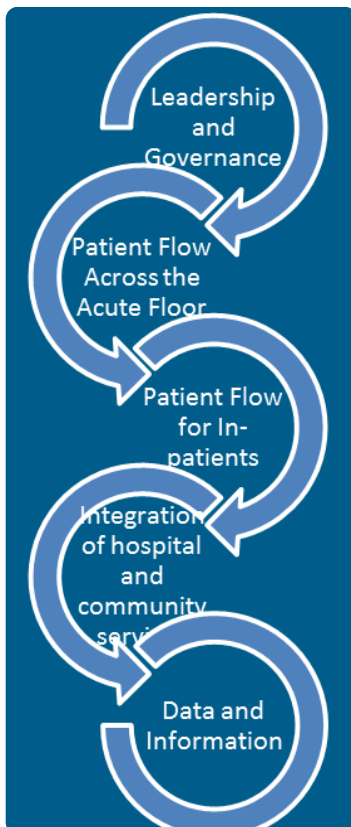
HSCP Representation on National Committees

Building on earlier work to support HSCP representatives, in October, 2017, HSCP Professional Bodies (PBs) and the National HSCP Office came together to design a (skeleton) HSCP Representative Pathway. The pathway sets out the requirements at entry (e.g. selection process), participation (e.g. set-up of an Advisory Group to support the representative in his/her role) and exit phases (e.g. handover process). Supporting documentation including the *nomination form* and a *role requirements checklist* were also developed.

At the request of Professional Bodies, it was agreed that this process should be led by the National HSCP Office. Requests for HSCP representation on national committees can be discipline-specific, where the professional subject matter expertise is required for design, planning, implementation or evaluation of services. In this case, on receipt of the request, the relevant Professional Body is contacted by the National HSCP Office, furnished with role information and invited to put forward one nominee from the profession. When the nominee's details have been received from the PB, the National HSCP Office formally advises the requester of his/her details.

Requests are also being received for one HSCP to represent the views and expertise of the wider Health and Social Care Professions. In this case, **all** Professional Bodies are invited to put forward a nomination from their own profession. Final selection, from nominations received, is undertaken by the National HSCP Office against agreed criteria. The National HSCP Office also provides a range of supports to assist HSCP representatives to fully take up their roles, including induction, relevant training and coaching.

FUNDAMENTALS OF UNSCHEDULED CARE



Unscheduled Care HSCP Services

Early this year, the National Health and Social Care Professions Office was invited to join the HSE's Unscheduled Care (USC) Clinical Advisory Group. The Group was established to advise on a three-year plan for the development of unscheduled care services in Ireland with an emphasis, initially, on improving care for older persons. Dr. Colm Henry is the Group's Chair.

Alison Enright took up this position, working with an Unscheduled Care HSCP Advisory

Group to support her in this role. HSCP Advisory Group members include HSCP Leads from relevant National Clinical Programmes (Older Persons, Acute Medicine and Emergency Medicine), frontline staff, managers and individual Professional Body representatives. A patient representative and HSCP Manager will soon be joining the team too.

This year, HSCP Advisory Group priorities include:

- ⇒ policy advice, putting forward HSCP solu-

tions to USC service challenges

- ⇒ the development of a *Guidance Document* to support HSCP to re-orientate their services to *closer to home* models of care
- ⇒ Development of a minimum data set for frail older persons services
- ⇒ Masterclass/workshop supporting the development of communities/networks of practice
- ⇒ Supporting teams keen to *test* new pathways /models of care

Changes in Management of Dysphagia

The HSE Chief Clinical Officer asked the National HSCP Office to address a proposed change in management of dysphagia, arising from a recommendation to adopt the *International Dysphagia Diet Standardisation Initiative Framework* (IDDSI, 2015).

The Irish Association of Speech and Language Therapy (IASLT) and the Irish Nutrition and Dietetic Institute (INDI) recommend that the *IDDSI Framework* (IDDSI, 2015) replace the current *Irish Consistency Descriptors for Modified Fluids and Food* (2009), developed by IASLT and INDI. You can find further information by visiting the IDDSI website.

There is a potential clinical risk to people requiring altered con-

sistency diets and fluids, of conflicting guidance being provided to patients/care givers, if two terminologies are in operation before full national implementation of the IDDSI framework. This applies across all settings and especially in organisations without access to Speech and Language Therapy.

A HSE Working Group for Changes in Dysphagia Management has been established by the National HSCP Office to consider recommending HSE endorsement for adoption of the IDDSI framework at national level. Should this be agreed, the group will develop an implementation plan, considering impact assessment, feasibility, communications and training needs, in order to support safe management of the change

across health and social care services in acute and community settings. Membership of the HSE Working Group includes representation from:

- ➔ Speech and Language Therapy and Dietetics
- ➔ Medicine
- ➔ Nursing
- ➔ HSE Acute and Community Operations
- ➔ HSE Communications
- ➔ HSE Quality Assurance and Verification
- ➔ HSE National Dietetics Lead
- ➔ Project Lead National Food and Nutrition Policy and Implementation Plan for Acute Hospitals
- ➔ Patient representation
- ➔ Catering Management

Clinical Leadership Competencies

We are delighted to advise that an exciting partnership project is currently underway between the National HSCP Office and the National Leadership and Innovation Centre (NLIC) of the Office of the Nursing and Midwifery Services Director.

Recognising that the Clinical Leadership Competency e-Portfolio, developed by the NLIC was being used by

HSCP, it was proposed to co-design an updated competency e-portfolio for use across both clinical groups.

With the support of six past participants on the HSCP Future Leaders Programme, working with the National HSCP Office and NLIC, this shared resource is under development and expected to be launched by the end of 2018.



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A few Testimonials from the Consultative Forum ... on the greatest impact of the HSCP Office over the 10 years

"providing a home for all HSCP where they can be heard and take an active role in their own development"

"advanced practice finally getting somewhere"

"establishing CPD on a professional footing"

"raising the profile of HSCP"

10th Annual Consultative Forum

The 10th Annual Health and Social Care Professions Consultative Workshop was held on 21st March, 2018 with representatives from across the HSCP Group.

The day commenced with a review of the work of the year from the HSCP Advisory Group, sub-groups, National Office and from each professional body. The main theme of this 10th workshop was the start of a new strategic cycle, in line with the now much wider remit of the National HSCP Office.

Building on the current HSCP Education and Development Strategy

2016 – 2019, the next phase will be to develop a strategic document outlining the specific contribution of HSCP to the realisation of the Slaintecare report and reform of the health service.

As an initial step in this journey, delegates at the workshop considered the information needed to inform development of a HSCP strategy, as well as reflecting on how information can be accessed and from whom. In this last area, the group considered those who will be directly impacted by the strategy, those involved and influencers. Continuing with the theme of influencing, the next session of the workshop considered ways to strengthen HSCP influence in the health service and beyond.

Specifically, the group considered individually and collectively what HSCP need to do more of, less of, do differently and stop doing.

In afternoon breakout sessions, participants considered and fed into:

- Plans for HSCP Day 2019
- Effective representation processes
- Innovation and best practice awards

The group also engaged in a fun, liberating structures exercise, thinking about ways to celebrate diversity amongst HSCPs.



HSCP Supporting Education and Research

5TH RESEARCH CONFERENCE

The HSCP Advisory Group Research Sub-group is very active with two events in 2018.



There have been over 120 submissions for the 5th Health and Social Care Professions Research Conference taking place on 14th November, 2018, offering a unique opportunity to showcase HSCP research.

The theme for this year's conference is 'Translating HSCP Research into Policy and Practice' and confirmed speakers include:

Ms. Ana Terres, HSE Head of Research and Development, Dr. Jerome Coffey, Director of National Cancer Control Programme and Ms. Annalisa Monstesanti, HRB.

On 22nd May, the group hosted the first speed-networking event for HSCPs. This event brought together HSCPs working in research in HEIs and HSCP colleagues who would like to become more research active and enabled participants to share information and discover areas of mutual interest. This provided an opportunity to begin to explore potential collaboration.

The event was very well received and the group believes this model could be adopted around the country. It has the potential to greatly strengthen links between HEI-based HSCPs and HSCP working in services.

Practice Education Conference

Work continues on the planning for the inaugural practice education conference taking place on **Thursday, 26th July** in Dublin. The theme of the conference is 'Making Practice Education Work For You: Interprofessional Perspectives'. The keynote speaker is **Professor Lindy McAllister**, University of Sydney, recognised in-

ternationally as a leader in preparing graduates for professional practice in speech pathology. Over 40 abstracts have been received for the conference and these are currently being reviewed. Registration for the conference opened on **28th May, 2018**. See the HSCP Hub on www.hsland.ie for details.

Sonographers Post Graduate Education Demonstrator Programme

Through a collaboration between Clinical Strategy and Programmes Division (CSPD) and the National HSCP Office, the Sonographers Post Graduate Education Report was developed by a multidisciplinary group in 2016.

The report highlighted issues with recruitment and retention of radiographers and sonographers and made a number of recommendations to address these issues.

Informed by these recommendations, a project to test approaches to sonography post graduate education is being implemented by the National HSCP office this year, with support from CSPD. Approaches being tested include:

- A) Remote access and**
- B) Enhanced support for training sites and sonographers in training in two demonstrator sites.**

The overall aim of this programme is to train more sonographers nationally.

Save the date

Student to Practitioner

As in previous years, there has been an overwhelming response to the annual Student to Practitioner workshops taking place on 30th May in NUI Galway and 7th June in Our Lady's Hospice, Harold's Cross. Over 80 students have registered for each event, including students from the disciplines of audiology, biomedical science, medical science, occupational therapy, physiotherapy, podiatry, psychology, social care, social work and speech and language therapy.

As in previous years, the event provides students with an opportunity to meet representatives from CORU (the regulator) Professional and other representative bodies and CPD Officers. The workshops are facilitated by HSE staff drawn from HR, National HSCP Office, therapy managers, and professional bodies.

Professional Supervision



Congratulations to the twelve Health and Social Care Professionals from Physiotherapy, Radiography, SLT, OT, Social Work and Psychology, working in both Hospital and Community services, who completed the HSCP 'Train the Trainer' Professional Supervision Training (Supervisors) on 19th June, 2018. These HSCP trainers will join a panel of trainers contributing to the delivery of six HSCP Professional Supervision Training Programmes (Supervisors) this Autumn. Further information can be found on the HSCP hub on www.hseland.ie.

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#wehscps