

# National HSCP Office



**Welcome to the first issue of the National HSCP Office Newsletter. The HSCP Office was launched in 2017 and is part of the National Human Resources Directorate of the HSE. We hope to keep you updated on developments through quarterly newsletters and we welcome your comments and suggestions.**

## National HSCP Office Functions



The HSCP Education and Development Unit has been in existence since 2006.

Building on this solid foundation, the National HSCP office was established on February 1<sup>st</sup>, 2017, to **strategically lead and support HSCPs to maximise their potential and achieve greatest impact in design, planning, management and delivery of person-centred, integrated care.**

The HSCP family comprises 25 professions, which span diagnostic, therapeutic and social care domains, delivered by a workforce of 16,000 strong!

The functions of the Office comprise an amalgamation of the former Education/Development Unit functions together with new functions. Recognising the significantly expanded role, three team members were recruited in 2017, coming on board in Q3 and Q4. With the full team now in situ, the transition to the National Office is well underway.

Key functions of the Office include:

- Organisational leadership on education and development of HSCPs
- Support CPD
- Practice Placement Education
- Model and support interdisciplinary learning
- Implement the HSCP Education and Development strategy
- Increase appropriate and effective representation of HSCPs at all levels to ensure greater impact on effective service delivery
- Co-ordination of HSCP input to design, planning and implementation
- Influence and enable HSCPs to work to the highest level of competence based on education, training and scope of practice, up to and including advanced practice
- Promote and support roll out of proven examples of HSCP best practice and innovation to improve person centred, integrated care
- Working with stakeholders including frontline HSCP leaders and Professional Bodies, facilitate a unified voice for HSCPs while acknowledging and celebrating their diversity
- Be a focal point for HSCPs linking with HSE, DOH, Professional Bodies, Managers, Services, HEIs and CORU (HSCP regulator)

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# Welcome to New Team Members

In October, 2017, we were delighted to welcome Nuala Flynn, Sinéad Fitzpatrick and Alison Enright to the team.

**Nuala's** experience includes working in residential, Child Protection and Welfare Social Work Teams prior to joining HR as Employee Development Officer. She has been a champion for supervision by delivering the professional supervision training programme since 2010 while part of the Leadership, Education and Talent Development team. She is an ACC coach with ICF and a member of CIPD.



**Sinéad** has significant experience of programme management, having worked as the Programme Manager for the Integrated Care Programme for Patient Flow in Clinical Strategy and Programmes Division and in the RCPI as programme manager for three programmes (2013—2017). In her career as a dietitian, Sinéad held a number of leadership roles including the first Continuing Professional Development Officer for the Irish Nutrition and Dietetic Institute (INDI).



**Alison** has held clinical and leadership roles in healthcare and in international not-for-profit environments for the past twenty years, most recently working as Occupational Therapist (OT) Manager in Beaumont Hospital. Previously, she worked as OT Manager in Tallaght Hospital and Our Lady's Children's Hospital, Crumlin. She is spirited about the power of frontline ownership, leadership development and quality improvement for better person-centred, integrated care.



**'Growth is never by mere chance; it is the result of forces working together.'**

James Cash Penney

## Key Priorities

This year, as we build the infrastructure to support the National HSCP Office, three key functions are being prioritised:

### Visibility

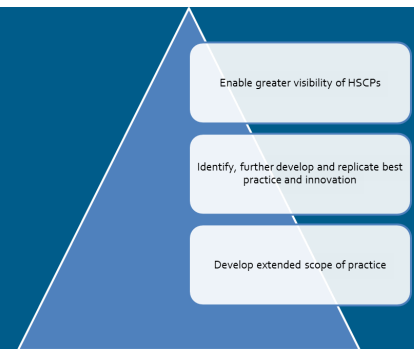
Optimising the HSCP contribution to services requires HSCP input into design, planning, implementation and evaluation. With this in mind, work is underway with Professional Bodies (PBs) to develop shared processes to enable HSCP representation. Engaging HSCPs at all levels and building leadership capacity are also key focus areas.

### Innovation/ Best Practice

Identifying, evaluating and replicating best practice will ensure that HSCP are leaders in driving the changes required to reshape how healthcare is delivered. Identifying current best practice is being undertaken in partnership with frontline staff, managers and PBs.

### Extended Scope of Practice

Providing safe, efficient, integrated care, delivered at the lowest level of complexity and which is right for patients are key health service priorities for 2018. Enabling HSCPs to work at the highest level of competence is critical to achieving these aims and as such, is a key focus area for the Office.







## National HSCP Day 1st Feb, 2018

The first National HSCP Day took place on 1st February this year, with 25 HSCP teams participating from around the country. A fitting tribute on the first anniversary of the launch of both the National Health and Social Care Professions Office and the Health and Social Care Professions Education and Development Strategy 2016-2019! We also shared the day with the feast day of St Brigid, a leader whose commitment to caring for the sick, the poor and older persons is celebrated around the world on 1st February.

The Health and Social Care Professions Day provided an opportunity:

- ➔ For frontline Health and Social Care Professions (HSCP) to come together to share knowledge and experiences amongst colleagues, helping to develop communities and networks of practice.
- ➔ For sharing the value of HSCP services with our service users and the healthcare system and increasing awareness about the work of individual professions, leading to better collaboration and shared understanding.
- ➔ To recognise and celebrate the enormous impact of HSCP services on our service users, made possible only through our dedicated and inspiring workforce.
- ➔ To announce the Health and Social Care Professions Innovation Award in 2018

Using the twitter handle #wehscps, conversations and updates on events were shared by HSCP and our multi-disciplinary colleagues throughout the day.

The event was a huge success and we plan to make this an annual event!

## HSCP Shared Focus



COMMITTED TO:	FOCUSED ON:
Person-centred care	Outcomes – adding value, measured from the service user perspective
Leading change	Quality improvement
Research and innovation	Extended scope of practice
Integrated care	Information and technology
Developing staff through education and training	Community and external stakeholders



## A taste of the celebrations!



*'Building communities of practice'*



#wehscps



## Announcing the HSCP Innovation Award 2018

To recognise the enormous role HSCP play in delivering innovative solutions, reshaping how and where services are delivered as well as leading and driving change, we are excited to announce the first ever HSCP Innovation Award. The Award will shortly be open for entries with a closing date in late April, 2018. Full details will be circulated in early March and will also be available on the HSCP hub on HSeLanD.ie.

The HSCP Innovation Awards will be held in the magnificent Farnleigh House, Phoenix Park on 10th October, 2018. Save the date!



## Professional Supervision

In 2015, the HSE Supervision Guidelines for HSCP were published, endorsing Professional Supervision as an integral part of HSCP practice. In September, 2017, Professional Supervision for HSCP was launched, an eLearning Module available on [www.hseland.ie](http://www.hseland.ie) further building on these Supervision Guidelines.

The National HSCP Office, through its commitment to embed Professional Supervision for all HSCP, is developing a HSCP Train the Trainer (TTT) Professional Supervision Training Programme. This Programme is due to commence on 7<sup>th</sup> March, 2018.

The TTT Programme will lead to the formation of a panel of supervision trainers, available to deliver the four-day Professional Supervision Training Programme for HSCPs.

This represents a significant step forward in building internal capacity, thereby making Professional Supervision Training widely available to HSE HSCPs to support the delivery of a high quality service.

## National HSCP Office Team—Contact Details

HSCP hub on [www.hseland.ie](http://www.hseland.ie)

[hscp.nationaloffice@hse.ie](mailto:hscp.nationaloffice@hse.ie)



**(L-R) Sinéad Fitzpatrick, Annette Lyons, Eileen Walsh, Jackie Reed, Nuala Flynn, Alison Enright, Frances Conneely**