

Reconfiguration

CREATING A SINGLE HEALTH CARE SYSTEM FOR CORK AND KERRY

Times

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Welcome...

In the next two to three years the health service in Cork and Kerry will be transformed. There will be major changes in organisation and governance arrangements. Most of the changes are not high level, high-tech or expensive but rather require us to fundamentally change, how we work on a daily basis and review our current work practices. Examples include: how we make appointments, transfer information between hospitals and general practitioners, utilise resources on wards, in out-patient departments, in theatres and offices and provide access to diagnostic, laboratory and imaging facilities for general practitioners.



Much has been spoken recently about healthcare as a business and the lessons we can learn from business in terms of efficiency and effectiveness. While this is true, healthcare is much more than a business. Healthcare is interwoven into the very fabric of the community in which we live. The quality of our healthcare expresses our values and helps define us as a society.

A central philosophy of the reconfiguration of health services is that we want to work with our patients and find common purpose with the population of Cork and Kerry in improving the healthcare we deliver.

Real change is a real challenge to staff. It is natural that the prospect of change would make staff feel uncomfortable and uneasy. We need to support each other and work together – cooperation and team building are more likely to make reconfiguration a success, than competition and conflict. Our staff have the training, skills and expertise to deliver real change. We shall be asking all staff to share their thoughts and ideas as the project unfolds.

Whether you're an administrator, a porter, a house-keeper, a GP, a nurse, a consultant or an allied health professional, whether you work in catering or accounts, in the hospital or in the community, a high-tech operating theatre or provide care for an elderly person in their own home, each and every person has a key role. Be proud of what you do, encourage your colleagues, set high standards and enjoy your work. We are privileged to work in the Irish healthcare system.

Prof. John R. Higgins,
Director of Reconfiguration

Advanced Paramedics on Tour in West Cork



Pictured at the public meeting in Castletownbere on the deployment of HSE advanced paramedics to the West Cork area were Back I to r: Kieran Henry, Advanced Paramedic; Danny O'Regan, Training Officer; Cllr. Danny Crowley, FF; John Nolan, Chairperson, Beara Action Group; Cllr. Noel Harrington, FG; and Mick Lynch, Advanced Paramedic, Skibbereen, Front l-r: Anne Marie Cronin, Chairperson, Castletownbere Community Development Association, Prof. John Higgins, Director of Reconfiguration, Cork and Kerry; Ber Power, Director of Nursing, Castletownbere Community Hospital and Kevin O'Sullivan, A/Operations Officer.

A major development taking place in the ambulance services in West Cork is the deployment of a team of advanced paramedics to the area this month. The advanced paramedics will respond to emergency calls in rapid response vehicles and are an addition to the existing ambulance personnel and fleet in West Cork.

Before taking up duty advanced paramedics, Kieran Henry, Mick Lynch, Peter Dullea and Alan Sheehan and training officer, Danny O'Regan are visiting schools, business associations, sporting clubs and key staff groups in the locality.

According to Kieran "we are out there in the local community raising awareness and informing people of the skills and experience that we will bring to the area. Questions and comments from school kids have been fascinating, they are already well informed on medical terms and techniques. Many transition year students have already completed basic first aid skills including CPR techniques so they are very interested in what we are able to do."

With at least six years experience under their belt in the ambulance services, advanced paramedics have undertaken high level education and training which

enables them to perform a range of complex medical procedures. These include advanced airway management (inserting a tube into a patient's lungs to help them breathe [intubation]), insertion of IV fluids (drips) and administration of medications such as pain relief and anti-convulsing therapies.

Advanced paramedics can also perform advanced life support (ALS), a component of the Chain of Survival which increases a patient's chance of recovery during cardiac arrest. Of the four components in this internationally recognised Chain only three (early access, early CPR and early defib) were available round the clock in West Cork so the fourth early ALS will be a welcome addition.

According to Danny "our advanced paramedics will be available, seven days a week in the area waiting on a call out. When someone dials 999 or 112 the ambulance controller may decide to dispatch an advanced paramedic to the emergency scene.

"The advanced paramedics will have their own transport, a Rapid Response Vehicle (RRV), which will allow them to travel rapidly to the emergency scene. The RRVs are fully equipped with medical equipment to respond to every type of an emergency."

So far reports are very positive from the schools and groups that they have visited. During the month they were witnessed promising to assist the Castletownbere Coastguard Cliff and Coastal Rescue teams in their mountain searches and attending to a pupil in a school during one presentation. We wish them luck in their endeavours in West Cork!



Leanne, Jessica and Sharon Beechinor pictured with ambulance services personnel Danny O'Regan, training officer and Brendan Leahy, team leader, Skibbereen who were at the Taste of West Cork Food Festival promoting the introduction of HSE advanced paramedics to west Cork. © GARRY MINIHAINE, PHOTOGRAPHER, SKIBBEREEN

Reconfiguration Calendar

A huge number of engagement and consultation meetings are ongoing in relation to reconfiguration. Here's who we we met with in September:

SEPTEMBER 2009

- 2 Nursing/midwifery staff, UCC
- 3 BGH Executive Management Board and Friends of Bantry Hospital, BGH
- 7 Advanced paramedics visited schools in Castletownbere and Beara Action Group
- 8/9 Advanced paramedics visited schools in Bantry
- 9 Mallow Town Council
Chairs and Project Managers of Reconfiguration Subgroups
- 11 Advanced paramedics presented to Community Hospitals West Cork, directors of nursing, and schools in Skibbereen. Ber Power, DON, Castletownbere CH welcomed the advanced paramedics.
- 13 Advanced paramedics promoted service at Bantry Agricultural Show
- 14 Advanced paramedics presented to West Cork Primary Care Team, schools in Skibbereen and West Cork Leader Cooperative Society, Clonakilty
Executive Management Board, SIVUH
- 15 Advanced paramedics visited school in Kealkil and presented to Mental Health Services staff and West Cork Day Care Centre Co-ordinators at BGH
- 16 Advanced paramedics visited schools in Bantry and Skibbereen area
- 17 Advanced paramedics visited schools in Bantry and Castletownbere area and presented to staff at BGH
- 18 Advanced paramedics visited schools in Clonakilty area
Presentation to Health Management Institute
- 20 Advanced paramedics promoted service at West Cork Food Festival, Skibbereen
- 23 Advanced paramedics visited schools in Durrus area
- 24 Director of Reconfiguration presented at the HSE South Regional Health Forum, Cork County Hall
- 25 Advanced paramedics visited schools in Dunmanway
- 28 Advanced paramedics presented to the West Cork Branch of Irish Country Women's Association (ICA), Drimoleague
Senior Management Team, MGH
- 29 Advanced paramedics presented to Bantry Town Council
- 30 Advanced paramedics presented to schools in Schull, West Cork public health nurses and home help co-ordinators and Skibbereen Business Development Association
First meeting of the non-executive Advisory Board to the Director of Reconfiguration

Reconfiguration Times

Reconfiguration Structure

DIRECTOR OF RECONFIGURATION

Prof. John Higgins is the Director of Reconfiguration. He reports to the CEO/National Director of Reconfiguration of the HSE. Locally, Prof. Higgins coordinates issues with HSE South's Regional Director of Operations, Pat Healy.

RECONFIGURATION FORUM

The Reconfiguration Forum is a regional board chaired by the Director of Reconfiguration. Its members are hospital clinical directors; hospital managers; nursing advisor; Irish College of General Practitioners nominee for Cork and Kerry; HSE HR; UCC deans of medicine and dentistry; HSE Finance and Laboratory Medicine and members of the reconfiguration team. It meets every two weeks to guide the reconfiguration project and co-ordinate its longer term planning objectives with the daily and weekly management of the health services in Cork and Kerry.

RECONFIGURATION SUPPORT TEAM

The team of staff working on reconfiguration is Nora Geary, Executive Lead; Michael Hanna, Clinical Development Advisor, UCC; Norma Deasy, Information and Publications Manager, Communications Department; Geraldine Keohane, Nurse Advisor and Margaret Murphy and Katie McAuliffe, administration.

RECONFIGURATION FORUM SUBGROUPS

Subgroups have been set up to recommend on how best to re-organise the Services as follows:

GROUP	CHAIR	PROJECT MANAGER
MEDICAL		
Cardiology	Dr Peter Kearney CUH	Martine Delaney CUH
Clinical Haematology	Dr. Michael Madden MUH	Damian McGovern CUH
Dermatology	Dr John Bourke SIVUH	Anne Kelly KGH
Emergency Services Review	Dr. Stephen Cusack CUH	Margo Topham SIVUH & Michael Hanna UCC
Endocrinology	Dr. Matt Murphy MUH	Catherine Martin SIVUH
Gastroenterology	Dr. Martin Buckley MUH	Dave Walsh MUH
General Internal Medicine	Dr. Mike O'Connor CUH	Elaine O'Mahony RHO/NCCP
– Medical Assessment Units	Dr. Jennifer Carroll	Mary Owens MGH
Haemochromatosis	Dr. John O'Mullane CUH	Margo Topham SIVUH
Infectious Diseases	Dr. Mary Horgan CUH	Danny Quealey SIVUH
Medicine for the elderly	Dr. Richard Liston KGH	Helen Donovan SIVUH & Eithne McAuliffe KGH
Mental Health	Prof. Ted Dinan PCCC	Ber Cahill PCCC
Neuro Science	Dr. Brian McNamara CUH	Marie J McCarthy CUH
Oncology & Radiation Oncology	Dr. Eugene Moylan CUH	Damian McGovern CUH
Paediatrics	Prof. Jonathan Hourihane CUH	Michelle Nelson UCC
		Deirdre Scully West Cork PCCC
Palliative Care	Dr. Tony O'Brien CUH Marymount	Kevin O'Dwyer Marymount Hospice
Radiology	Prof. Michael Maher CUH	Steve Renardson KGH
Rehabilitation Medicine	Dr. Andrew Hanrahan	Norah Quirke CUMH
		Teresa O'Donovan West Cork PCCC
Renal Medicine	Dr. Liam Plant CUH	Margaret O'Mahony CUH
Respiratory Medicine	Dr. Terry O'Connor MUH	Mary McCarthy CUH
Rheumatology	Dr. Mark Phelan SIVUH	Sinéad Glennon CUH
SURGICAL		
Anaesthetics	Dr. Ken Walsh CUH	Maeve Goggin SIVUH
Anaesthetics/Critical Care	Dr. Robert Plant CUH	Mary Deasy MUH
Anaesthetics/Pain Medicine	Dr. John Browne CUH	Caroline Reddington MUH
Cardiothoracic Surgery	Mr. Aongus O'Donnell CUH	Betty Hickey CUH
ENT	Mr. Gerry O'Leary SIVUH	Maggie Walsh SIVUH
General Surgery	Prof. Paul Redmond CUH	Geraldine Barry Murphy CUH
– Colorectal	Mr. Micheál O'Riordáin MUH	Ber Baker & Geraldine Barry Murphy CUH
– Breast	Ms. Deirdre O'Hanlon SIVUH	Ber Baker & Geraldine Barry Murphy CUH
– Upper GI	Mr. Christóir O'Sullibhain MUH	Ber Baker & Geraldine Barry Murphy CUH
Gynaecology	Prof. Richard Greene CUMH	Margo Topham SIVUH
Max Fax & Primary Dental	Mr. Finbarr Allen UCC	Sheila Maguire Cork Dental School
		Ann Kennelly North Cork PCCC
Ophthalmology	Mr. Tony Cullinane CUH	Margo Topham SIVUH
Orthopaedics	Mr. Mark Dolan CUH	Michael Hanna UCC & Michael A. Murphy SMOH
Plastic Surgery	Mr. Sean T. O'Sullivan CUH	Eunice Buttimer SIVUH
Urology	Mr. Eamon Kiely CUH	Mary O'Keeffe CUH
Vascular	Mr. Greg Fulton CUH	Bridie O'Sullivan MUH
FUNCTIONAL		
Finance	Prof. John Higgins	Raymonde O'Sullivan
Education & Training	Prof. Geraldine McCarthy UCC	Michelle Nelson UCC
HR	Prof. John Higgins	Barry O'Brien CFC
IT	Prof. Richard Greene CUMH	Mike O'Regan CUH
Primary Care Liaison	Dr. Andy Lyne Blarney	Roisin Egenton Carlow/Kilkenny PCCC
Single GP Referral	Dr. Tom O'Callaghan Mitchelstown	Mary McCarthy CUH
Single Patient Chart	Prof. Cillian Twomey CUH	Jim Corbett MUH
Theatre Utilisation	Mr. Denis Richardson SIVUH	Ger Flynn CUH
LABORATORY		
Clinical Sub Group 1 of Laboratory Medicine – Clinical Biochemistry/Laboratory Haematology/Blood Transfusion/Microbiology	Dr. John O'Mullane CUH	Colette Finn MUH
Clinical Sub Group 11 of Laboratory Medicine – Histopathology	Prof. Nollaig Parfrey CUH	Tadhg Hurley CUH

Haemochromatosis genetic testing begins at CUH

CUH's Pathology Department is now offering haemochromatosis (an iron storage disorder) genetic testing. A small part of a person's genetic makeup is examined to give additional information on their risk of having or carrying this iron storage disorder. While colleagues at Kerry General Hospital have been successfully providing the service in their own immediate locality for some time the Cork testing was being outsourced to the UK.

The service has been introduced at CUH as part of the reconfiguration programme. A clinical sub-group chaired by Dr. John O'Mullane, Consultant Clinical Biochemist, was established in April and the testing was up and running by August, which according to Dr. O'Mullane, "shows the potential for quick action and prompt service delivery when interested parties come together and agree on forward progress".

According to Dr. O'Mullane, "the group worked quickly and efficiently, agreed guidelines and a strict protocol and conducted most of the work via electronic means of communication."



Dr. John O'Mullane

Dr. O'Mullane intends to "conduct a clinical and financial audit after three months which will allow appropriate corrective actions and adjustments to be made to the service."

Thanks are due to all who participated in the clinical sub-group Dr Mary Cahill, Dr. Orla Crosbie, Dr. Grace Creedon, Caroline Joyce, Ann Kennelly, Ursula Kiely, Haemochromatosis Society of Ireland, Dr Andrew Lyne, Dr Matthew Murphy, Frances O' Flynn, Clodagh Ryan and Margo Topham and to our service users for their patience and forbearance.

FAREWELL TO GERRY O'DWYER

The Director of Reconfiguration and all associated with the programme wish to thank Gerry O'Dwyer, our former Hospital Network Manager, Southern Hospitals Group for his commitment and contribution during the past number of years. We wish him luck in his new post as Regional Director of Operations, Dublin MidLeinster.

Staff Reponse to Reconfiguration Presentations

As part of the communications strategy, Prof. Higgins has been giving presentations on the reconfiguration process to staff groups. To date, he has been accompanied by Gerry O'Dwyer, Hospital Network Manager, Southern Hospitals Group and Pat Healy, Assistant National Director, PCCC. These presentations are continuing and it is hoped that all staff will get the opportunity to hear Prof. Higgins.

During the presentations to staff at Bantry, Mallow and Tralee General Hospitals and Cork University Hospital/ St. Mary's Orthopaedic Hospital a questionnaire was distributed to those attending. Result from your responses show that staff overwhelmingly welcomed the presentations.

Corporate staff, Ambulance Services and PCCC West Cork are next on the list for the presentations.

what you told us....

Over 66% still have further queries

51% want the information directly from Prof. Higgins and the reconfiguration team with 35% requesting it from line managers/hospital management

50% want information via staff presentations with 25% requesting a newsletter

84% found the presentation informative

Prof. John R. Higgins, Editor; Norma Deasy, Nora Geary, Micheal Hanna and Geraldine Keohane, staff writers.
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