



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Children First Implementation Plan for the Health Service Executive 2015



Thank you for the opportunity to meet
with you today

- To provide an overview of plan

To look at issues which have implications for
HSE funded agencies



HSE Children First Implementation Plan

The Implementation Plan identifies the key steps necessary to be in place to ensure that HSE is compliant with Children First National Guidance and Children First legislation when commenced.

Children First 2011Key Messages

- the safety and welfare of children is everyone's responsibility and that children will have safer lives where everyone is attentive to their wellbeing
- people who work with children across a range of areas understand their responsibility for safe practice and the reporting of concerns
- greater clarity and guidance for individuals and organisations in identifying and responding appropriately to child abuse and neglect and sets out specific protocols for Primary Care Teams, General Practitioners, Social Workers in the Child and Family Agency, An Garda Síochána and other front line staff in dealing with suspected abuse and neglect of children

Key Messages continued

Role health care professionals have in:

- identifying and reporting child abuse and neglect
- fostering the development of interagency cooperation and multi-disciplinary working in protecting children from abuse and neglect

- providing treatment and support to children and their families

Children First Bill 2014 will put some of the elements of Children First on a statutory footing

Children First Bill 2014

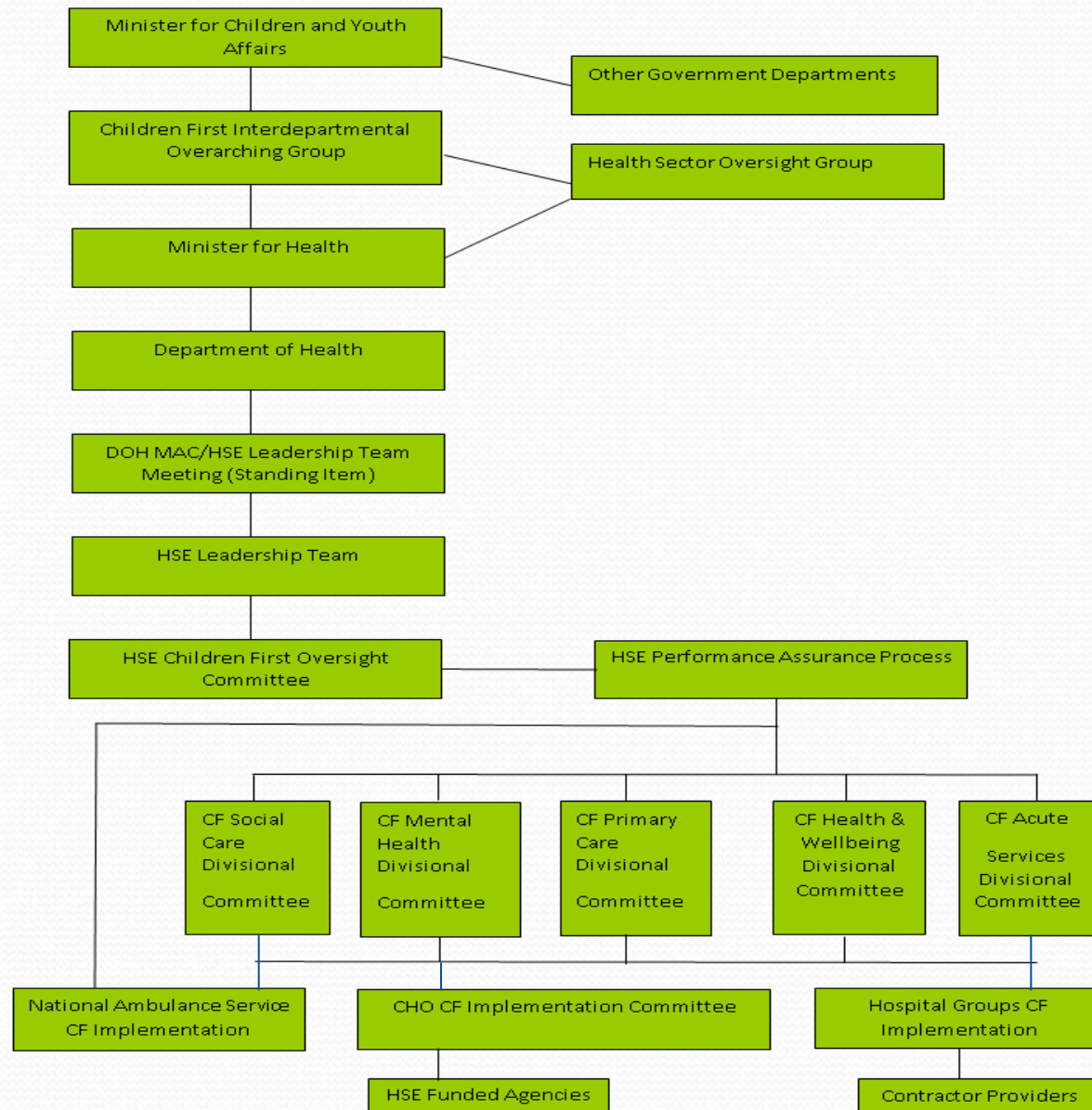
The Bill provides for the following

- a requirement on organisations providing services to children to keep children safe and to produce a Child Safeguarding Statement;
- a requirement on defined categories of persons (mandated persons) to report child protection concerns over a defined threshold to the Child and Family Agency;
- a requirement on mandated persons to assist the Agency in the assessment of a child protection risk, if so requested to do so by the Child and Family Agency;

Children First Bill 2014

- placing the Children First Interdepartmental Group on a statutory footing

Children First Governance Structure



Children First Governance

National Director Primary Care has been appointed by the Director General for the implementation of Children First throughout the HSE and HSE funded agencies.

- Listing Children First as on the System Reform Portfolio
- The appointment of a National Children First Lead
- Implementation of Children First an organisational priority in the HSE Service Plan 2015



HSE Children First Oversight Committee chaired by
Head of Operations, Primary Care Division with
reps from:

- Acute Services,
- Primary Care,
- Social Care,
- Mental Health,
- Health and Well Being,
- Quality and Patient Safety,
- Human Resources and
- Office of the Chief Operations Officer.
- Clinical Strategy and Programmes

HSE Oversight Committee TOR

- to ensure the development of a standard implementation plan for the HSE for compliance with Children First: National Guidance and legislation
- to ensure that any adaptation of Children First by providers to local guidance is consistent with Children First
- to provide oversight on compliance with Children First across all Divisions of the Health Service Executive and funded agencies

TOR Continued

- to ensure that effective systems are in place to monitor and review the implementation of Children First and for updating policy, procedure and guidance in a timely manner review, when appropriate
- to ensure that there is an adequate system of performance assurance in place regarding compliance with Children First
- to provide reports to the HSE Leadership Team on the implementation of Children First and compliance with Children First legislation, when enacted
- to make recommendations to the Leadership Team on all aspects of Children First

HSE Children First Governance Structures cont

Each division has also established a Division-specific Children First Implementation Committee with participation by funded organisations where appropriate.

Implementation committees will be established at Area and Hospital Group levels and will representation from funded agencies where appropriate.

They will have responsibility for ensuring implementation and compliance with the National Guidance, relevant legislation and HSE policy at Area level.

HSE Children First Implementation Plan

Standard Child Protection and Welfare Policies:
development of **standard child protection and welfare policies** for implementation throughout the HSE.

HSE Children First Implementation Plan

The development of a Child Safeguarding Statement, a Safeguarding policy and all HSE policies and guidance documents which keep children safe. This will provide the framework for the HSE Child Safeguarding Statement when guidance on same is available. – awaiting Children First legislation

Development of a Training Strategy

Will be based on a training needs analysis on the requirements for Children First training across the HSE, HSE funded agencies and GPs.

It will be mandatory for each member of staff in the HSE to undertake Children First Awareness Training in a manner proportionate to their role and responsibilities.

Different levels of training and support will be required depending on roles and responsibilities;

HSE Children First Training Strategy

Training modules will vary in content and application depending on the employees level of contact with children:

- “Designated Officer” (under the Protections for Persons Reporting Child Abuse Act 1998)
- Designated Liaison Persons (under Children First Guidance 2011)
- Mandated Person (under Children First Bill 2014).

HSE Children First Training Strategy

Training methods will include

- a mix of attendance at traditional face-to-face training days
- E-learning and blended learning programmes delivered through HSELand.ie. We are working collaboratively with HSELand and the Child and Family Agency to develop e-learning modules.

The first deliverable will be an e-learning Children First Awareness Training Module

HSE Children First Training Strategy

- Links with Regulatory Bodies and Training Colleges

All existing staff training resources will be utilised e.g. Performance and Development; NMPDUs; Centres of Nurse Education, resources in funded agencies etc.

Training Strategy for HSE Funded Agencies

- Training needs analysis to be carried out over the coming weeks.
- Web based questionnaire has been developed
- Model will be based on a Train the Trainers approach
- It is hoped that large umbrella groups will provide training for smaller organisations

Training Strategy for HSE Funded Agencies

- Types of training: E learning Children First Awareness Training; Children First Foundation Training; Designated Liaison Person Training.
- Questionnaire identifies who should undertake each level of training

Communication Plan

To inform all HSE staff and staff in funded agencies of their duties under Children First such as the changes in legislation and vetting procedures and the HSE's Child Protection and Welfare Policy

To ensure there are high levels of awareness among staff of the corporate, social and legal responsibilities in relation to Children First National Guidance and Children First legislation.

Communication Plan

- To promote widespread dissemination of HSE Child Protection Policy and Child Safeguarding Statements when developed

Communication Plan

- HSE Children First Web Page with relevant policies, documents and information including information on training.
- Broadcasts
- Articles in Health Matters
- Develop posters and information leaflets

Quality Assurance Framework

A Quality Assurance Framework will be developed to support and monitor implementation compliance with the legislation and with Children First Guidance.

A suite of performance indicators will be developed and will form part of the monthly performance report for all HSE services. This will be guided by any compliance reports the Children First Inter-Departmental Committee will require.

A governance framework for progression of the Implementation Plan will be included.

Risk Management

- The identification of risks associated with non-compliance/non-implementation will be monitored and entered on the relevant Risk Registers.
- All risks will be managed in accordance with the HSE **Risk Management** policy and strategy

Funded Agencies and Contractors

Funded Agencies: the development of a programme to assess compliance by **Funded Agencies** with Children First and to assess their readiness for the Children First Bill 2014 when enacted.

Update Service arrangement documentation for 2015 and compliance checklist included.

Private contractors: To ensure compliance with requirements of Children First information is available. Link to National Contracting Services Agency Nurses etc

Challenges

- Time frames
- Uncertainty of enactment date of legislation
- Resources
- Systems need to be in place to support mandated persons in their statutory responsibilities
- Regardless of enactment of Children First legislation HSE and HSE funded agencies must implement Children First National Guidance 2011

Challenges

- Implementation Plan has over 90 high level actions
- Over 3,000 Section 38 and Section 39 agencies are funded by HSE
- GP Practices and GP Practice Staff
- Approximately 96,000 staff in HSE
- Assuring compliance
- Assurance that children are safe

Key issues for Disability Organisations

- Need to have an Implementation Plan
- Training is important but is only one element of the whole
- Importance of induction
- Assurance to HSE and Regulators on compliance with Children First
- Release of staff for training
- Identification of trainers
- Ongoing programme

Questions

