



***DHSSPS
Modernisation and
Improvement Programme***

***Projects Dossier
October 2008***

Introduction

Following the Ministerial announcements in February 2008 and the resulting public consultation process, it has been necessary to review and amend the Modernisation and Improvement Programme and associated project infrastructure.

The programme required to implement the second phase of changes to the HSC organisational structures and the implementation of the programme of health and social care systems reform can broadly be grouped under three headings i.e. 'Overarching', 'Establishment of Organisations', and 'Supporting Work to Manage the Transition' Ref: Table 1

The management structure for the Programme is shown in figure 1 and the summary of the component projects which make up the programme, are outlined in pages 7 to 18,

To ensure that expected benefits are realised and defined outcomes achieved, the programme will be managed and controlled in broad compliance with "Managing Successful Programmes" (MSP) and "Prince 2" methodologies.

In the main, membership has been drawn from the DHSSPS and HSC organisations. There is an ongoing commitment to full partnership working with trade unions through the existing forums.

To ensure good governance, the projects will report on a monthly basis to the Modernisation and Improvement Programme Board (MIPB).

Any queries should be addressed to:

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Programme Director,
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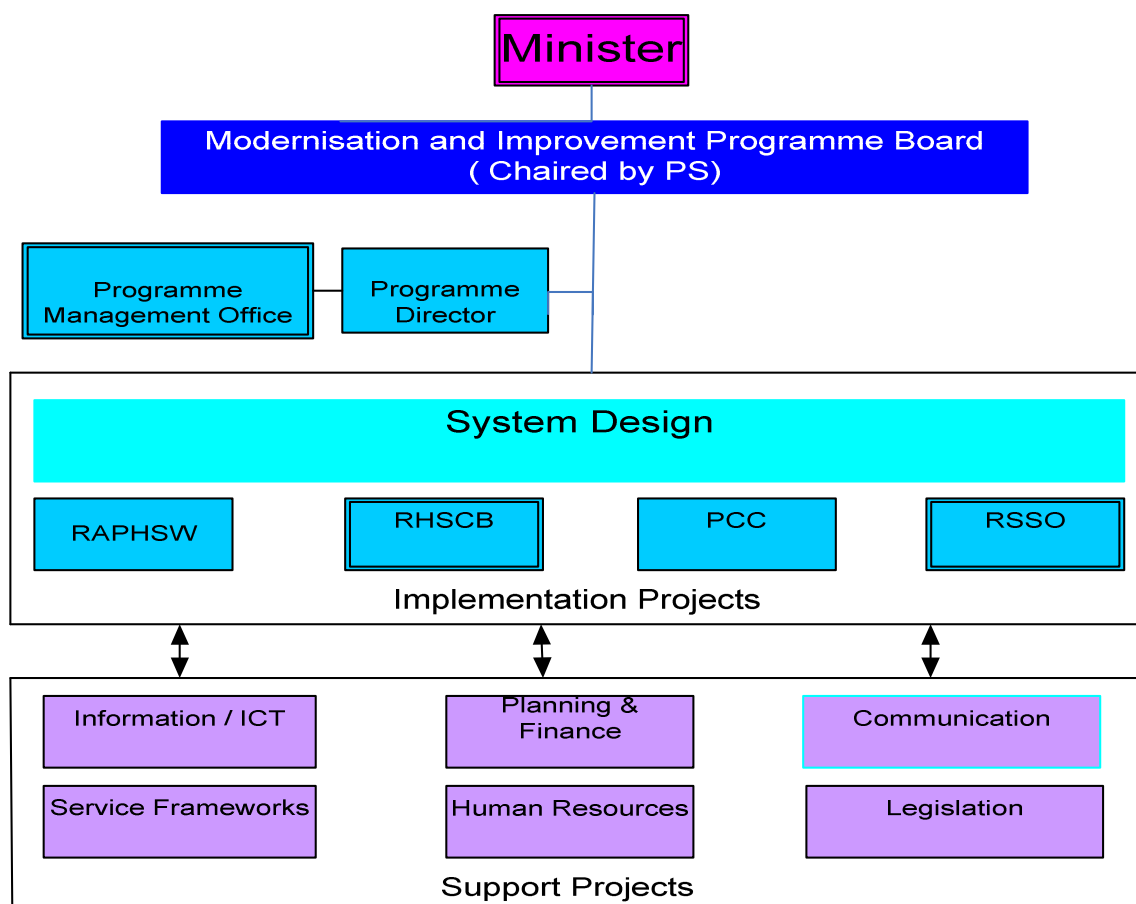
Or

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Table 1 MIP projects

Modernisation and Improvement Programme		
Overarching	Establishment of Organisations	Manage the Transition
Systems Design	Regional Health and Social Care Board (RHSCB), Regional Agency for Public Health and Social Wellbeing and Social Wellbeing (RAPHSW), Regional Shared Services Organisation (RSSO) Patient and Client Council (PCC)	Communication Planning & Finance Legislation Service Frameworks Human Resources/Leadership Development Information/ICT

Figure 1: MIP Structure



Programme	Modernisation & Improvement Programme (MIP)
Programme SRO	Andrew McCormick
Programme Director	Bernard Mitchell
Programme Manager	Ann Marie Keown

MIP Programme Board Membership	MIP Project Team Directors
<ul style="list-style-type: none"> ▪ Andrew McCormick, Chair and Programme SRO ▪ Linda Devlin SRO Legislation ▪ Julie Thompson, SRO Planning & Finance ▪ Sean Donaghy, SRO Regional Shared Services Organisation ▪ Michael McBride, SRO RAPHSW and Service Frameworks ▪ David Bingham, SRO Human Resources and Leadership Development ▪ Hugh Mullen, SRO ICT/Information ▪ Linda Brown, SRO Communication ▪ Paul Martin, Chief Social Services Officer ▪ Colm Donaghy, Chief Executive of an HSC Trust ▪ Karen Meehan, Non-Executive Director of an HSC Board ▪ Tom Creighton, Chair of a Health and Social Services Council ▪ Philip Robinson, Special Advisor ▪ Ken Jarrold, Critical Friend ▪ Bernard Mitchell, Programme Director ▪ George O'Neill, Chair LCG. 	<ul style="list-style-type: none"> ▪ Ray Martin ▪ Peter Harvey ▪ Carolyn Harper ▪ Ivan McMaster ▪ Norma Moffett ▪ Levette Lamb ▪ Mark Eustace ▪ John McGinnity ▪ Noel McCann ▪ Veronica Gillen

Description and purpose of the project:	Key Dependencies and links with other projects:
The programme aims to establish new HSC organisations by April 2009 with appropriate systems to support reform, modernisation and improvement to deliver efficient and effective health and social care services that are more patient and client centred, clinically and local led, involves local people in changes and thereby improving the health and well-being of the citizens of Northern Ireland	Other NI public sector and NICS reforms

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
As per the programme benefit realisation plan	Smaller Department RHSCB, RAPHSW, RSSO New patients/clients representative organisation New ICT infrastructure A range of Service Frameworks

Project Title	System Design
Project SRO	Andrew McCormick
Project Director	Ray Martin

Project Board Membership	Project Team membership
<ul style="list-style-type: none"> ▪ Andrew McCormick, DHSSPS ▪ Anne Lynch, EHSSB ▪ Hugh Mullen, DHSSPS ▪ Julie Thompson, DHSSPS ▪ Michael McBride, DHSSPS ▪ David Stewart, RQIA ▪ Linda Devlin, DHSSPS ▪ David Bingham, DHSSPS ▪ Paul Martin, DHSSPS ▪ Stuart MacDonnell, NHSSB ▪ George O'Neill, Belfast LCG ▪ William McKee, Belfast HSCT ▪ Bernard Mitchell, DHSSPS ▪ Ray Martin, DHSSPS 	<ul style="list-style-type: none"> ▪ Ray Martin, DHSSPS ▪ Joanne Crothers, DHSSPS

Description and purpose of the project:	Key Dependencies and links with other projects:
<p>The aim of the Systems Design Project will be to ensure that mechanisms are in place to facilitate the delivery of new structures in line with the Minister's timeframe, ensuring business continuity.</p> <p>This project will be overarching and will aim to define system wide functions, roles and responsibilities and to describe interfaces and interrelationships between the constituent organisations and other stakeholders.</p>	<p>All other MIPB Projects in terms of setting the strategic context for whole systems design</p> <p>Ministerial approvals</p> <p>DFP approvals</p>

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<p>To ensure that mechanisms are in place to facilitate the delivery of new structures in line with the Minister's timeframe, ensuring business continuity.</p>	<ul style="list-style-type: none"> ▪ Organisational roles and responsibilities within the new system, including statutory functions; ▪ Governance and accountability arrangements within the new system; ▪ Corporate values for the new system; ▪ Board membership and top management structures for RHSCB, RAPHSW and RSSO.

Project Title	Regional Health and Social Care Board (RHSCB)
Project SRO	Andrew McCormick
Project Director	Ray Martin

Project Board Membership	Project Team membership
<ul style="list-style-type: none"> ▪ Andrew McCormick, DHSSPS ▪ Anne Lynch, EHSSB ▪ Hugh Mullen, DHSSPS ▪ Julie Thompson, DHSSPS ▪ David Bingham, DHSSPS ▪ Eugene Gallagher, WHSSB ▪ Vincent Davidson, West LCG ▪ Paul Martin, DHSSPS ▪ Martin Bradley, DHSSPS ▪ Anne Marie Telford, SHSSB ▪ Norman Morrow, DHSSPS ▪ Donnacha O'Carolan, DHSSPS ▪ Stanton Adair, EHSSB ▪ Ray Martin/Joanne Crothers, DHSSPS 	<ul style="list-style-type: none"> ▪ Ray Martin, DHSSPS ▪ Joanne Crothers, DHSSPS ▪ Commissioning Workstream – Anne Lynch, EHSSB ▪ Resource Management Workstream – Julie Thompson, DHSSPS ▪ Performance Management Workstream – Michael Bloomfield, SDU ▪ Eugene Gallagher, WHSSB

Description and purpose of the project:	Key Dependencies and links with other projects:
<ul style="list-style-type: none"> ▪ To address the core functions of commissioning, resource management and performance management and improvement setting the framework for an orderly transition from existing structures and systems to the new RHSCB, as approved by the Minister. ▪ To take forward the necessary administrative arrangements to secure the transition, including relevant business cases, and to establish appropriate systems and processes for the proposed RHSCB to perform its functions 	<ul style="list-style-type: none"> ▪ The outcome of the consultation on the organisational structures; ▪ Public accountability and the role of DFP ▪ Input from the HSC; ▪ Output from the System design project ▪ Ministerial decisions ▪ Link closely with system design project, RAPHSW and finance and planning

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
The successful establishment of an organisation that is fit for purpose by April 2009	<ul style="list-style-type: none"> ▪ Commissioning framework ▪ Performance management framework ▪ Resource management regime ▪ Internal governance arrangements for RHSCB ▪ Establishment plan ▪ Appropriate business cases ▪ Agreed RPA savings

Project Title	Regional Agency for Public Health and Social Wellbeing (RAPHSW)
Project SRO	Michael McBride
Project Director	Carolyn Harper

Project Board Membership	Project Team membership
<ul style="list-style-type: none"> ▪ Michael McBride, CMO, DHSSPS ▪ Martin Bradley, CNO, DHSSPS ▪ Paul Martin, Chief SS Officer ▪ Nuala McArdle, Chief Officer for AHP ▪ Ed McClean, Area Commissioner Belfast & East LCGs ▪ Michael Donaldson, NHSSB Dental ▪ Nigel McMahon, CEHO, DHSSPS ▪ Liz Mitchell, DCMO ▪ Bob Ferguson, Chair Inner East LCG ▪ Leslie Boydell, Belfast Trust ▪ Bernadette Hannigan, Director R&D 	<ul style="list-style-type: none"> ▪ Carolyn Harper (DCMO - DHSSPS) ▪ Anne Marie Telford Health Improvement workstream ▪ Brian Smyth – Health Protection workstream ▪ Janet Little and Adrian Mairs – Commissioning including screening workstream ▪ Martin Bradley – Professional Issues workstream ▪ Ed McClean – Establishment workstream including R+D substream led by Michael Neilly. ▪ Levette Lamb – Project manager

Description and purpose of the project:	Key Dependencies and links with other projects:
<p>The overall objective of this project is to implement a RAPHSW with effect from 1 April 2009. To establish a structured project to develop proposals with regard to establishment of RAPHSW’;</p> <ul style="list-style-type: none"> ▪ To take cognisance of other relevant workstreams contained in the DHSSPS Modernisation and Improvement Programme ▪ To facilitate stakeholder engagement to inform the development of a RAPHSW and take cognisance of views expressed via the consultation process ▪ To develop a business case to evaluate the options associated with potential models of a RAPHSW and to recommend a preferred option; ▪ To develop a transition plan to support the implementation of the preferred option in respect of a RAPHSW 	<ul style="list-style-type: none"> ▪ Link with the overarching Systems Design Project that aims to address and define HSC system-wide functions, roles and responsibilities and the interrelationships. ▪ Interfaces with each of the constituent organisations. ▪ It will also have links with those other projects which form the ‘Establishment of Organisations’ group e.g. the Regional Health and Social Care Board (RHSCB) and Department.

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<ul style="list-style-type: none"> ▪ RAPHSW in place April 2009 ▪ Specific objectives for the Regional Public Health Agency are to: <ul style="list-style-type: none"> ▪ Protect and improve the health and well-being of the population. ▪ Develop a RAPHSW which is efficient, effective and provides value for money. ▪ Drive the coordination and delivery of the public health and well-being agenda through a more integrated approach to public health policies and programmes. ▪ Create a model of public health provision in which people and communities are fully engaged in active partnership to secure demonstrable improvement in health and well-being. ▪ Create strong collaboration between health and social care and stakeholders in other sectors to achieve key objectives for health and well-being. 	<p>Workstream Terms of Reference</p> <p>Operational Framework for RAPHSW to include</p> <ul style="list-style-type: none"> ▪ Roles and responsibilities ▪ Business Models ▪ Internal governance arrangements ▪ Arrangements for multisectoral/agency working including local government <p>Outline Transition Plan</p>

Project Title	Regional Shared Services Organisation (RSSO)
Project SRO	Sean Donaghy
Project Director	Peter Harvey

RSSO Board Membership	RSSO - Business Systems Replacement team membership
<ul style="list-style-type: none"> ▪ Sean Donaghy (Chair), DHSSPS ▪ Julie Thompson, DHSSPS ▪ David Bingham, DHSSPS ▪ Elaine Way, WHSCT ▪ Peter Mc Laughlin, WHSSB, ▪ Sam Snodden, SHSSB ▪ Paul Cummings, SEHSCT ▪ Stephen Hodgkinson, CSA ▪ Sloan Harper, NHSSB ▪ Scott Haldane, National Services Scotland ▪ CSA Representative ▪ Mark Eustace, EHSSB 	<ul style="list-style-type: none"> ▪ Sean Donaghy, DHSSPS ▪ Peter Harvey, DHSSPS ▪ Wendy Galbraith, BHSCT ▪ Paula Shields, RSS ▪ Julie Thompson, DHSSPS ▪ David Bingham, DHSSPS ▪ John Carson, DIS ▪ Nuala Sheerer, WHSCT ▪ Peter Wilson, RSS

Description and purpose of the project:	Key Dependencies and links with other projects:
<ul style="list-style-type: none"> ▪ To design a Regional Support Services Organisation capable of supporting and delivering in an efficient and effective manner services currently provided by the CSA, DHSSPS and other organisations. ▪ To ensure that this organisation responds to the requirements of the HSC clients. ▪ With investment in new technology and business processes to increase the services offered by the RSSO to include elements of HR, Finance, Information Technology, Information Management and Estates with improved service quality and reduced cost. 	<ul style="list-style-type: none"> ▪ Systems Design Project -overarching ▪ RBHSB & RAPHWS Projects - to define functions and sub-functions not in either of these bodies will probably be in RSSO ▪ HR Project -to assist in the transfer of Staff ▪ Communications Project - to inform Stakeholders ▪ IM&T Project – to deliver services to RSSO ▪ Planning and Finance ▪ Legislation

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<p>The key benefits of establishing the RSSO will be</p> <ul style="list-style-type: none"> ▪ The development of a customer orientated organisation capable of responding to the needs of the HSC client base. ▪ Through the implementation of modern business techniques and process an improved level and quality of services to the HSC. ▪ A reduced cost for the provision of common and corporate services to the HSC. ▪ Improved skills base and working environment for staff which will enhance personal development, satisfaction and staff retention. 	<ul style="list-style-type: none"> ▪ Organisational design of RSSO that will meet identified Business Needs ▪ Procurement of Information Technology and Business Systems for ▪ Finance ▪ Procurement ▪ HR ▪ Transfer of appropriate Finance, HR, Information Technology, Information Management and Estates functions and Staff to RSSO ▪ Identification of Shared Service Centres location and acquisition of facilities

Project Title	Patients Clients Council (PCC)
Project SRO	Bernard Mitchell
Project Director	Ray Martin

Project Board Membership	Project Team membership
<ul style="list-style-type: none"> ▪ Bernard Mitchell (Chair), DHSSPS ▪ Ray Martin, DHSSPS ▪ David Reilly, DHSSPS ▪ Stephen Adams, EHSSB ▪ Geraldine Campbell, NISCC ▪ Stella Cunningham, SHSSC ▪ Richard Dixon, EHSSC ▪ Alan Finn, WHSCT ▪ Noel Graham, NHSSC ▪ Paula McGeown, DHSSPS ▪ Brendan McKeever, NISCC ▪ Heather Moorhead, NILGA ▪ Adrian Murphy, DHSSPS ▪ Stephen Nicholl, NICVA ▪ Maggie Reilly, WHSSC ▪ Eileen Wright, SHSSC 	<ul style="list-style-type: none"> ▪ Workstream A (Organisational structures and location) – Eileen Wright, SHSSC ▪ Workstream B (Systems and procedures) – Maggie Reilly, WHSSC ▪ Workstream C (Work Programme) – Richard Dixon, EHSSC

Description and purpose of the project:	Key Dependencies and links with other projects:
<ul style="list-style-type: none"> ▪ To agree the functions and determine the most appropriate structure to provide a powerful independent voice for patients, clients and cares within the proposed health and social care system. ▪ To secure the implementation, by 1 April 2009, of the proposed new structure. 	<p>The project team will engage with stakeholders both within and outside the Department in order to ensure that all project objectives are completed, including:</p> <ul style="list-style-type: none"> ▪ Health and Social Services Councils ▪ Health and Social Services Boards ▪ Modernisation and Improvement Programme Board ▪ Finance Directorate ▪ Public Appointments Unit

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<ul style="list-style-type: none"> ▪ Agreed functions in primary legislation. ▪ An agreed and workable structure which will secure the most effective structure to deliver on those functions. ▪ An agreed business case ▪ Agreed criteria for appointments to the organisation. ▪ Agreement on a variety of practical issues such as premises needs, location, etc. 	<ul style="list-style-type: none"> ▪ Arrangements will be established for the future role and functions of the PCC post April 2009. ▪ Address the associated financial implications, democratisation and local accountability, the balance between establishing a strong regional focus and maintaining a local presence, as well as considering the alignment with service providers, commissioners or some other configuration.

Project Title	Communication
Project SRO	Linda Brown
Project Director	Noel McCann

Project Board Membership	Project Team membership
<ul style="list-style-type: none"> ▪ Linda Brown, DHSSPS ▪ Noel McCann, DHSSPS ▪ Linda Devlin, DHSSPS ▪ Elizabeth Owen, NHSSB ▪ Michael Gormley, WHSSB ▪ Ivan Maginnis, EHSSB ▪ Dympna Curley, Belfast HSCT ▪ Joan McCallan, SE HSCT ▪ Grainne Creaney, OFMDFM ▪ Anne Currie, DHSSPS ▪ Shirlie Murtagh, SHSSB 	<ul style="list-style-type: none"> ▪ Noel McCann DHSSPS ▪ Jenny Magill - DHSSPS ▪ Paula McComish - DHSSPS ▪ Others as necessary

Description and purpose of the project:	Key Dependencies and links with other projects:
The Project aims to establish a high degree of communication planning and activity to ensure that all stakeholders, both internally and externally, are informed of and engaged with the work of the MIPB.	The Project is central to the work of the Modernisation and Improvement Programme Board and will work closely with all the Project Groups to ensure that the communication strand is effective.

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<ul style="list-style-type: none"> ▪ Well-informed staff who clearly understand the vision for the future and their role ▪ A strong, instantly recognisable corporate identity for the HSC ▪ Understanding on the part of the public and others of the benefits and outcomes of the modernisation and improvement programme. 	<ul style="list-style-type: none"> ▪ Communications strategy ▪ Action Plan ▪ Range of communications

Project Title	Planning & Finance
Project SRO	Julie Thompson
Project Director	John McGinnity

Project Board Membership	Project Team membership
<ul style="list-style-type: none"> ▪ Julie Thompson – SRO ▪ John McGinnity - Project Director, DHSSPS ▪ Dean Sullivan - PPMD - DHSSPS ▪ Sean Donaghy - DHSSPS ▪ Hugh Mullen- DHSSPS ▪ Angela Paisley - Board Planning representative ▪ Iain Deboys- Board Planning representative ▪ Lesley Mitchell - Trust Finance representative ▪ Mairead McAlinden - Trust, Service Delivery representative ▪ Dr Brendan O’Hare- LCG Chair 	<p>The Project Board is directly addressing many of the project deliverables. However consideration is currently being given to the need for bespoke project teams to be formed where appropriate.</p>

Description and purpose of the project:	Key Dependencies and links with other projects:
<ul style="list-style-type: none"> ▪ The projects purpose is to establish the planning, finance and accountability processes between DHSSPS and the Executive, DFP, the RHSCB, RSSO, PCC, RAPHSW & Other Agencies. ▪ It will identify financial performance management issues that will be addressed during the implementation of the reform of the HSC. 	<ul style="list-style-type: none"> ▪ Outcome of systems design project work on organisational structures and definition of the roles of the constituent organisations. ▪ Changes to Ministerial Priorities, performance management and delivery arrangements. ▪ DFP views, Public accountability and input from HSC. ▪ Other projects with which there are key links: – System Design; Department Design; RHSCB; Legislation.

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<p>In general, many of the products of this project will form part of the “Framework Document” to which it is intended to make direct reference in the legislation enabling the new structures.</p>	<ul style="list-style-type: none"> ▪ Securing and allocating resources ▪ Generate priority performance targets, develop Priorities for Action & specify form & content of HWIP & TDPs (or equivalent) ▪ HWIP /TDP Monitor financial & operational performance & VFM – all bodies bar ▪ Apply accountability mechanisms, probity/counter fraud, Statutory and other Reporting

Project Title	Legislation
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Project SRO	Linda Devlin
Project Director	Ivan McMaster

Project Board Membership	Project Team membership
Not applicable	<ul style="list-style-type: none"> ▪ Bernard Mitchell ▪ Ivan McMaster ▪ Maura O'Brien ▪ Craig Allen ▪ Office of the Legislative Council

Description and purpose of the project:	Key Dependencies and links with other projects:
To put in place the legislation to enable the health and social care reforms to be implemented.	The work is dependent on and links with all other projects as without legislation the process, generally, cannot happen. Project members participant in other projects teams

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<ul style="list-style-type: none"> ▪ Reform Act - without this the framework within which the proposed new organisations are created and the subordinate legislation setting out the detailed operations cannot exist. ▪ Related subordinate legislation – without this the organisations created will not be operational. 	The necessary legislation required to implement the health and social care reforms

Project Title	Service Frameworks
Project SRO	Dr Michael McBride, Chief Medical Officer
Project Director	Ms Veronica Gillen, Service Frameworks Coordinator

Project Board Membership	Project Team membership
<ul style="list-style-type: none"> ▪ Dr Michael McBride - CMO (Co-chair) ▪ Dr Miriam McCarthy - Deputy Secretary, Healthcare Policy Group (Co-chair) ▪ Mr Martin Bradley – Chief Nursing Officer ▪ Mr Paul Martin – Chief Social Services Officer ▪ Mrs Linda Brown - Deputy Secretary, Social Policy Group ▪ Dr Annemarie Telford – Director of Public Health, SHSSB ▪ Dr Danny McCaughan – Non Executive Director ▪ Jim Livingstone ▪ Dr Norman Morrow – CPO ▪ Mrs Julie Thompson – Director of Finance ▪ Trust Rep - to be confirmed 	<ul style="list-style-type: none"> ▪ Jim Livingstone - Director. ▪ Dr Liz Mitchell - DCMO ▪ Dr Ian McMaster - DHSSPS ▪ Ms Veronica Gillen – Service Frameworks Co-ordinator ▪ Dr Louise Herron - SHSSB ▪ Ms Aideen O’Doherty - DHSSPS ▪ Mrs Margaret Rose McNaughton - DHSSPS ▪ Ms Gillian Wells - SHSSB ▪ Mr Sean Holland - DHSSPS ▪ Mr Charlie Bamford - DHSSPS ▪ Mrs Pat Swann - DHSSPS ▪ Mr John Maguire – Service Frameworks Support

Description and purpose of the project:	Key Dependencies and links with other projects:
The developments of a range of service frameworks which set out standards for health and social care that are evidence based and are capable of being measured.	Modernisation and Reform Programme: <ul style="list-style-type: none"> • RHSCB project • Information project • Business design project - Stakeholder Involvement Project - Specific strategies and policies e.g. Stroke, strategy, Cancer Plan etc

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<ul style="list-style-type: none"> • Development of service frameworks that are informed by evidence base and are capable of being measured; • Frameworks used to inform commissioning and monitoring of services; • Use of frameworks in specific areas to inform RQIA reviews; • Availability of documents for the public with standards written in easily understood language ▪ Through setting of targets, timeframe and measurable outcomes they have the capacity to demonstrate quality improvement ▪ Service Frameworks will: <ul style="list-style-type: none"> ▪ integrate health and social care; ▪ enhance public health and wellbeing; ▪ focus on safe and effective care; ▪ and enhance multidisciplinary and intersectoral working 	Development, consultation and implementation of service frameworks for: <ul style="list-style-type: none"> - cardiovascular health and wellbeing - respiratory health and wellbeing - cancer prevention, treatment and care - mental health and wellbeing - learning disability - children’s health and wellbeing - Older people’s health and wellbeing. Additional areas for framework development will be taken forward in 2009/10

Project Title	Human Resources
Project SRO	David Bingham
Project Director	Norma Moffett

Project Board Membership	Project Team membership
<ul style="list-style-type: none"> ▪ Paula Kilbane –Chief Executive EHSSB ▪ Jacqui Kennedy – CSA ▪ Stuart McDonnell – Chief Executive NHSSB ▪ Angela Drury – NIPEC ▪ Les McClean – HPA ▪ Jenny Johnston – SHSSB ▪ Janet McCartney – NHSSB/NHSCT ▪ Michael Gormley – WHSSB ▪ Paula Smyth – EHSSB ▪ Avril Kirkpatrick – DIS ▪ Tom Hamilton – DHSSPS ▪ Paddy Cassidy – NI Regional Medical Physics Agency ▪ Diane Taylor -HRD ▪ (Membership will be kept under review) 	<ul style="list-style-type: none"> ▪ Norma Moffett ▪ Helen Artt ▪ Emma Walker

Description and purpose of the project:	Key Dependencies and links with other projects:
<p>The Human Resources (HR) Project Board has been established to take forward the 2nd phase of the implementation of the Review of Public Administration in the HSC. Its primary purpose is to identify the key HR issues that will have to be addressed to ensure the effective implementation of the reforms and to recommend the adoption of policies to support the change process.</p>	<ul style="list-style-type: none"> ▪ Ministerial decision and direction (including outcome of consultation on the Minister's reform proposals), MIPB Board decisions, other MIP projects such as: ▪ Systems Design Project ▪ Communications Project ▪ Regional HSC Board ▪ Regional Agency for Public Health and Social Wellbeing and Social Wellbeing ▪ Regional Shared Services Organisation ▪ Patient and Client Council

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<ul style="list-style-type: none"> ▪ Review and revise vacancy control procedures ▪ Review the HR Framework and ensure appropriate policies and procedures are in place. ▪ Provide policies and procedures for the transfer of staff to the new organisations in line with PSC Guiding Principles and Guidance notes. ▪ To ensure that processes operate effectively and fairly to populate the new organisations through the Recruitment of appropriately trained and experienced people. 	<ul style="list-style-type: none"> ▪ Recruitment and Selection of senior positions to ensure structures in place to take forward new organisations. ▪ Identification and transfer of staff to each of the new organisations

Project Title	Leadership Development Project
Project SRO	David Bingham
Project Director	Levette Lamb

Project Board Membership	Project Team membership
<ul style="list-style-type: none"> ▪ David Bingham – Chair ▪ Ann Marie Telford - SHSSB ▪ Judith Orr - NHSCT ▪ Therese McKernan - Belfast HSCT ▪ Michael McBride - CMO ▪ Irene Hewitt - BMC ▪ John Clark – NHS Institute ▪ Levette Lamb – Project Director 	Not applicable

Description and purpose of the project:	Key Dependencies and links with other projects:
The purpose of this project is to develop and implement a Programme to build capacity and leadership capability for senior professional and operational staff to support the reform and modernisation of services leading to improved patient and client care.	<p><u>Service Frameworks</u> These frameworks are being developed and led by senior Professional staff working in partnership with service users. The need to support and develop these leaders across the HSC is fundamental to the success of the Modernisation agenda and improved service delivery. The leadership development programme delivers the necessary leadership skills across a significant cohort of senior professional and operational managers.</p> <p><u>Other Development Programmes</u> The Leadership Development programme has been developed and aligned in consideration with other developmental programmes which are planned as part of the reform agenda</p>

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<ul style="list-style-type: none"> ▪ Residential and non residential modules to address key themes. ▪ Master classes ▪ Action learning sets ▪ Micro skills events to teach technical skills. ▪ Use of innovative virtual learning environments ▪ Site visits to centres of excellence (optional) 	<ul style="list-style-type: none"> ▪ Strengthen change management capacity within the service ▪ Improved application of service improvement methodologies ▪ Enhanced confidence in leading improvement ▪ Improved opportunities for personal growth

Project Title	ICT
Project SRO	Hugh Mullen
Project Director	Mark Eustace

Project Board Membership	Project Team
<ul style="list-style-type: none"> ▪ Stephen Hodkinson - CSA ▪ Brian McKeown – DIS; ▪ Tracy Power – IAD; ▪ Liam Hegarty - Boards ▪ Peter Harvey - Regional Shared Services Organisation ▪ Eddie Ritson - EcfCH 	TBA

Description and purpose of the project:	Key Dependencies and links with other projects:
The overall aim of the project is to identify and in partnership deliver the changes to ICT that will be required to support the 'Review of Public Administration' as it affects Health and Social Care within Northern Ireland	<p>HSC ICT Strategy Programme MIP Projects, and in particular :</p> <ul style="list-style-type: none"> ▪ Regional Shared Services Organisation ▪ Service Frameworks ▪ Department ▪ RHSCB ▪ RAPHSW ▪ System Design <p>There will also need to be close co-ordination with the Human Resources project to ensure consistency of timeframes for the production of relevant job descriptions and transitional arrangements.</p>

Key deliverables: - contribution to benefit realisation:	Outline Deliverables: Outputs
<p>Key Programme Benefits Supported:</p> <ul style="list-style-type: none"> ▪ Reduced bureaucracy through a rationalisation of existing organisations. ▪ Reduction of duplication and waste ▪ Increased productivity and efficiency savings 	<ul style="list-style-type: none"> ▪ Interim report on general themes and issues affecting the development of Information and ICT and the implications for organisational structures and processes. ▪ Overall review of ICT structures, capacity and processes with recommendations ▪ Finalisation of Trust system mergers and consolidation. ▪ A report on the future organisational arrangements for the central statistics and analysis function currently located in DHSSPS Information & Analysis Directorate ▪ ICT support to the establishment of new organisation websites, e mails etc.

Document History:

This document required the following approvals

Approvals

Title	Name	Date of Issue	Version
Modernisation and Improvement Programme Senior Responsible Owner (SRO)	Dr Andrew McCormick, Permanent Secretary	16th October 2008	0.2
MIP Project Senior Responsible Owner's (SRO's)	Julie Thompson Sean Donaghy, Michael McBride, David Bingham, Hugh Mullen Linda Brown, Bernard Mitchell	16th October 2008	0.2

This document has been distributed to:

Distribution

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Departmental Board		17th October 2008	0.2
MIP Project SRO's	Julie Thompson Sean Donaghy, Michael McBride, David Bingham, Hugh Mullen Linda Brown, Bernard Mitchell	16th October 2008	0.2
MIP Project Directors	Ray Martin Peter Harvey Carolyn Harper Ivan McMaster Norma Moffett Levette Lamb Mark Eustace John McGinnity Noel McCann Veronica Gillen	10th October 2008	0.2
DHSSPS intranet Internet		22 nd October 2008	0.2