Health System Resilience 2021 – Irish Data (a taster)

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Scope

Translation of resilience ideas and identified metrics into an Irish context

By health system function

– Finance, Service Delivery, Resources, Governance

Reflections and Next Steps
Economic Growth (from shock to shock)

Annual GDP Growth % (2007-2020)

Seasonally Adjusted Growth Rate of GDP & GNI (% change over previous quarter), Q1 2019-Q2 2021
Health Spending from crisis to crisis (Annual Change in Real Current Public Health Expenditure per capita)
Out of Pocket Payments and Universality

UHC key commitment (Sláintecare) and Measure of Resilience

• Slow progress pre COVID

All COVID related care free

But fees for all other services stayed much the same

• except for a moratorium on diagnostic charges Jan-Feb 2021

Unmet need and Backlog
Human Resources
HR Supply I

- 2008*: Medical & Dental: 8,109, Nursing & Midwifery: 34,509, Management & Administrative: 38,108
- 2014: Medical & Dental: 8,817, Nursing & Midwifery: 21,532, Management & Administrative: 15,980
- 2019: Medical & Dental: 10,857, Nursing & Midwifery: 16,774, Management & Administrative: 15,110

- Medical & Dental: Grey
- Nursing & Midwifery: Orange
- Management & Administrative: Yellow
- General Support: Blue
- Health & Social Care Professionals: Green
- Patient & Client Care: Cyan

* includes 3390 staff from child and family services who were transferred out of the health service in 2014
HR Supply II

- Medical & Dental
- Health & Social Care Professionals
- General Support
- Nursing & Midwifery
- Management & Administrative
- Patient & Client Care

2014 - Lowest staffing levels and point of comparison

HR Motivation/Engagement - Absenteeism

RESTORE: Staff Engagement in Irish Health Care System. General trends and particular features by subgroups

AIM

Assess health staff engagement in Ireland by measuring its general trends and the impact that particular features by subgroups have on the overall engagement score in the country.

HSE Datasets

- Comprises 9 domains or Dimensions
- Staff Engagement Score: Measured with IPSOS model
- 135 questions, only 12 were utilized to measure staff engagement
- No analysis by Subgroups

2016: 19,288 (response rate: 15%) Staff Engagement Score: 52%

2018: 19,611 participants (response rate: 15%) Staff Engagement Score: 56%

2021: ?
RESTORE: Staff Engagement in Irish Health Care System. General trends and particular features by subgroups

OVERALL RESEARCH DESIGN:

- Data’s representativeness (not response bias): The data will be weighted by Heath Sector Area, HSE/Voluntary and Staff Category
- Evaluate the trends of the general score of staff engagement score in Ireland over time.

Variability in the staff engagement score by subgroups
Subgroups:
Gender/age/geography/areas of health services/professional cadre over time
Descriptive statistics (means and percentages)

Influence or moderator effect of the different subgroups over the overall staff engagement score in the three waves (2016, 2018, 2021)
Correlation, regression, and multivariate data analyses
Service Delivery
Weekly rate of non-COVID-19 elective admission per 100,000 population 2017–2019 vs 2020


Longer Waits and the Backlog 2020 (from HSE Performance Profile October to December 2020).
Governance
Key Governance Themes

Catalyst/Accelerator/Enabler:
• Information Technology, Health Reform

Spotlight for action:
• Private nursing homes, Protection of Staff, Vulnerable groups, ICUs

Leadership and Communication
• Taking people with you
• Vigilance
  • Clifden golf club, Christmas 2020
• Learning with private sector
Reflections & Next Steps

• Lessons learned from economic crisis
  • No return to austerity (just yet)

• But the macro resourcing trends mask problems
  • Protecting our HR
  • Displaced care and the Backlog
  • Vigilance in governance

• More data collection (interviews)

• PHSSR Project – LSE (13 country study) Measuring Health System Resilience and Sustainability
Thank You