



Briefing and Update on HSE Regional Health Authorities (RHA)

June 2024

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The Health Regions Implementation involves the internal reorganisation of the Health Service Executive (HSE) into six operational regions with responsibility for the planning and coordinated delivery of health and social care services within their respective defined geographies.

While the full implementation will be a multi-year journey, the Health Region approach was stood up in March 2024 and will continue to progress throughout 2024 and 2025.

The move to a regionalised approach, represents a major shift in the approach to the planning, funding and delivery of health and social care services. In line with international best practice, the new arrangements will support a population-based approach to the planning and resourcing of the geographic delivery of services to improve health outcomes people in Ireland.

NHI is taking the opportunity now to inform members of the changes. Attached with this correspondence is the HSE's documentation on the changes, and we invite you to scrutinise the details as they will be important to remember for future.

The HSE PowerPoint describes and visualises in significant detail what the changes will entail for implementation of care across the regions. In as clear a manner as possible, the PowerPoint illustrates how the Health Regions will ultimately support with the aim of implementing Sláintecare.

[Please click here to view the HSE PowerPoint on the changes.](#)

In addition to the information shared in the HSE document, the Health Regions which will include an update on the implementation of health regions.

The first webinar is on **Thursday 27th of June from 2 to 3pm**. It will focus on the **Implementation of the health regions, Population-based planning, Regional Health Profiles and Health Atlas**.

[Registration is now open to the webinar via this link.](#)

If you have any questions, please do not hesitate to contact NHI at info@nhi.ie.

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HSE Regional Health Authorities

What are the Changes?

Until March 2024, the Hospital Groups (HGs) and Community Health Organisations (CHOs) serve populations that were grouped in different ways, covering different areas and services that are managed separately.

The roll out of the Health Regions has commenced on **1st March 2024** and will provide services that are:

- Integrated, locally planned and delivered
- Easier to access and navigate for patients and their families
- Available closer to patients' home when they need them – right care, right place, right time

The Health Regions are an important part of putting Sláintecare in action.

The move to a regionalised approach, represents a major shift in the approach to the planning, funding and delivery of health and social care services. In line with international best practice, the new arrangements will support a population-based approach to the planning and resourcing of the geographic delivery of services to improve health outcomes people in Ireland.

Each of the RHA are headed by a Regional Executive Officer (below) are also in the process of appointing 15 Integrated Healthcare Area Manager.

The primary purpose of the IHA Manager post is operational accountability for the planning and delivery of safe, high quality integrated and accessible health and social care services to the population of the IHA, enabled and supported by all other functions from within the HSE Centre and the Health Region EMT.

It is a dynamic new role that places significant emphasis on delivering localised solutions aligned with the specific needs of the community in line with national direction. It presents a unique opportunity to deliver reform and shape the development of the regional health and social care system to meet future service needs in a way that is sustainable, and population focused.

The new HSE 'centre' will be a slimmed down version with responsibility for operations devolved to the 6 new regions and the centre focusing on policy and planning while retaining national programmes HSE outline that national programme at the centre under a new National Services and Schemes (NHSS/ Fair Deal) and Access and Integration Directorates.

In short, the **new Health Regions will be responsible for delivering both hospital and community care to six clearly defined geographies.**

New Regional Executive Officers

The new 6 Regional Health Authorities are as follows.

- **HSE Dublin and Northeast**
 - **Sara Long**, Regional Executive Officer
- **HSE Dublin and Midlands**
 - **Kate Killeen White**, Regional Executive Officer
- **HSE Dublin and Southeast**
 - **Martina Queally**, Regional Executive Officer
- **HSE Southwest**
 - **Andy Phillips**, Regional Executive Officer
- **HSE West and Northwest**
 - **Tony Canavan**, Regional Executive Officer
- **HSE Mid-West**
 - **Sandra Broderick**, Regional Executive Officer

Sara Long
HSE Dublin and North East



Dr Andy Phillips
HSE South West



Martina Queally
HSE Dublin and South East



Sandra Broderick
HSE Mid West



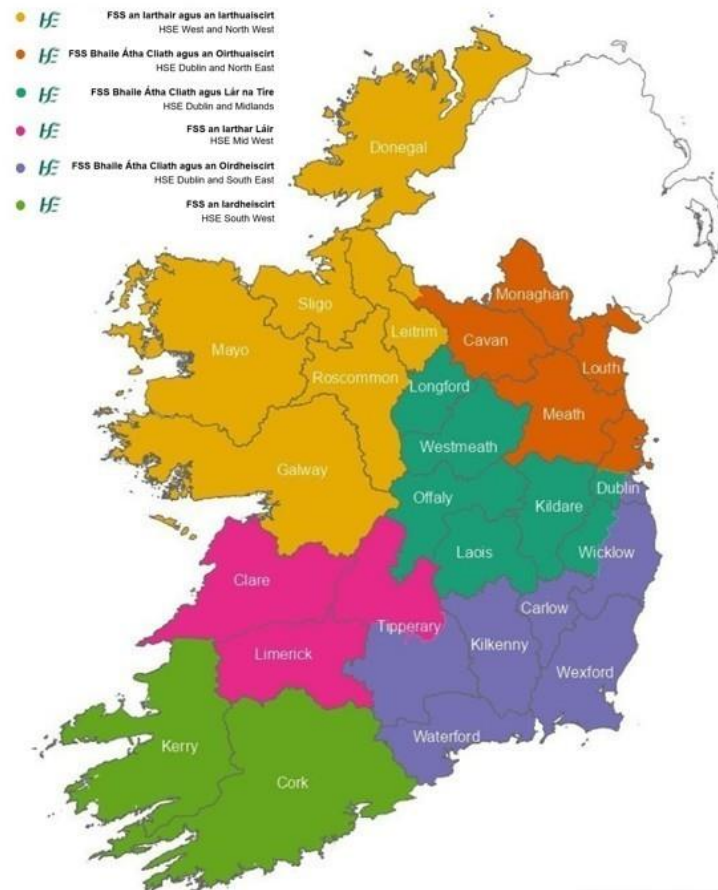
Kate Killeen White
HSE Dublin and Midlands



Tony Canavan
HSE West and North West



Map: Integrated Healthcare Areas



1. HSE Dublin and Northeast

- a. Cavan and Monaghan
- b. Louth and Meath

2. HSE Dublin and Midlands

- a. Dublin Southwest
- b. Kildare and West Wicklow
- c. Midlands (Longford, Westmeath, Offaly, and Laois)

3. HSE Dublin and Southeast

- a. Carlow, Kilkenny and South Tipperary
- b. Waterford and Wexford

- c. Dublin Southeast and Wicklow

4. HSE Southwest

- a. North and East Cork
- b. Kerry
- c. South and West Cork

5. HSE West & Northwest

- a. Donegal
- b. Sligo, Leitrim, South Donegal and West Cavan
- c. Mayo
- d. Galway & Roscommon

Next Steps on the Implementation Approach

- **There is a transition period from 1 March to 30 September 2024** as each part of the organisation switches to the new Health Region structure, the appropriate delegations and instructions will issue. There needs, to some degree, to be a shadow system during this period. This is to ensure that services are maintained at all times.
- **The target date for completion of the primary changes in structures and assignments is 30 September 2024.**
- **The first wave of transition will prioritise the fulfilment of senior roles across the Health Regions and Centre**, with the focus in Q1 2024 on fulfilment of direct reports of the CEO and direct reports of the REO which will extend to Q3 2024.
- **The second wave of transition will focus on other roles within the structures.** These will be filled on a function-by-function basis from Q2 2024.
- **National HR with regional colleagues will lead on people transition activities. Engagement with staff representative organisations will be an ongoing feature of the transition process.** National HR and regional colleagues will also be responsible for the ongoing provision of guidance to Regions and the Centre during the period of transition.
- **There is ongoing staff communications and engagement, sharing what is happening now and what will happen next with the new Health Region structure.**

NHI's Commitment to Supporting RHA Implementation

In line with NHI's HOMES Strategy 2024 – 2026, and as the national representative organisation and leading voice of nursing homes across Ireland, Nursing Homes Ireland is committed to collaboration and supporting the implementation of the roll-out of the Regional Health Authorities.

NHI has developed engagement of the REO's and will continue to work collaboratively as the new structure develops.

In respect of the nursing home sector and care of the older person this should promote and deliver integration at local level with integration of acute and community care. We will also engage with the 15 IHA's once appointed.

In our recent meeting with HSE CEO Bernard Gloster to present NHI Strategy he committed to engage with the REO's to ensure they continue engagement with NHI. We also requested formal communication and engagement process with the HSE centre through for example the new National Services and Schemes and Access and Integration Directorates.

The HSE CEO has circulated NHI's Strategy to the REO's.

While NHI have engaged with all new REO's, NHI is pleased to confirm that **Martina Queally, HSE Dublin and Southeast REO**, will be presenting at **NHI's Annual Conference** on **September 19th 2024**, in Lyrath Hotel, Kilkenny.

NHI remain committed to ensuring that all nursing homes receive the highest quality of primary and social care, now and into the future. NHI will continue to work collaboratively in the best interests of our members and those in the care of our members.

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