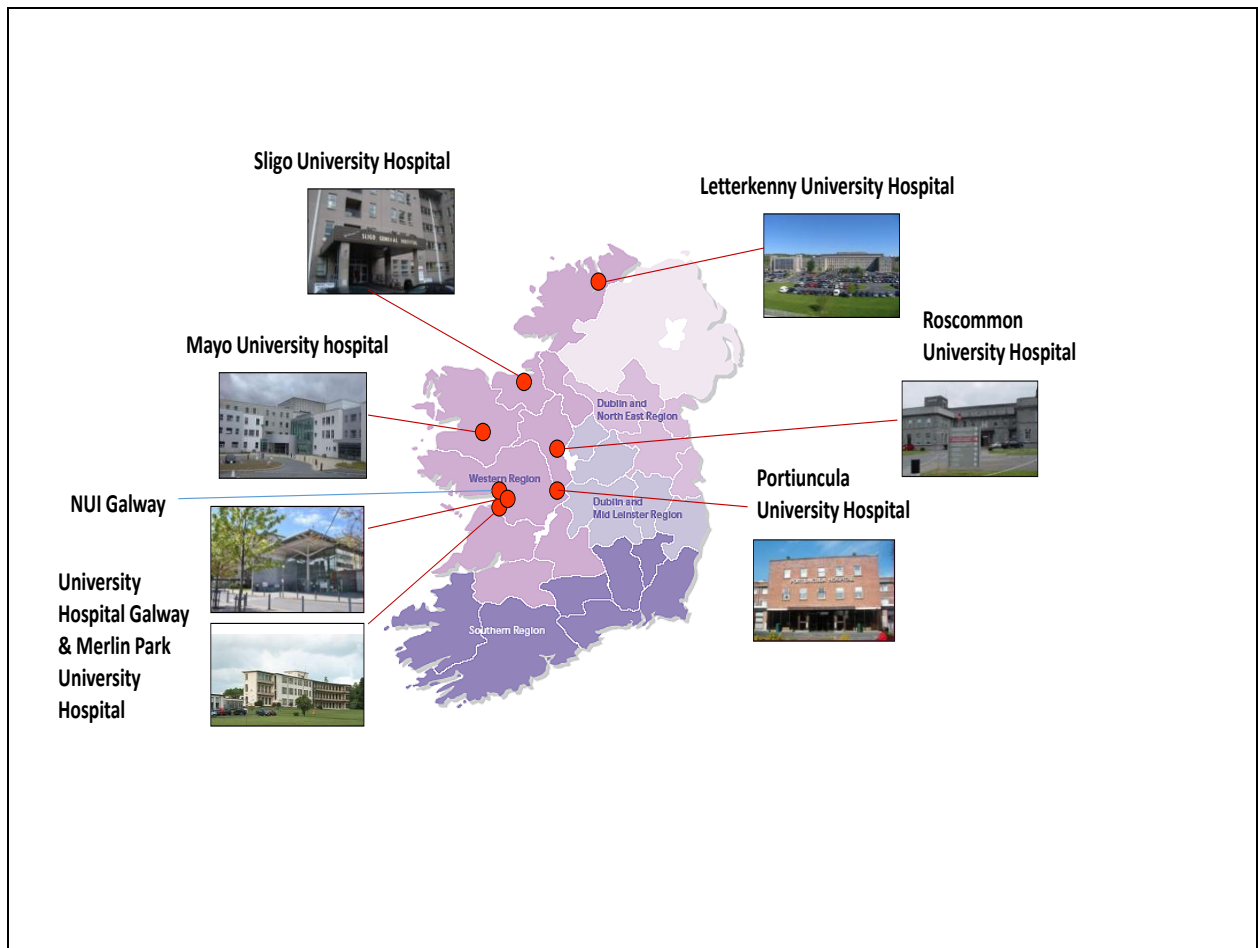




## Saolta Healthy Ireland Implementation Plan Annual report 2015



## The Healthy Ireland teams

### Saolta Healthy Ireland Steering Group

Mr. Greg Conlon, Group Lead Health and Wellbeing, Saolta  
Ms. Ann Cosgrove, Chief Operating Officer, Saolta  
Ms. Janet Gaynor, Functional Manager, Health Promotion and Improvement, HSE West  
Ms. Jean Kelly, Acting Chief Director of Nursing and Midwifery, Saolta  
Ms. Sarah McCormack, National Programme Lead, Healthy Ireland, HSE  
Mr. Barry McGinn, Head of Planning, Performance & Programme Management, Health and Wellbeing Division, HSE  
Ms. Laura McHugh, Health Promotion Officer, Health Promotion and Improvement, HSE West  
Mr. Maurice Mulcahy, Principal Environmental Health Officer, HSE West  
Dr. Diarmuid O'Donovan, Director of Public Health, HSE West  
Mr. John Shaughnessy, Group Director of Human Resources, Saolta

### Saolta Healthy Ireland Implementation Group

Prof. Margaret Barry, Professor of Health Promotion and Public Health, NUI Galway  
Dr. Melissa Canny, Consultant in Public Health Medicine, HSE West  
Mr. Greg Conlon, Group Lead Health and Wellbeing, Saolta  
Ms. Lucy Dowling, Employee Support Services, Saolta  
Ms. Margaret Flannery, Arts Director, Galway University Hospital's Arts Trust  
Ms. Olive Gallagher, PALS Officer, Galway University Hospital  
Ms. Mary Lane Heneghan, Patient Council representative  
Ms. Chris Kane, General Manager, Galway University Hospital's  
Ms. Jean Kelly, Acting Chief Director of Nursing and Midwifery, Saolta  
Ms. Maire Kelly, Clinical Support Services Director/ Senior Administrative Officer, Portiuncula University Hospital  
Ms. Mary Kelly, Health Promotion Officer, Letterkenny University Hospital  
Ms. Pauline Kent, Smoking cessation/ Brief Intervention Co-ordinator, Sligo University Hospital  
Ms. Fiona McHugh, Assistant General Manager, Mayo University Hospital  
Ms. Laura McHugh, Health Promotion Officer, Health Promotion and Improvement, HSE West  
Ms. Pamela Normoyle, Health and Wellbeing Lead, Galway University Hospital  
Ms. Lorna Quinn, CNM2, Merlin Park University Hospital  
Ms. Marion Ryder, Assistant Director of Nursing, Sligo University Hospital  
Mr. John Shaughnessy, Group Director of Human Resources, Saolta  
Dr. Jane Sixsmith, Health Promotion Research Centre Director, NUI Galway  
Ms. Tina Vaughan, Assistant Director of Nursing, Roscommon University Hospital  
Ms. Ellen Wiseman, PALS Officer, Galway University Hospital

### Galway University Hospitals (GUH)

Mr. Colin Coyle, Patient Accounts  
Ms. Marie Dempsey, Directorate Support Manager- Perioperative Directorate  
Ms. Ann Dooley, Directorate Support Manager- Medicine Directorate  
Ms. Lucy Dowling, Employee Support Services, Saolta  
Dr. Francis Finnucane, Consultant Endocrinologist  
Ms. Margaret Flannery, Arts Director  
Ms. Olive Gallagher, PALS Officer  
Mr. Geoff Ginnetty, Services Manager  
Ms. Mary Hynes, Human Resources Manager  
Ms. Chris Kane, General Manager  
Ms. Laura McHugh, Health Promotion Officer  
Dr. Ramona McLoughlin, Consultant Gastroenterologist  
Ms. Mary Murphy, Business manager  
Ms. Julie Nohilly, Director of Nursing  
Ms. Pamela Normoyle, Health and Wellbeing Lead  
Mr. Tony O'Donnell, Head of Security  
Ms. Bernadette O'Malley, Business manager  
Ms. Aine O'Rourke, Support Services Manager  
Ms. Lorna Quinn, CNM2, Merlin Park University Hospital  
Ms. Ellen Wiseman, PALS Officer

### Letterkenny University Hospital (LUH)

Ms. Cathy Barrett, Assistant Director of Nursing, Infection Control  
Mr. Peter Byrne, Facilities Manager  
Ms. Breda Callaghan, Clinical Nurse Specialist-COPD  
Ms. Catherine Cannon, Director CNME  
Ms. Marie Coyle, NMPDU  
Ms. Janet Doherty, Human Resources Manager  
Mr. Liam Doherty, Assistant Director of Nursing ED, Surgical, ICU  
Dr. Louise Doherty, Consultant in Public Health Medicine  
Dr. Anne Drake, Director of Nursing  
Ms. Eileen Egan, Quality and Risk Department  
Ms. Mary Friel, NCCP  
Ms. Geraldine Hanley, BFHI/Antenatal Education  
Ms. Mary Kelly, Health Promotion Officer  
Ms. Clare McAleer, Assistant Director of Nursing, Medical Directorate  
Ms. Connie McGilloway, SATU Nurse Specialist  
Mr. Sean Murphy, General Manager  
Ms. Mary Murray, CNS-Paediatrics  
Dr. Ravindar Nandini, Consultant Obstetrician  
Mr. Shane Neary, Project Manager, NCCP  
Ms. Elizabeth Neely, Risk Manager  
Ms. Noeleen O'Donnell, Consumer Affairs Officer  
Ms. Sharon Patton, Dietitian Manager

Mr. Liam Price, Sports and Social Club  
Ms. Elaine Robinson, Smoking Cessation Coordinator  
Mr. Patrick Rooney, Assistant General Manager  
Ms. Evelyn Smith, Assistant Director of Nursing, Service Manager Women & Children's Service

#### **Mayo University Hospital (MUH)**

Ms. Fiona McHugh, Assistant General Manager  
Mr. Charlie Meehan, General Manager

#### **Portiuncula University Hospital (PUH)**

Mr. James Keane, General Manager  
Ms. Maire Kelly, Clinical Support Services Director/Senior Administrative Officer

#### **Roscommon University Hospital (RUH)**

Ms. Aideen Banet, CNM, St. Bridget's Ward  
Ms. Maura Lawless, Stroke and care of the elderly Specialist Nurse  
Ms. Pamela Normoyle, Health and Wellbeing Lead  
Ms. Deirdre O'Reilly, Cardiac Rehab Nurse  
Ms. Elaine Prendergast, General Manager  
Ms. Patricia Rogers, Catering Manager  
Ms. Tina Vaughan, Assistant Director of Nursing

#### **Sligo University Hospital (SUH)**

Ms Audrey Colleary, Physiotherapy department  
Ms. Teresa Farrell, Assistant Director of Nursing, IP&C  
Ms. Mary Harron, Eating Disorder Practitioner  
Ms. Pauline Kent, Smoking Cessation & Brief Intervention Coordinator  
Ms. Avril Kelly, Health Promotion student  
Ms. Annette Lalor, Dietitian Manager  
Ms. Patricia Lee, Support Services Manager  
Dr. Wilms Lourens, Consultant Endocrinologist  
Ms. Liz Martin, Health Promotion Officer, Health Promotion and Improvement, HSE West  
Ms. Grainne McCann, General Manager  
Mr. Domhnall McLoughlin, Assistant General Manager  
Ms. Catriona Moriarity, Breast feeding Consultant  
Ms. Marion Ryder, Director of Nursing

**\*This list is not exhaustive. Thanks to all staff for their participation and support.**

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## Foreword

'Healthy Ireland is about taking some important steps towards making Ireland a healthier nation' said An Taoiseach, Enda Kenny, at the launch of the Healthy Ireland (HI) Framework in 2013. Enda Kenny repeated these sentiments in October 2014 when he honoured us by launching the Saolta Healthy Ireland Implementation Plan 2015-2017. While the plan was ambitious it was broken down into 59 actions that would enable us to make a real difference to the health and wellbeing of our patients, our staff and our community.

In Saolta we are very proud of the important steps we have taken to embed our HI plan. In just one year HI has become synonymous with small and not so small health changes that will make a real difference to the health of patients, staff and community. This report highlights the actions completed, the ongoing work and future initiatives.

The establishment of our HI implementation committee in collaboration with our health promotion colleagues has been the main driving force in developing the Healthy Ireland ethos across Saolta. The support of Health Promotion has been invaluable and we look forward to many more years of collaboration.

The HI leads in all of our six hospitals have worked tirelessly to promote the HI message at all levels within the organisation. This has been difficult at times as there are so many competing agendas and demands in all areas of health care. However the HI leads and their colleagues are wonderful ambassadors for the HI message. Staff on all sites have embraced the HI plan and have taken on different tasks to help them achieve a healthier workplace e.g. calorie posting, pedometer challenges and Smarter Travel to name but a few.

Our role at executive level is to report the progress of the HI implementation committee to the Board and to garner support for all our future plans to embed the HI message.

The work undertaken over the last 12 months was not done in isolation and we wish to thank our colleagues from within the organisation and those that have supported us from outside it. We also wish to take this opportunity to thank all from the National Health and Wellbeing Division for their on-going support.

We look forward to the next twelve months and what the Healthy Ireland plan has in store for us.

Jean Kelly,  
Acting Chief Director of Nursing and Midwifery,  
Saolta



John Shaughnessy,  
Group Director of Human Resources, Saolta



## Overview

This is the first annual report on the progress of the 'Saolta Healthy Ireland (HI) Implementation Plan 2015-2017'. The report highlights the broad range of health and wellbeing initiatives that took place across the group in 2015. Key performance indicators (KPI's) and updates on quality improvement plans from HIQA health and wellbeing standards 1.9 and 4.1 are also published for the first time.

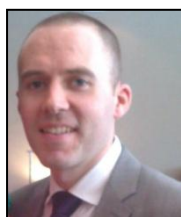
Looking back, a tremendous amount has been achieved in a relatively short space of time. In 2015 we developed a structure across the group to facilitate the delivery of the Healthy Ireland agenda. Steering and Implementation groups convened, while local leads and committees across the group delivered activity on a number of fronts.

Saolta became the first Irish Hospital Group to introduce the HSE calorie posting policy in all staff restaurants. This was a top priority for the national health and wellbeing division and we are delighted to be leading in this initiative. We were the first hospital group to undertake the smarter travel workplaces surveys as part of our commitment to improving active travel options for staff. Galway University Hospital's won 'Smarter Travel Workplace of the year 2015' while Roscommon University Hospital won 'Best Large Workplace Award' in the Pedometer Challenge with a staff participation rate of nearly 50%.

2016 is shaping up to be a very positive year for Healthy Ireland at Saolta. We will be publishing a health and wellbeing training plan for staff, the first of its kind in Ireland. The plan will benefit both staff and patients. In partnership with Health Promotion and Improvement, HSE West, we will introduce a stress control programme to improve staff mental health. We also aim to be the first hospital group to pilot body mass index (BMI) recording on our patients, following a successful audit at Sligo University Hospital.

The progress and success of Healthy Ireland at Saolta is thanks to the efforts of staff across the group working hard to deliver for our patients and staff. We look forward to doing the same in 2016 and beyond.

Greg Conlon,  
Health and Wellbeing Lead, Saolta.



## Annual report summary by the numbers:

A series of firsts:

- **1:** We are the first hospital group to:
  - Publish a Healthy Ireland annual report
  - Introduce the HSE calorie posting policy on all sites
  - Undertake the Smarter Travel Workplaces survey across all hospital sites
  - Develop KPI's for health and wellbeing initiatives and services
- **2:** The number of smarter travel awards won by the group. GUH were winners of the 'Smarter Travel Workplace of the year' in 2015' while RUH won the 'Best large workplace award' for the pedometer challenge
- **7:** The number of different parties represented on the HI steering and implementation groups
- **11:** The number of completed actions in the Saolta HI plan
- **22:** The percentage increase in completed HIQA quality improvement plans across the group
- **32:** The number of ongoing actions in the Saolta HI plan
- **62.5:** The current breastfeeding percentage rate at PUH
- **99:** The number of staff who attended mindfulness sessions at MUH
- **125:** The number of staff who signed up for walking, cycling, operation transformation, mindfulness and staff smoking cessation programmes at SUH
- **146:** The number of staff availing of the bike to work scheme at GUH
- **398:** The number of staff that took part in Operation Transformation across the group
- **531:** The number of staff who completed the calorie posting pre implementation survey across the group
- **740:** The number of staff who completed the Smarter Travel survey across the group
- **1362:** The number of staff who are members of the LUH Sports and Social Club
- **1461:** The number of intensive patient support contacts for smoking cessation services at LUH
- **2200:** The number of nicotine replacement therapy prescriptions dispensed to smokers at SUH

## Healthy Ireland Highlights

### Governance and policy

A Healthy Ireland steering group has been in operation at Saolta since July 2014. In October 2014, the steering group developed the Saolta Healthy Ireland Implementation plan 2015-2017. In 2015, the steering group met three times to oversee the Healthy Ireland process at Saolta.

In January 2015 the Saolta Healthy Ireland Implementation group convened. The group met on six occasions during the year and aimed to deliver actions from the Saolta Healthy Ireland plan. The group expanded as the year progressed to include representation from various partners including the Saolta patient council and the Saolta Arts Trust.

An extensive review process was undertaken by the implementation group in Q1 of 2015 mapping health and wellbeing activity and staffing levels in our hospitals. This provided valuable information which helped with planning for 2015.

Executive and local leads were assigned in most hospitals and local HI committees convened. Hospitals delivered a number of site specific actions and also a number of collective actions from the Saolta Healthy Ireland plan. Sub groups were also formed to work on specific actions in the areas of calorie posting, flu vaccination and the development of a health and wellbeing training plan.

### Partnerships

2015 was a progressive year for developing Healthy Ireland partnerships at Saolta.

#### Smarter travel

Saolta CEO Maurice Power signed the national Smarter Travel Workplaces (STW) Programme Charter. Smarter Travel Workplaces is a voluntary programme working with large employers to implement workplace travel plans or actions to promote walking, cycling, public transport, car-sharing and the use of technology in place of travel. Workplace travel plans can reduce single occupant car use by between 10%-24%. Results from a number of STW Partners so far indicate a 19% reduction in car use, with significant gains for cycling (average 135% increase). The Smarter Travel Workplaces Programme will be rolled out through the Saolta Healthy Ireland Implementation Group in conjunction with the National Transport Authority.



### **Academic institutions**

Staff from NUI Galway sat on the HI implementation group in 2015. Students from NUI Galway, Athlone and Sligo IT's undertook placements to support Healthy Ireland work in 2015/2016. They played an important role in supporting the delivery of the calorie posting policy across the group.

### **Health Promotion and Improvement, HSE West**

We are very grateful to our colleagues in the department for supporting a number of initiatives in 2015 including the delivery of the HSE calorie posting policy. We thank Janet Gaynor and her team for also supporting the stress control and motivational interviewing programmes across Saolta. We look forward to working together in 2016.

### **RCSI and UL Hospital Groups**

Our partners at the RCSI and UL hospital groups began the development of their Healthy Ireland plans in 2015. Saolta staff met with colleagues and shared resources to help progress their healthy Ireland agendas. These partnerships will be mutually beneficial in advancing the HI agenda throughout all hospital groups.

### **Department of Public Health, HSE West**

Colleagues in the department provided county health profiles for all Saolta hospitals which were included in the HI review undertaken in 2015. Colleagues sat on various committees and also shared information on how to increase the uptake of the flu vaccine. The department also offered student placement opportunities.

### **HSE National Health and Wellbeing Division**

Saolta is working together with colleagues in the division on the implementation, monitoring and reporting of our plan. Saolta was represented on the 'National Healthy Ireland in Hospital Groups Steering Group' which is developing a set of indicators to assist hospital groups implement the National Healthy Ireland Strategy.

### **Reporting and evaluation**

The Saolta Group Director of Human Resources and the Chief Director of Nursing and Midwifery report to Saolta Executive Council and the Saolta Board of Directors on the progress of the Saolta HI plan. The Saolta Group Lead for Health and Wellbeing reports on progress to the Saolta HI steering and implementation groups. The local HI committees report into the HI implementation group. Local committee reports are summarised from pages 20-50.

### **Key Performance Indicators (KPI's)**

KPI's are outlined in Appendix three from pages 62-73. This is the first time KPI's have been reported for health and wellbeing. Most HI KPI's are collated on an annual basis. Some KPI's are site specific while some we aim to collate on a group wide basis. Currently Saolta is supporting the development of a national set of KPI's for Healthy Ireland in Irish Hospitals. As such we will monitor and amend our KPI's as appropriate to match the national set of KPI's for health and wellbeing.

## HIQA health and wellbeing standards

### 1.9 'Service users are supported in maintaining and improving their own health and wellbeing'

### 4.1 'The health and wellbeing of service users are promoted, protected and improved'

Evidence of these standards was collated as part of the review process in 2015 and Quality Improvement Plans (QIP's) were put in place across the group. Details of these QIP's are found on pages 54-61 in Appendix two. Below is a summary of the changes that have taken place since the initial review in Q1 2015.

- HIQA Quality Improvement Plan's (QIP's) 2015. 23 in total.

QIP Status	
Completed	7
Not due	5
Overdue	11

- HIQA Quality Improvement Plan's (QIP's) 2016. 23 in total.

QIP Status	
Completed	12 (22% increase)
Not due	5 (no change)
Overdue	6 (22% decrease)

There has been a progression in the completed QIPs for HIQA standards 1.9 and 4.1. A total of 7/23 QIP's were completed in 2015 with an increase to 12/23 completed in 2016. This represents a 22% increase in completed QIP's. There was a decrease of 22% in overdue QIP's (11/23 to 6/23 overdue). Remaining overdue QIP's are linked almost exclusively to staffing resources.

### Activity progression

A total of 59 actions exist in the Saolta HI plan. There is progression in a number of areas across the group on many actions. Many of our activities focus on sustained improvement and will be ongoing for the duration of the plan. Fifty percent of our incomplete actions are directly associated with a lack of resources in tobacco, alcohol and health promotion personnel. We await the publication of the national behaviour change framework before seeking an uptake of the behaviour change training on academic courses. We also await progression nationally regarding health and wellbeing documentation/ HIPE and will aim to roll out the nationally agreed plans.

### Complete

- 1.1: Establishment of HI steering group
- 1.4 Develop site specific HI implementation plans
- 1.5 Produce an annual health and wellbeing progress report
- 2.2: Publication of county health profiles
- 3.3: Establishment of PALS service at GUH
- 3.4: Establishment of Saolta patient council
- 3.5: Expand the implementation of 'test your care metric'
- 4.1.1: Complete a baseline review of current staff resources
- 4.1.3: Complete a review of the HPHS programme
- 4.7.3 Undertake staff review of CMS lactation posts
- 4.7.5 Develop breastfeeding training plan in sites

### Ongoing

- 1.2 Incorporate relevant HI information into existing group staff engagement process
- 2.1 Further develop partnership working
- 3.1 Implement the reformed clinical programmes and new integrated care programmes
- 3.3 Implement self care programmes for patients
- 4.2.6 Provide smoking cessation BI training for staff
- 4.3.3 Review and agree nutritional standards of hospital food for patients and staff
- 4.3.4 Implement the HSE calorie and vending policies
- 4.4.1 Develop an active travel plan for Saolta

- 4.4.2 Implement national physical activity plan recommendations
- 4.5.1 Improve linkages with community drugs and alcohol services
- 4.6.1 Expand mainstream BI training
- 4.7.1 Promote and increase breastfeeding rates
- 4.7.2 Participate in baby friendly hospital initiative
- 4.7.4 Review current breastfeeding data collection systems with a view to achieving standardisation
- 4.8.1 Hand hygiene training
- 4.8.2 Lead auditor for hand hygiene training in each site
- 4.8.3 Continue to review and update major emergency and pandemic plans
- 4.8.4 Increase influenza vaccination rates in clinical staff
- 4.8.5 Promote safe sex
- 4.8.6 Ensure good antimicrobial prescribing
- 4.8.7 Reduce healthcare associated infections
- 4.8.8 Monitor and control antibiotic consumption
- 4.8.9 Monitor alcohol hand rub consumption
- 4.9.1 Promote awareness of supports available for mental health
- 4.9.2 Expand mindfulness and stress management training
- 4.10 Delivery of screening programmes
- 5.3 Ensure Saolta plan is cross referenced with HI research priorities
- 5.4 Strengthen and identify academic collaborations
- 6.1 Develop an outcomes framework for the group in line with national HI framework
- 6.2 Develop and implement KPI's
- 7.2 Prioritise and implement 3 key actions in the plan
- 8.1 Continue to implement QIP's for HIQA standards

## **Incomplete**

- 1.3 Identify HI leads in each hospital site
- 4.2.1 Identify tobacco leads in each site
- 4.2.2 Fully implement the tobacco free campus policy in line with ENSH standards
- 4.2.3 Routinely screen all patients for tobacco use
- 4.2.5 Provide routine smoking cessation support to patients
- 4.3.1 Introduce routine BMI recording for patients
- 4.3.2 Improve the recording of obesity in medical records and HIPE
- 4.3.5 Introduce evidence based nutrition assessment for all high risk patients
- 4.5.2 Complete appointment of alcohol/substance misuse liaison post in GUH
- 4.6.2 Expand number of undergraduate training programmes with BI training
- 5.1 Ensure patient documentation incorporates assessment of health determinants
- 5.2 Introduce an evidence based approach to service evaluation
- 7.1 Develop a steering group to liaise with the national sustainability office
- 7.3 Review evidence in relation to sustainable health strategies

## Initiatives

### **Calorie posting and vending**

- Saolta became the first Irish hospital group to introduce the HSE calorie posting policy in 2015, offering staff and patient's information on the calorie content of breakfast food items. The calorie posting initiative was a great success on a variety of fronts, including partnership working, innovation and teamwork. Groups will continue to meet to implement calorie posting for lunch items in 2016. It is expected this will be completed by the summer.
- We are also committed to implementing the HSE Healthier Vending Policy. We have identified the total number of vending machines across the group and details of our suppliers in preparation for implementing the policy. We aim to complete the process this year ensuring all machines comply with the 60% 'better choice' and 40% 'other choice' requirements in the policy.

### **Stress control programme**

- Stress control is a programme that teaches participants to become their own therapist. Some stress control programmes are in operation across the group. We aim to introduce stress control to all hospitals by the end of 2016.
- A train the trainers programme will be offered for Saolta staff, and this has been generously been supported by Health Promotion and Improvement, HSE West.
- We aim to deliver courses this year to staff and there is scope for improving staff mental health in this regard on a wide scale basis.

### **Health and Wellbeing Training Plan**

- Work began in 2015 on developing a health and wellbeing training plan for staff.
- Members of the HI implementation and steering groups were surveyed to collate views on the content of the plan.
- Staff health and wellbeing resources, staff training opportunities and resources for patients were identified as the three areas for inclusion in the plan.
- Saolta and community staff collated and returned information in these areas over a period of months and the plan is due to be finalised in Q2 2016.
- The plan will need to be promoted and distributed to staff once completed.
- Staff will need to be released to attend training.
- The completion of the plan will offer Saolta staff and patients a comprehensive directory of health and wellbeing services, training opportunities and resources.

### **Tobacco**

- The group has three Smoking Cessation Officers; GUH (commenced Dec 2015), SUH and LUH.
- Smoking Cessation Officers offer a vital service to staff and patients in their efforts to stop smoking, including one to one intervention, follow up support, medication recommendation/prescribing and the provision of training.

### **Body Mass Index recording**

- In 2015 a pilot programme took place at Sligo University Hospital in relation to BMI recording.
- A report was produced that found there was no standardisation of documentation for BMI. They also looked at barriers to recording BMI. Six BMI scales were purchased and the dietetic dept sourced height scales.
- In 2016 the Saolta group will aim to be the first hospital group to undertake a BMI pilot programme in each hospital site with a view to introducing this concept on a wider basis.

### **Communication and branding**

- The group produced a detailed report in 2015 on the staff resources and HI activity levels across the group.
- The group provided a number of updates on progress and initiatives for the Saolta Newsletter and will expand this approach in 2016.
- The group agreed to include the HI logo in their staff email template to increase the branding of HI.
- The HI brand was promoted at various events across the group.
- A calendar of health and wellbeing events for 2015 and 2016 was created and promoted.
- Healthy Ireland was included as part of the staff induction programme and the staff induction CD.

### **Physical activity**

- Operation transformation physical activity initiatives were offered to staff across the group and feedback was very positive. A total of 398 staff took part.
- Numerous physical activity events took place in 2015 and a number of these are highlighted in the hospital site reports.

### **Smarter travel implementation**

- GUH was awarded the Smarter Travel Workplace of the Year award which was a fantastic achievement.
- The group aimed to build on this success with other hospitals engaging in the smarter travel programme. Each hospital completed a hospital and employee based survey in 2015 as a requirement of participating in the programme.
- Arlene Finn, the national smarter travel co-ordinator presented the findings to staff in January 2016.
- A total of 740 staff completed the staff survey with 90% of staff found to be travelling to work by car.
- We will be working with smarter travel to develop an action plan based on the findings in the survey and aim to implement a number of initiatives in 2016.
- These could include:
  - Developing walking routes on site/ in the local area
  - Lunchtime walking groups
  - Park and Stride
  - Bike displays on site/ promotion of public bikes

## Challenges

### Staffing and finances

- Our biggest challenge remains our staffing levels in the areas of HI/ Health Promotion, tobacco, alcohol and obesity.
- We do not have any HI staff in MUH or PUH while we have no HP officer at SUH.
- Our HI WTE allocation in RUH is 0.2
- We have no smoking cessation officer at MUH, PUH or RUH. This remains a difficulty in terms of offering a patient and staff service and also in implementing other actions including the maintenance of HSE tobacco free campus policies.
- We do not have any officers in place for addressing alcohol or obesity.
- We do not have a budget for HI.
- We have relied heavily on financial support from HP West in the areas of calorie posting, stress control and motivational interviewing. Support has also been provided in the areas of staffing and administration.

### Saolta staff overview: Healthy Ireland, Health Promotion, Smoking cessation posts

Location	WTE posts
Galway	0.8 WTE Pamela Normoyle, Health and Wellbeing Lead 0.5 WTE Colette Walsh, Smoking Cessation Officer
Letterkenny	1.0 WTE Mary Kelly, Health Promotion Officer 1.0 WTE Elaine Robinson, Smoking Cessation Officer
Portlincula	0 WTE HP/HI 0 WTE Smoking cessation officer
Roscommon	0.2 WTE Pamela Normoyle, Health and Wellbeing Lead 0 WTE Smoking cessation officer
Mayo	0 WTE HP/HI 0 WTE Smoking cessation officer
Sligo	0 WTE HP 1.0 WTE Pauline Kent, Smoking cessation officer/BI facilitator

**Flu vaccine**

- Our uptake of the vaccine is poor compared to other hospitals nationally and we need to start the promotional campaign in Q2 this year to build momentum for the next flu season.
- Colleagues in public health are advising on measures to increase uptake.
- Increasing the uptake of the vaccine should be a priority for all sites in 2016.

**Staff release for training**

- We have difficulty in some instances getting staff released for training.
- This will need to be addressed following the publication of the health and wellbeing training plan if we are to increase staff capacity to engage with patients regarding their health and wellbeing.

**Breastfeeding**

- Improving breastfeeding rates and compliance with the national infant feeding policy needs to be prioritised within our hospitals.

## 2016 group aims

### Maintenance of existing actions

- We aim to maintain and monitor our activity levels from 2015 in the coming year as part of our commitment to delivering a sustainable health service.
- There will also be a focus on developing and delivering a number of initiatives. These include:

2016 Group HI actions	1	1.2 Incorporate relevant Healthy Ireland goals, actions and updates into existing Group Staff Engagement process
	2	1.3 Identify Healthy Ireland leads in each hospital site
	3	1.5 Produce an Annual Health and Wellbeing Progress Report
	4	2.1 Further develop partnership working and collaboration opportunities across the group with key external stakeholders such as NUIG, Smarter Travel, Croi, etc
	5	4.1.2 Develop a Health and Wellbeing training plan for staff and build capacity of staff to implement health and wellbeing activities
	6	4.2.1 Identify tobacco lead in each site to coordinate all tobacco actions in line with plans at national and divisional level
	7	4.3.1 Introduce routine recording of Body Mass Index (BMI) for all relevant inpatients and outpatients encounters
	8	4.3.4 Implement the HSE Healthy Vending Policy and HSE Calorie Posting Policy
	9	4.4.1 Active travel
	10	4.4.2 Implement National Physical Activity Plan recommendations for staff when published
	11	4.8.4 Increase influenza vaccination rates in clinical staff
	12	4.9.1 Promote awareness of supports available & information on positive mental health, stress, addiction and other mental health issues for staff
	13	4.9.2 Expand mindfulness & stress management training for staff
	14	5. Research and evidence
	15	6.2 KPIs and other measurement tools to be developed to support implementation of the plan
	16	8.1 Continue to implement quality improvement plans to improve health and wellbeing standards as outlined in the National standards for Safer Better Healthcare

## Healthy Ireland Committee Reports: Galway University Hospital's

### GUH Healthy Ireland committee objectives

It is the aim of the GUH Healthy Ireland implementation group to coordinate and oversee the implementation of the group healthy Ireland plan by:

- Agreeing priority actions and work streams to support the delivery of the SAOLTA healthy Ireland plan in UHG and MPUH
- Identifying and supporting health and wellbeing champions across both sites to support implementation
- Sharing models of good practice and ways of working to maximise efficiency of working and to foster greater communication between staff in GUH and within the group
- Promoting staff training in order to deliver identified actions

### Summary of 2015 HI activity & outcomes

Actions	Outcomes
4.2 Tobacco	- .5 WTE temporary post commenced in Dec 2015
4.3.4 Calorie Posting	- UHG and Merlin park commence calorie posting, positive staff feedback received, improvements in menu choice and healthier cooking methods
4.3.4 Vending	- Negotiations with HSE national expert advisory group & contractor re: national HSE policy, terms of implementation agreed
4.7 Breastfeeding	- .5 WTE permanent post reinstated, BFHI Steps 6 & 9 audited, annual report for 2015 submitted to National BFHI office
4.8 Health Protection	- The Saolta group developed a sub-committee to prioritise the promotion of the flu vaccine amongst HSE staff during this year's flu season - Lessons learned from a successful flu vaccine campaign in North West were translated to the whole group. Overall levels remain low @ 13% (up to 'Dec 15). The promotion of the flu vaccine remains a priority
4.4 Active Travel	- GUH named winner of National Transport Authority Smarter Travel Workplace of the year - 8 week Operation Transformation staff programme completed in GUH. Bike users group established with 60+ members in UHG. 146 staff availed of bike to work and 9 availed of tax saver schemes - 409 Staff completed employee travel survey in Nov/Dec 2015
3.0 Health Literacy	- Environmental health literacy assessment research project completed with Dept of Health Promotion, NUIG - Health literacy committee established, action plan for 2015-2016 commenced, prioritising written communication improvements
4.9 Positive Mental Health	- 11 training courses in Coping Skills for Stress delivered - Worked with 24 groups of staff at ward/dept level - One training course delivered for line managers on the Prevention and Management of Stress in the Workplace Policy - Innovative art project for mental health week Installed on the theme of "TIME" in the main foyer - Multiple Arts projects (see report p24)

## Highlights

- GUH win National Transport Authority's Smarter Travel Workplace of the Year
- Operation transformation success at GUH 2015, which incorporated a 6 week health and wellbeing plan for hospital staff. Over 300 employees participated in a variety of physical activity, diet and stress management initiatives
- UHG and Merlin Park staff restaurants commenced calorie posting on staff and visitor menus
- Installation of long term positive mental health art exhibition in main foyer in GUH

## Challenges

Coordination of Healthy Ireland activities challenging, variety of staff engaged in activities. Two committee meetings held in 2015.



### From Top Left to right

1. Health and wellbeing division, GUH arts trust and local artist attending the launch of "TIME" exhibition in GUH foyer, October 2015
2. Catering, management and healthy Ireland leads attending the launch of calorie posting in Merlin Park staff and visitor restaurant, Dec 2015
3. Healthy Ireland staff from SAOLTA and health promotion and improvement endorsing "healthy swaps" at the launch of calorie posting in UHG staff and visitor restaurant, April 2015
4. GUH staff attending an event for Operation Transformation in January 2015
5. GUH win National Transport Authority's Smarter Travel Workplace of the Year, March 2015

## Plan for Healthy Ireland @GUH in 2016

Area	Planned Activity	Expected Outcomes	Persons responsible
1.0 Governance	5 committee meetings	Active Participation by committee members	Chair: Chris Kane, Coordination: Pamela Normoyle
4.2 Tobacco	Intensive smoking cessation support service commenced  Devise and Implement Tobacco free campus action plan in line with ENSH standards	120 patients receive intensive cessation support  Improvement in compliance with Tobacco Free Campus Policy  Reduction in breaches of the policy on campus grounds	Colette Walsh, smoking cessation advisor  Geoff Ginnetty, Services manager
4.3.4 Calorie posting	Completion of project in UHG and MPUH	All staff and visitor menus in UHG and MPUH display calorie information	Catering managers;  Mary Frain - UHG  Mary Killeen -MPUH
4.3.4 HSE Healthier Vending Policy	Reconfigure content and brandings of 12 vending machines to comply with HSE vending policy	Compliance with Policy in UHG and MPUH	Geoff Ginnetty, GUH
4.7 Breastfeeding	Progress BFHI action plan for 2016, audit 2 steps within BFHI	Maintain and increase breastfeeding rates	BFHI committee  Coordination; Claire Cellarius
4.4 Active Travel	Implement physical activity actions; update walking routes, participate in NTA pedometer & cycle challenge, improvement of cycling facilities	Greater use of alternative modes of transport to work by staff	Coordination: Pamela Normoyle, Lorna Quinn - MPUH
3.0 Health Literacy	Updating of written letters and leaflets produced	Impact of changes monitored through DNA's at clinics and satisfaction surveys	Olive Gallagher  Laura McHugh
4.8 Health Protection	Training "flu vaccinators" as per HSE flu vaccine policy	Increase rates of front line staff receiving flu vaccine	SAOLTA flu vaccine committee  Occupational Health

4.9 Stress management/ employee support	<p>Promote attendance at;</p> <p>Healthy Workplaces Manage Stress Seminar</p> <p>Wellness Recovery Action Planning (WRAP)</p> <p>4 stress management training courses</p> <p>Stress control trainers programme</p>	Good participation of GUH at various stress management training & trainers courses	<p>HR</p> <p>Employee support</p> <p>Lucy Dowling</p>
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## Galway University Hospitals Arts Trust

Galway University Hospitals Arts Trust run the west of Ireland's leading Arts and Health programme as a means of improving the hospital experience for patients, staff and visitors. The arts trust believes access to the arts promotes well-being and enhances the hospital environment. We provide a multi-disciplinary programme of events and activities, including exhibitions, participative workshops, music, theatre and poetry for patients, visitors and staff in UHG and MPUH.

The Galway University Hospitals Arts Trust and Arts Committee support and enhance the patient environment in Galway's public hospitals. The aim of the Arts Trust is to involve the arts in the healing process in order to promote the well being of patients, staff and visitors in Galway University Hospitals. The Arts Trust has worked to develop and implement a programme of events and activities that integrates the arts and the health care environment.

### Key Aims of the Trust and Hospital Arts Committee

- Increase levels of access and participation in high quality participative arts programmes that are suited to individual or group needs, paying attention to the inclusion of the most vulnerable, i.e. patients.
- To establish effective structures, supports and services that will promote the value of the arts and health, enhance practice, inform planning and policy within the hospital structure.

### Key Highlights in the arts programme in 2015 included:

#### **Art@Work 13**

Art@work is the annual exhibition organised by Galway University Hospitals Arts Trust to showcase art produced by the staff of Galway University Hospitals. The exhibition was launched on Friday 18 December by Mr. John Behan, RHA.

Art@work celebrates its thirteenth birthday this year. Each year the Art@work exhibition aims to uncover more budding artists. This year it featured sixty artworks from thirty staff working in Galway University Hospitals. Over sixty members of staff in the past thirteen years have exhibited their work on the corridor every Christmas. The exhibition includes a diverse range of media and techniques including: oils, watercolour, acrylic, photography and drawing. In 2015 a second exhibition began in Merlin Park University Hospital where five staff exhibited their artwork.





Art@work launch December 2015

### **Poems for Patients exhibition selected by Naomi Shihab Nye**

Naomi Shihab Nye launched the twelfth series of Poems for Patience in April. The poems are displayed on the Arts Corridor during the Cúirt International Festival of Literature and afterwards placed in waiting rooms for patients and visitors to read.



### **Comments:**

**“Great choice of poems”**

**“It is great to be able to stop for a minute and forget everything and share in a silent way with the world”**

**“Pleasure to read while waiting”**

**“Wonderful collection to ease the mind of even the most impatient patient!”**

### **All Ireland Poetry Day 2015 – Menu of Poems**

The Menu of Poems was disseminated on National Poetry Day to hospital and healthcare settings throughout the Saolta group and other participating hospitals. The Menu consisted of four poems chosen from the Poems for Patience collection which were voted by the Arts and Health Co-ordinators Ireland members. The finalised menu entitled Flow consisted of ‘A Healing’ by Leanne O’Sullivan, ‘Talisman’ by Suheir Hammad, ‘The Pencil’ by Crystal Zheng and ‘The Sunday Swim, Comanche Trace’ by Noel Crook. A follow up questionnaire was also distributed in order to compile feedback on the project.



### **Creative Writing with Kevin Higgins**

Kevin Higgins continues to visit UHG and Merlin Park every other week. On May 7<sup>th</sup> there was a reading by participants to celebrate Poetry Day. Eight staff who attended the classes read poems. Two patients attended and one patient read from her work. Kevin read two poems from his latest collection and Margaret Monaghan read a poem about working in the hospital. It was a lovely event. Poetry by staff and patients was also displayed in the foyer for people to enjoy in the lead up to National Poetry Day.



**Participants from the Creative Writing class with Kevin Higgins**

### International Nurses Day

To celebrate International Nurses Day, Na Cruithne played a special performance in the hospital foyer. The music entertained staff, patients and visitors and marked the beginning of a week celebrating the work of nurses in the hospital. A student nurse also read 'Recovery' by Edward Hirsch from the Poems for Patience series.



Na Cruithne performing in the foyer.

### Hand Hygiene Poetry Competition

Patients and staff were invited to enter a Limerick poetry competition for Hand Hygiene Day which was also celebrated on Poetry Day. The winners were; **Mark O'Loughlin**, Department of Histopathology, Cytology and Molecular Pathology. Highly commended: **Ellen Wiseman** and **Olive Gallagher** our PALS Co-ordinators for their joint effort and **Frances Devlin**, Senior Medical Scientist in the Histopathology Dept.



## Social Inclusion Week

Social Inclusion Week ran from October 19<sup>th</sup>-25<sup>th</sup> and GUH Arts Trust partnered with Ragoon Family Centre in Westside to exhibit work completed by their members. The exhibition was situated in the Transit Lounge of the main hospital foyer. Social inclusion is about having a socially inclusive society where all people are recognised and accepted and have a sense of belonging. Young people from the centre in Westside have created artworks themed around the idea of 'Community and Diversity' to mark the week. Colourful drawings, photographs and positive messages devised by the group encouraged an understanding of social inclusion.



## Plans for 2016

- Creative writing workshops for staff and patients in GUH
- Drawing workshops for staff
- Annual staff exhibition
- Work on the #hellomynameis campaign with PALS
- 'Per cent for art integrated art project' for the 75 bed ward block with art workshops
- Staff, their families and end users

## Letterkenny University Hospital

### Committee development and representation

The LUH HI committee was established in May 2015

#### Aim:

To oversee the implementation of Saolta Healthy Ireland implementation plan at Letterkenny University Hospital

#### Chair:

The Group is chaired by Dr. Anne Drake, Director of Nursing/Midwifery, LUH Hospital Lead for Healthy Ireland. Deputy Chair is Mary Kelly, Health Promotion Officer, LUH.

#### Membership:

The committee is made up of multidisciplinary staff from LUH.

### Roles and Responsibilities of the Implementation Group

- To agree priority actions from the Saolta Healthy Ireland plan for implementation at LUH
- To focus on system reforms which will result in better outcomes for patients and healthier staff
- To share models of best practice with other hospital sites and develop health and wellbeing networks with Saolta colleagues
- To develop performance measures for reporting of work to the Saolta Healthy Ireland Implementation Group
- It is envisaged that the goals will be achieved through a combination of consolidation and reconfiguring existing work and, where necessary, creating new initiatives

### 2015 actions and outcomes

Actions	Outcomes
Action 4.2 Tobacco control	<ul style="list-style-type: none"><li>- Tobacco Services Report 2015 featured below</li></ul>
Action 4.7.1 Breastfeeding	<ul style="list-style-type: none"><li>- Donegal Breastfeeding Forum action plan for 1 year and 3 years developed</li><li>- Breast feeding Partnership training; 75 staff completed 2 day training</li><li>- Breast feeding rates increasing (see KPI's)</li></ul>
Action 4.9 Positive Mental Health	<ul style="list-style-type: none"><li>- Mindfulness: 125 staff completed 6 week programme</li><li>- Stress Control: 6 week programme available to all staff</li><li>- Arts: see report below</li></ul>

Action 4.4 Physical Activity	<ul style="list-style-type: none"> <li>- In partnership with Sports&amp; Social Club the following activities are offered to staff Pilates Yoga Salsa Walking Operation Transformation (29 staff took part) Reduced Gym Membership Canoeing Ski Trip</li> <li>- Sports and social club report below</li> </ul>
Action 4.8 Health protection	<ul style="list-style-type: none"> <li>- Flu vaccine campaign continues (see KPI's)</li> </ul>
Other Work	<ul style="list-style-type: none"> <li>- Action from LUH HI Implementation Group</li> <li>- Clinical care programme co-ordinator mapped HI activity in all care programmes and presented findings to group</li> </ul>

### Service reports

#### Hospital Sports & Social Club: Letterkenny University Hospital

Our hospital sports & social club is celebrating its 21<sup>st</sup> birthday this year. Founded in 1995, with an initial membership of 200 members, it has steadily grown to a current membership of 1,362 staff.

As a club we offer our members a wide range of activities and are continually adding new events to our club calendar. These events are too numerous to mention, but we offer activities such as Pilates, summer walks, summer camp, Operation Transformation, canoeing and art classes. New events such as languages classes, theatre nights, city breaks and ski holidays have been introduced. We also offer our members an extensive discount scheme with local business which is good for both our members and the local economy.

As a club we are only able to provide these events because of our hardworking committee. We have been very fortunate to maintain a spine within the club that continues to promote and push the club forward.

We as a club feel we offer all existing staff member's opportunities to meet and socialise with staff outside their immediate teams and for new staff members a way to integrate quickly into campus life and make new friends. As a club we also give 5% of our annual contributions to three Donegal based charities.

This year's beneficiaries are:

1. Donegal Down Syndrome
2. Food Bank
3. Blood Bike

Enquiries: Liam Price 07491 25888 ext 2536



### **Letterkenny University Hospital Arts Committee**

Following the flood in 2013, the Arts Committee was suspended. The Committee reconvened in January 2015.

#### **Key Aims of Arts Committee**

- To enhance the hospital environment for patients, staff and visitors
- To involve the arts in the healing process in order to promote the well being of patients, staff and visitors in Letterkenny University Hospital
- To improve access and participation in the arts
- To provide a forum for fostering an awareness of the therapeutic value of the arts in a healing context



## Smoking cessation services (SCS) at LUH

**Service Lead:** Elaine Robinson, Clinical Nurse Specialist, Registered Nurse Prescriber

[elaine.robinson@hse.ie](mailto:elaine.robinson@hse.ie)

### A summary report on LUH SCS activity for 2015:

Significant progress has been made in the implementation of the Tobacco Free Campus Policy, though challenges are being met with compliance issues for staff, visitors and patients. The working group met on two of the four scheduled meetings. Non medical nicotine delivery systems (NMND's) (E-Cigarettes and related devices) were identified as a direct cause of reduced policy compliance by staff and patients. The working group issued a statement to all services on the use of NMND's in relation to the tobacco free campus policy; highlighting the consumer product status of these devices and that these products are not medical cessation treatments.

The CNS-led service had 370 new client referrals in 2015. Seventy percent (255 referrals) were reviewed by the CNS as either an inpatient or an outpatient. The support programme at LUH services staff, the Letterkenny area and LUH Rehabilitation services; therefore 208 patients outside of the core service were referred on to their nearest clinic in the community. Total intensive service contacts reached 1,461 for 2015. The number of new clients joining the programme was 54 patients, equating to 21% of new clients reviewed in 2014. Cessation support outcomes for 2014 at LUH exceeded international standards. Of the 54 patients who joined, 96% were recorded as quit at 4 weeks with 90% CO validated. At 3/12 follow up- 88% were quit, 78% CO validated and at 1 year- 69% were quit with 62% CO validated (CO = Carbon Monoxide testing).

Registered nurse prescribing (RNP) in Ireland for smoking cessation medications is only in operation at LUH. This role continues to be an essential part of tobacco dependence treatment for inpatients, outpatients, staff and the public. Episodes of RNP for 2015 were 145, with 201 individual prescriptions written for 121 individual patients. This activity does not include medical prescriptions for tobacco dependence treatment of inpatients and outpatients, CNS referrals for pharmacotherapy to GP for GMS patients or CNS pharmacy recommendations for staff on the support programme.

Treatment of tobacco use as a care issue is improving within LUH; this includes identification, documentation (hard copy and electronic) and offering treatment during admission. Further actions to improve tobacco documentation are planned for 2016, including Medical and Nursing assessment of tobacco use, IPMS and HIPE coding.

An essential part of providing holistic treatment for tobacco dependent patients and improving compliance with the TFCP is the provision of education and updates on cessation interventions for frontline staff in LUH. The national programme -One Day BI Tobacco Cessation programme is offered monthly, but there is difficulty in meeting our national service plan targets performance indicators (PIs). Our 2015 target was 18 frontline staff (14 staff attended, 78% of target). This included 11 SN's, one HCA and two Pharmacists. Ten other staff including two PN's and eight ICS Daffodil Centre staff were trained. In total 24 staff were trained with four sessions completed and five sessions cancelled in 2015. To improve cessation interventions among medical and nursing staff; a one hour Very Brief Advice Training is offered- 26 staff have attended in 2015 including two consultants and 11 NCHD's.

In reviewing referrals to the service in 2015, there was a notable reduction in OPD referrals. This department is currently off site since the flooding in 2012 and the managers were highly motivated to get involved to improve tobacco cessation activity among their staff. A pilot project on OPD tobacco cessation interventions was set up in the 4<sup>th</sup> quarter of 2015 to run through 2016, with all nursing staff and two medical consultant-led clinics. This project includes very brief advice training, new documentation to include recording of tobacco use, cessation interventions and carbon monoxide (CO) monitoring.

At national level the CNS supports the QUIT Campaign and is a member of this working group. In 2015 we moved to Phase 2 - referrals from Health Professionals to the One Stop Shop. This project has met with some difficulties and is currently on hold until the Patient Management System for the Smoking Cessation Service is completed; which is proposed in Q4 2016. The CNS is the chair of the Youth and tobacco working group; in 2015 we assisted in editing and producing editorials for the SPUNOUT campaign for tobacco prevention and cessation. This resulted in 1,200 young people engaging with this tobacco information campaign.

Overall, the CNS led service is working and can be evidenced in the integration of cessation interventions into the normal work of front line staff. The pharmacy formulary offers all frontline pharmacotherapy apart from Bupropion and education is seen as a key component of the comprehensive tobacco control policy at LUH. The CNS maintains her own knowledge and skills and is educated to a Masters level in Preventive Cardiology, and is currently the lead on the Tobacco Cessation Unit at NUIG/CROI on the Preventive Cardiology PGD/MSc programme in Galway.



## Tobacco KPI's

<p><b>Tobacco control 4.2.2: Target- Achieve 'Gold' standard compliance with ENSH standards</b></p> <p><b>Current status:</b> Amber: Silver Level</p> <p><b>Trend:</b> We have achieved a Silver level Award since 2003. In order to achieve Gold we need 100% compliance with no tobacco use or NMED use on campus- application for Gold level not planned for 2016.</p>
<p><b>Tobacco control 4.2.2: Target- 100% compliance with National Tobacco Free Campus audit measures</b></p> <p><b>Current Status:</b> Green</p> <p><b>Trend:</b> Progress has been made overall in implementation of TFCP since Sept 2012. The implementation working group is in place, with group re-structuring currently taking place and policy audit completion due in June 2016. Challenges met – compliance issues with visitors, patients and staff and use of non-medical electronic nicotine devices.</p>
<p><b>Tobacco control 4.2.3: Target-Annual increase in the % of HIPE records which include smoking status</b></p> <p><b>Baseline status:</b> Red- In 2011, a report using the Hospital Inpatient Enquiry (HIPE) database showed the recording of inpatients' tobacco use at 5% for Letterkenny General Hospital (Sheridan and Howell, 2013).</p> <p><b>Trend:</b> In the past 3 years we have made efforts to improve the documenting of tobacco use- staff education on the importance of documenting tobacco use on assessments and discharge letters at BITTC and VBATC training. A pilot project on tobacco cessation interventions is also being implemented with OPD staff. Nursing and medical documentation have proforma on admission assessments. Electronic recording- IPMS query is on nursing notes and is currently being audited. The Practice Development department were consulted re-improving nursing documentation of tobacco use and cessation interventions.</p>
<p><b>Tobacco control 4.2.4: Target- Annual increase in the % of smokers who receive brief intervention</b></p> <p><b>Current Status:</b> Green</p> <p><b>Trend:</b> An increase is evident, resulting in 350 referrals to LUH SCS in 2015 as compared to 324 in 2014.</p>
<p><b>Tobacco control 4.2.5: Target- Annual increase in the % of clients who are prescribed Nicotine Replacement Therapy (NRT)/ Pharmacotherapies</b></p> <p><b>Current Status:</b> Green</p> <p><b>Trend:</b> Slight reduction of 4% in RNP in 2015; 201 Tobacco Dependence Treatments (TDTs) prescriptions were written by CNS/RNP as compared to 209 in 2014. These figures do not include medical prescriptions, CNS referrals to GP or CNS recommendations for nicotine replacement for</p>

LUH staff on programme.

**Tobacco control 4.2.5: Target- Annual increase in the numbers of smokers engaged in an intensive cessation support treatment programme quit at 1 month.**

Current Status: Green

Trend: An increase of 2% was seen at the 4 week quit rate on the 2015 LUH SCS programme. Fifty four patients joined the programme and 98% were quit at 4 weeks as compared to 96% in 2014. 88% were quit at 3/12 and 69% quit at 1 year.

**Tobacco control 4.2.6: Target- Annual increase in the number of staff trained in BI for tobacco cessation**

Current Status: Green

2015- 24 staff were trained in BITTC an increase from 7 staff trained in 2014; 2015 NSP target PI for LUH front line staff was 18; 78% of target was reached.

## Mayo University Hospital

### Healthy Ireland summary

There is no HI committee at present for MUH due to 0 WTE for HI/ Health promotion. The MUH Assistant GM is engaging with Saolta on developing a plan of action for MUH.

MUH aims to:

- Seek resources to support HI at MUH
- Seek resources to support HI tobacco actions
- Promote HI activities and training opportunities for staff at MUH
- To share models of good practice with colleagues across the Saolta group

### Summary of 2015 activity & outcomes

Actions	Outcomes
4.4 Physical activity	<ul style="list-style-type: none"><li>- Operation transformation promoted to staff</li></ul>
4.3.4 Calorie Posting and Vending	<ul style="list-style-type: none"><li>- MUH implemented the HSE calorie posting policy</li><li>- MUH mapped the current vending machine data and will implement the HSE healthier vending policy in 2016</li></ul>
4.8 Health Protection	<ul style="list-style-type: none"><li>- MUH continues to promote the uptake of the flu vaccine</li><li>- Uptake as of March 1<sup>st</sup> 2016 is at 12%</li></ul>
4.4 Active Travel	<ul style="list-style-type: none"><li>- MUH completed the smarter travel workplaces surveys and will engage on the plans for this initiative</li></ul>
4.9 Positive Mental Health	<ul style="list-style-type: none"><li>- Employee support services are offered to staff and we also offer stress management training</li><li>- We will promote the stress control programme in 2016</li></ul>



Calorie posting implementation at MUH:  
Megan Burke Health Promotion Student  
NUIG, Richard Holmes, Quality & Safety  
Manager, Eibhlin O'Malley Walsh, Dietetics  
Manager, Loretta Bracken, Aramark Catering  
Manager, Ronan Fox, Head Chef MUH

### Challenges

- Staffing: lack of staff resources to support HI and tobacco action

## Portiuncula University Hospital

### Healthy Ireland Summary

Portiuncula Hospital (PUH) is committed to implementing the Saolta Healthy Ireland Plan as part of the HSE's Healthy Ireland (HI) Implementation Plan 2015-2017.

While the hospital has no dedicated Healthy Ireland Committee or Health Promotion Officer the Clinical Support Services Director and the General Manager are engaging with the Saolta Group on developing a plan of action for PUH.

### PUH aims to:

- Promote Healthy Ireland activities and training opportunities for staff at PUH
- To continue the roll-out of Healthy Ireland initiatives for staff and patients
- To share models of good practice with colleagues in the Saolta group

### Challenges

- Seek resources to support HI at PUH
- Seek resources to support HI tobacco actions

### Summary of 2015 Activity & Outcomes

Actions	Outcomes
4.7 Breastfeeding	<ul style="list-style-type: none"><li>- We were re-accredited as a Baby Free Hospital in 2015</li><li>- We offer a range of breastfeeding services for patients and staff (see KPI's)</li></ul>
4.4 Physical Activity	<ul style="list-style-type: none"><li>- The Operation Transformation work challenge was promoted to staff</li></ul>
4.3 Nutrition and Hydration	<ul style="list-style-type: none"><li>- Steering group established</li><li>- Currently piloting protected mealtimes and nutritious snacks on one ward</li><li>- MUST Training to commence in March 2016</li></ul>
4.3.4 Calorie Posting & Vending	<ul style="list-style-type: none"><li>- PUH has implemented the HSE calorie posting policy for breakfast items and will complete the lunch items in Q2 2016</li><li>- We mapped the current vending machine data and will implement the HSE healthier vending policy in 2016</li></ul>
4.8 Health Protection	<ul style="list-style-type: none"><li>- We continue to promote the uptake of the flu vaccine</li><li>- Uptake as of March 1<sup>st</sup> 2016 is at 21%</li></ul>
4.4 Active Travel	<ul style="list-style-type: none"><li>- PUH completed the smarter travel workplaces surveys and will engage around the future plans in this initiative</li></ul>
4.9 Positive Mental Health	<ul style="list-style-type: none"><li>- Employee support services are offered to staff and we also offer stress management training</li><li>- Weekly meditation classes offered to staff</li><li>- We will promote the stress control programme in 2016</li></ul>
Health Promotion	<ul style="list-style-type: none"><li>- Information Stands for Bowel Cancer, and COPD, Antibiotic Awareness Day</li></ul>

## Calorie Posting



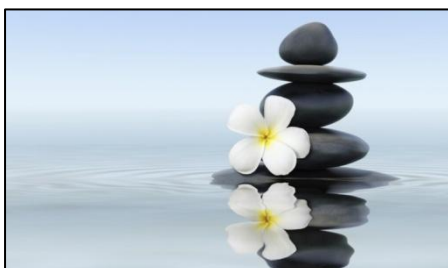
**Pictured at the calorie posting implementation at PUH (LtoR):** Helen Glynn, Chef 1, Karen Hurley Clerical Officer, Linda O' Donohoe, Senior Chef, Mairead Coyne, Catering Manager, Lisa Corbett, Health Promotion and Improvement, Eileen Egan, Catering Assistant, Anna Mannion, Catering Assistant, Josie McGrath, Catering Assistant.

Staff in Portiuncula University Hospital recently began implementing the HSE Calorie Posting Policy in the hospital's canteen and the calorie content of all food served at breakfast is now displayed. Calorie Posting is a key element of the HSE's Healthy Ireland Policy.

Research suggests that when menus display calories, people eat 6% less calories each day. Calorie posting focuses on displaying calories at the point of choice on food and

beverages. It recognises that putting calories on menus makes the healthier choice the easier choice. Calorie posting is being implemented in Portiuncula University Hospital on a phased basis starting with the breakfast menu and will be rolled out across the entire canteen menu in 2016.

## Guided Meditation



Each Thursday afternoon, a 20 minute period of Guided Meditation is held in Portiuncula Hospital. This session offers participants the opportunity to take some quiet time to become more aware and 'be' rather than 'do'. This guided meditation is currently facilitated by Ms. Niamh Brennan (Chaplain), Ms. Caroline Rocke (Assistant Staff Officer) and Mr. Brendan Harding (Surgical Consultant), and was initiated

through the Occupational Health Department by Ms. Maeve Barry (Clinical Nurse Specialist). The feedback from staff has been very positive and participants have reported feeling refreshed, rejuvenated and relaxed after the session.

## Celebrating 10 Years as a Baby Friendly Hospital



Portiuncula was the first organisation in Ireland to achieve Baby Friendly Accreditation in 2004. The organisation was re-assessed in 2009 and again in 2014/15 and has demonstrated compliance with the 64 standards required to meet Baby Friendly status.

The Baby Friendly Hospital (Health) Initiative accreditation is a globally

recognised award which is given to organisations that provide high levels of infant feeding care, with a particular emphasis on breastfeeding and related maternity care practice.

Implementing and maintaining the Baby Friendly standards ensure a supportive environment where mothers are enabled to get off to a good start with breastfeeding. Mothers who cannot breastfeed or who make an informed choice not to breastfeed are equally supported in their infant feeding choice, and staff are supported to provide high standards of care.

The success of the initiative at Portiuncula is attributed to the great commitment of multi-disciplinary staff to provide a high quality service to local families with a consistent message about the importance of infant feeding. It is our aim to ensure all mothers have the appropriate information and knowledge regarding breastfeeding, and the associated hazards of not breastfeeding, to enable them to make informed decisions about feeding their baby. The current breastfeeding rate at Portiuncula is 62.50%.

### Promoting World COPD Day

Clinical Nurse Specialist, Aoife Folliard and a Physiotherapist marking World COPD Day (R to L)



### Bowel Cancer Awareness

In Ireland, bowel cancer is the second most common diagnosed cancer in both men and women. Almost 2,000 Irish people are diagnosed with bowel cancer each year and over the last 15 years the number of cases has risen by 20% and is continuing to rise. Ireland has the highest mortality rate for colorectal cancer in Western Europe (National cancer screening service 2008).



**L-R** Ms. Caroline Roche, Administration,  
Ms Aine Kennedy, Clinical Nurse  
Specialist in Colorectal and Stoma Care

The Irish Cancer Society has declared April bowel cancer awareness month. There is an awareness day held annually in the hospital to promote bowel cancer awareness.

Advice is available on general well-being, reducing your risk of cancer and knowing the signs and symptoms of bowel cancer. Information on The National Bowel Screening service is available whose aim is to find bowel cancer at its earliest stage.

## Stress Management Study Days

The Centre of Nursing and Midwifery Galway in conjunction with the Centre for Nurse Education in the Hospital run a number of Diary Events for staff including 'Stress Management Study Days'.

The aim of the session is to provide a better understanding of stress and how it affects the individual and to explore strategies for handling stress more effectively.

### **The content of the session includes:**

- Pathophysiology of Stress
- External and Internal Sources of Stress
- Recognising Signs and Symptoms of Stress
- Effects on Behaviours, Mental Emotional and Physical Wellbeing
- Development of Strategies to Deal with Stress
- Mindfulness
- Small and Large Group Discussion

### **Intended Learning Outcomes:**

- Gain insight into causes of stress in individuals
- Develop strategies for handling stress
- Understand more about the far-reaching effects of stress on Mental, Emotional, Spiritual and Physical Wellbeing

## Flu Vaccine

Every year the flu vaccine is offered to health care workers to prevent the spread of flu to vulnerable patients and to staff. The vaccine is available in Portiuncula Hospital through the Occupational Health Department via 'walk-in clinics' and visiting various departments.

Health care workers should get the flu vaccine to protect themselves, their patients and their families.



This year the HSE aims to achieve a target of 40% flu vaccine uptake among health care workers. The current take up rate for the flu vaccine in Portiuncula is 21%.

The Occupational Health Department continues to encourage staff to avail of the opportunity to receive the vaccine in the hospital.

## Health Promotion



**Left –Right:** Alex Kilkelly, Alan Caheny (Health Promotion Student), Maeve Doherty & Fiona Finneran.

A Health Promotion Stand was organised in June 2015 by Dietitians & Alan Caheny, a Health Promotion Student from Sligo IT, who was on a 3 month placement in the Dept undertaking *Saolta Healthy Ireland Implementation Plan 2015-2017* Obesity & Nutrition project work. Staff and the public had their Heights, Weights and Body Mass Index (BMI) measured & explained and Healthy Eating & Exercise literature provided.

## Antibiotic Awareness

Antibiotic Awareness Day was held in Portlincula Hospital on November 17<sup>th</sup> 2015 to mark European Antibiotic Awareness Day and World Antibiotic Awareness Week.



**L-R** Karen Hurley, Clerical Officer, Pharmacy, Richard Sykes, Chief Pharmacist, Sabrina O'Regan, Pharmacist, Mary Barrett, ADON.

The message this year from the World Health Organisation for World Antibiotic Awareness Week was 'Handle Antibiotics with Care'. There was an information stand at reception where staff, patients and members of the public were invited to participate in a quiz. On completing the quiz they were entered into a draw to win one of two €20 'one for all' vouchers. The purpose of the quiz was not to test people's knowledge but to invite participants to discuss issues with regard to antimicrobial prescribing and antimicrobial resistance.

Each of us has an important role to play in combating antibiotic resistance and this was touched on in the quiz, such as keeping our vaccinations up to date, ensuring we perform hand hygiene after contact with patients and treating infections. Members of the public and patients were informed about resources such as the website [www.undertheweather.ie](http://www.undertheweather.ie) and the availability of antimicrobial guidelines was highlighted to doctors and nurses. Education sessions were held on some of the wards with nursing staff. Patients, members of the public and staff raised awareness about antibiotic resistance.

## Roscommon University Hospital

### Roscommon Healthy Ireland committee objectives

A Healthy Ireland committee was established in Roscommon University Hospital in July 2015. The coordinates and oversees the implementation of the group healthy Ireland actions for staff, patients and community. Priority actions were agreed to support the delivery of Saolta Healthy Ireland plan. The committee identified the importance of supporting staff to deliver the identified actions in the plan including nominating health and wellbeing champions to support its implementation. It was also agreed to implement evidence based models of good practice in relation Health and Wellbeing initiatives to build on the existing research base. The Healthy Ireland Committee at Roscommon University Hospital is scheduled to meet four times in 2016.

### 2015 Healthy Ireland summary of actions & outcomes at RUH

Actions	Outcomes
4.3.4 Calorie posting and vending	<ul style="list-style-type: none"><li>- RUH commenced calorie posting for breakfast items as per the HSE calorie posting policy. This has received positive feedback from staff and purchasing habits have altered in response to calorie displays on foods and beverages</li><li>- Negotiations with HSE national expert advisory group &amp; contactor re: national HSE healthier vending policy, terms and implementation agreed</li></ul>
4.8 Health Protection	<ul style="list-style-type: none"><li>- Lessons learned from a successful flu vaccine campaign in Letterkenny University Hospital were translated to the Saolta group. Flu vaccine uptake remains low at 10% in RUH. The promotion of the flu vaccine remains a priority</li></ul>
4.4 Active Travel	<ul style="list-style-type: none"><li>- RUH awarded "Best Large Workplace Award" based on over 45% staff participation rate in this year's pedometer challenge in association with smarter travel</li><li>- RUH completed the smarter travel workplaces surveys</li><li>- 60 staff completed staff employee travel survey in October 2015</li><li>- 6 week operation transformation staff workplace programme in association with HSE Operation Transformation completed in RUH</li><li>- Twice weekly organized walks with over 20 staff participating in same</li></ul>
4.9 Positive Mental Health	<ul style="list-style-type: none"><li>- Promotion of the national care line for all HSE staff in need of emotional support.</li><li>- Launch of your <a href="http://www.mentalhealth.ie">www.mentalhealth.ie</a> #littlethings campaign 5<sup>th</sup>-11<sup>th</sup> October 2015 to coincide with HSE Mental Health Awareness</li><li>- 6 week mindfulness course for staff commences on 2<sup>nd</sup> February 2016</li><li>- Establishment of Arts Trust at RUH with a proposed date in spring to display staff art</li><li>- Inaugural staff choir event for staff, patients and visitors at RUH, Christmas 2015.</li></ul>

## Highlights of 2015

Winners of “Best Large Workplace Award” based on over 45% staff participation rate in the pedometer challenge.

Over 200 staff members at Roscommon University Hospital (over 50% of its work force) completed a 4 week Pedometer challenge, as part of Saolta Healthy Ireland Implementation Plan (2015-2017). This was part of a National event, in association with Smarter Travel. The step challenge encouraged employees to achieve and maintain the target steps of 10,000 per day. All participants received a diary sheet to record their steps which were then submitted to the coordinators on a weekly basis, for a coveted position on the national leader board. A wide variety of staff signed up to the Challenge which contributed greatly to its overall success. For added competition and fun, employees got into teams of three to compete against each other, while they walked some of the most scenic routes in Ireland (all done virtually without leaving Roscommon!)

Feedback from staff was fantastic. Some testimonials to date include:

“There was a great buzz every week when the results of each team’s achievements were emailed.”

“It promoted a greater awareness of physical activity levels, it encouraged healthy competition among the teams, and it acted as a great team building exercise.”

## Pedometer Challenge 2015 at Roscommon University Hospital



Staff from the Urgent Care Medical Centre at RUH, who participated in the Pedometer Challenge.



Helen Marron, Caroline McCormack and Anthony Glynn, winners of the ‘most steps achieved by a team’ in the Pedometer challenge at RUH.

### “Best Large Workplace Award” for Pedometer Challenge 2015



Receiving “Best Large Workplace Award” for RUH in this year’s pedometer Challenge.

**Left to right;** Sinead Flavin (Smarter travel Workplaces), Tina Vaughan, A.D.O.N. at RUH and Pamela Normoyle, Healthy Ireland Lead, Galway and Roscommon

### “Top Tweet” for the Saolta Group



RUH received the “Top Tweet Award” for most reviewed picture on the Saolta website at the Calorie posting launch in December 2015.

### Inaugural Staff Choir Event at Roscommon University Hospital Christmas 2015



Roscommon staff members came together this Christmas, as a result of a Healthy Ireland initiative, to mark the festive season with songs of peace and joy for staff and patients. This was a hugely enjoyable experience for all who participated and was very well received by staff, patients and visitors alike.

### Operation Transformation at Roscommon University Hospital

A group of staff at Roscommon University Hospital signed up to the official Operation Transformation website. Up to 20 people met every Tuesday and Thursday evening in Roscommon Town to undertake a 5km walk. Feedback from staff is very positive and they feel motivated to continue their efforts into the future.



Staff at RUH signed up to the HSE Operation Transformation website.

### Atrial Fibrillation Awareness Day at RUH



An Atrial Fibrillation Awareness Day for staff, patients and community was organised by Deirdre O'Reilly, CNS Cardiac Rehabilitation & Maura Lawless, CNS Stroke/Care of the Older Person.

### Mental Health Awareness Week at RUH. October 2015



Left to right; Caitriona Rayner (CNM), Dr.Bello (Urgent Care Centre) & Sr. Gabriele (Pastoral care).

### Challenges in implementing Healthy Ireland at Roscommon University Hospital

- Limited resources to successfully implement a board range of Healthy Ireland activities (Pamela Normoyle, Healthy & Wellbeing Lead, assigned to Roscommon University Hospital one day per week to assist Tina Vaughan, ADON, with HI initiatives).
- Quantity of time to roll out a successful campaign within a hospital setting, for example, pedometer challenge in association with smarter travel, 4 week physical activity initiative.
- Staff challenges in taking on HI actions in addition to their existing workload.

## 2016 Aims for Healthy Ireland committee at Roscommon University Hospital

Area	Planned Activity	Expected Outcomes	Persons Responsible
1.0 Governance	<ul style="list-style-type: none"> <li>- 4 committee meetings</li> </ul>	<ul style="list-style-type: none"> <li>- Active participation by committee members</li> </ul>	<ul style="list-style-type: none"> <li>- Chair: Tina Vaughan (ADON)</li> <li>- Coordinator: Pamela Normoyle (P.N)</li> </ul>
4.3 Nutrition	<ul style="list-style-type: none"> <li>- Calorie posting</li> <li>- BMI recording</li> </ul>	<ul style="list-style-type: none"> <li>- Calorie posting to include lunch menus</li> <li>- Audit of patient weight documentation and practice</li> </ul>	<ul style="list-style-type: none"> <li>- Catering Manager RUH, Patricia Rodgers</li> </ul>
4.4 Physical Activity	<ul style="list-style-type: none"> <li>- Active Travel. Update walking routes around the hospital to support staff to achieve short bouts of physical activity in their working day. i.e. Sli na Slainte</li> <li>- Build on the results from Roscommon staff smarter travel questionnaire</li> <li>- Pedometer challenge in association with smarter travel and the National Transport Authority</li> <li>- Promotion of organized physical activity events in the community</li> </ul>	<ul style="list-style-type: none"> <li>- Increase percentage of staff participating in lunch time walks</li> <li>- Engagement with Sli na Slainte to map out achievable walks around the hospital parameters</li> <li>- Build on success of pedometer challenge in the workplace</li> </ul>	<ul style="list-style-type: none"> <li>- P.N</li> <li>- Tina Vaughan</li> <li>- P.N</li> <li>- Staff at RUH</li> <li>- P.N</li> </ul>
4.9 Positive mental health	<ul style="list-style-type: none"> <li>- Mindfulness sessions for managers and staff</li> <li>- Stress Management/Employee support</li> <li>- Arts Trust- Display of staff paintings</li> <li>- Choir- Build on existing membership</li> <li>- Health and Wellbeing Awareness days</li> </ul>	<ul style="list-style-type: none"> <li>- Promote and support uptake of organised stress management supports for staff</li> <li>- Support Saolta stress control programme in 2016</li> <li>- Display staff art projects</li> <li>- Build on existing members of staff choir for upcoming recital events in 2016</li> <li>- Facilitate health and wellbeing days as outlined in HSE Health and Wellbeing calendar 2016</li> </ul>	<ul style="list-style-type: none"> <li>- Tina Vaughan</li> <li>- Saolta Stress control programme committee</li> <li>- Margaret Flannery, Arts Director Saolta</li> <li>- Choir Coordinators, Aideen Bannet and Patricia Rodgers</li> <li>- Atrial Fibrillation day</li> <li>- Mental Health Awareness</li> <li>- Cancer Awareness days</li> </ul>
4.8 Health protection	<ul style="list-style-type: none"> <li>- Flu vaccine- Training “flu vaccinators” as per HSE flu vaccine policy</li> <li>- Increase staff uptake of flu vaccine</li> </ul>	<ul style="list-style-type: none"> <li>- RUH continues to promote the uptake of Flu vaccine for staff</li> </ul>	<ul style="list-style-type: none"> <li>- Saolta Flu vaccine committee</li> <li>- Occupational Health</li> </ul>

## Sligo University Hospital

### Committee development and representation

The first meeting of the SUH HI committee was held on 21<sup>st</sup> April 2015 and the group continued to meet on a 6 weekly basis thereafter. A small committee reviewed the Saolta Healthy Ireland implementation plan and having identified the actions, key personnel were invited to join the committee as it was anticipated their expertise would permit local actions to be progressed based on best available evidence and practice.

A multidisciplinary group was established and it was agreed that additional personnel would be invited to attend meetings if the group required specific expertise. The Director of Nursing acts as chairperson for the local group.

### Actions/ Outcomes

Actions	Outcomes
4.7 Breastfeeding	<ul style="list-style-type: none"> <li>- Initiative to increase skin to skin time in elective sections. Tablets were sourced for staff in theatre. Data was entered on tablets at bedside of patient. Midwife supported theatre staff with this initiative</li> </ul>
4.3 BMI Recording	<ul style="list-style-type: none"> <li>- Six new weighing scales</li> <li>- An audit of patient weight documentation and practice</li> <li>- Signage for protected patient mealtimes and patient nutrition</li> <li>- Picture menus for patients</li> </ul>
4.9 Positive mental health	<ul style="list-style-type: none"> <li>- Staff Health &amp; Well Being Event June 2015</li> <li>- Calorie Posting to menus in canteen</li> <li>- Health &amp; Wellbeing Awareness Day Jan 2016 registration for walking/cycling/OT/ Smoking Cessation Programme</li> <li>- 82 staff signed up for operation transformation</li> <li>- Mindfulness course for staff Jan 2016</li> <li>- Sligo Sings Choir set up</li> </ul>
4.2 Tobacco	<ul style="list-style-type: none"> <li>- Relaunch Tobacco Free Campus Initiative</li> <li>- On-going audits and site work</li> <li>- Monitoring uptake of NRT</li> <li>- Revision Tobacco Free Campus and Exemption Policy</li> <li>- Delivery Brief Intervention Training programme</li> <li>- Relaunch Staff Smoking Cessation Programme</li> <li>- Media engagement with live interviews of smokers to enable them to quit</li> <li>- Calendar of meetings/Audits agreed for 2016</li> </ul>

## Highlights

### Staff Health & Well Being Event June 2015

The event took place in the main foyer of the hospital and aimed to motivate and support employees to adopt new, good-for-you habits such as exercising more, reviewing diet and stopping smoking. Members of local cycle club were present on the day to assist staff to sign up for the 'Sofa to Saddle' initiative and Bike for Life programme. A representative from a local bicycle store was available to provide information and assistance on suitable bicycles and the 'Bike to Work' scheme. Healthy food tastings were provided. Many local businesses donated very generous spot prizes for the event.



### Health & Well Being Awareness Day January 2016

Over 125 staff signed up for walking, cycling, operation transformation, mindfulness and staff smoking cessation programmes. Staff received an RSA gift pack including accessories for walking & cycling etc.



## Calorie Posting

Calorie posting at SUH's canteen was launched on 9<sup>th</sup> December 2015. Phase 1 of the initiative (breakfast items) was implemented by the calorie posting working group pictured below. Healthy food tastings were provided for staff on the morning of the launch.



## Challenges

A key challenge locally is not having an onsite Health promotion officer. The task has been shared among some members of the group however meeting deadlines, following up on reports and actions impacted negatively on local service delivery. There was at times an un-coordinated approach to other well being initiatives due to the absence of the aforementioned personnel which resulted in duplication of work and less positive outcomes. There was a substantial increase in workload which would have benefited from dedicated time allocated to implementing projects and actions.

## Targets 2016

The agreed targets for 2015 will be sustained and the 4 key priority areas agreed by the group will continue to be progressed throughout 2016 in addition;

- To introduce/implement the recommendations of the recent HIQA in inspection and hydration in SUH
- Smarter travel to work
- Calorie posting phase two (lunch)

## List of Appendices:

Pages 52-53 .....Appendix one: Saolta Healthy Ireland Implementation plan 2015 actions

Pages 54-61 .....Appendix two: HIQA QIP's

Pages 62-73 .....Appendix three: KPI's



## Appendix one: Saolta Healthy Ireland Implementation plan 2015 actions

Hospital committee actions		Letterkenny	Sligo	Galway	Roscommon	Portlincula	Mayo
	1	Action 4.2 Tobacco control	Action 4.2 Tobacco control	Action 4.2 Tobacco control	Action 4.3 Nutrition and obesity	Action 4.3 Nutrition and obesity	Action 4.3.4 Calorie posting & vending
	2	Action 4.3 Nutrition and obesity	Action 4.3 Nutrition and obesity	Action 4.3.4 Calorie posting & vending	Action 4.4 Physical activity	Action 4.7 Breastfeeding	Action 4.4 Active travel
	3	Action 4.7 Breastfeeding	Action 4.7 Breastfeeding	Action 4.7 Breastfeeding	Action 4.8.4 Increase flu vaccine rates	Action 4.9 Positive mental health	Action 4.9 Positive mental health
	4	Action 4.8 Health protection	Action 4.9 Positive mental health	Action 4.8 Health protection	4.9 Positive mental health		
	5			Action 4.4 Active travel			
	6			Action 3 Empowering communities - Health Literacy			
	7			Action 4.9. positive mental health for staff			
Group HI actions	1	1.5 Produce an Annual Health and Wellbeing Progress Report					
	2	2.1 Further develop partnership working and collaboration opportunities across the group with key external stakeholders such as NUIG, Smarter Travel, Croi, etc					
	3	4.1.1 Complete a baseline assessment of current staff resources for health and wellbeing across hospital group including staff working exclusively or					

		non exclusively on Health and Wellbeing
	4	4.1.2 Develop a Health and Wellbeing training plan for staff and build capacity of staff to implement health and wellbeing activities
	5	4.3.4 Implement the HSE Healthy Vending Policy and HSE Calorie Posting Policy
	6	4.8.4 Increase influenza vaccination rates in clinical staff
	7	4.9 Positive mental health for staff
	8	6.2 KPIs and other measurement tools to be developed to support implementation of the plan
	9	7.2 Prioritise and implement 3 key actions/goals in the plan
	10	8.1 Continue to implement quality improvement plans to improve health and wellbeing standards as outlined in the National standards for Safer Better Healthcare

## Appendix two: HIQA Health and Wellbeing standards for better safer healthcare: Quality Improvement Plans updates

### Galway

#### Better Health and Wellbeing

#### 4.1 The health and wellbeing of service users are promoted, protected and improved

#### Supporting a Culture of Better Health and Wellbeing

Action	Responsible Person	Due Date	Completed Date	Status	Progress	Reason for Delay
Implementation of Health Inequalities Framework at GUH in co-operation with Dept. Of Public Health	Laura McHugh	28/11/2014		*	<ul style="list-style-type: none"> <li>- Health Equity Audit of DNA's @OPD completed</li> <li>- Environmental Health Literacy assessment completed in 2015</li> <li>- Health literacy committee established mid 2015</li> <li>- Plain English training schedule for GUH staff in 2016</li> <li>- Content of OPD letters revised Impact of change and feedback from service users will be monitored in 2016</li> <li>- 3 Access officers appointed in GUH in 2015</li> <li>- Independent evaluation of interpreting services commenced Feb 2016</li> </ul>	

## Letterkenny

### Better Health and Wellbeing

#### 4.1 The health and wellbeing of service users are promoted, protected and improved

##### Supporting a Culture of Better Health and Wellbeing

Action	Responsible Person	Due Date	Completed Date	Status	Progress	Reason for Delay
Establish group and develop WNWHG health promotion hospital policy	Mary Kelly, Health Promotion Co-ordinator	19/03/2015	Q2 2015	*	Committee convened Q2 2015, implementing policy	
To provide 3 training sessions for staff on inequality audit	Mary Kelly, Health Promotion Co-ordinator and Noreen Harley, ADON/SM	24/06/2015		*	Training offered	Non release of staff
HSE National Programme Brief Intervention Training in Tobacco Cessation	Elaine Robinson CNS, Smoking Cessation	17/10/2014	Ongoing	*	Training offered to staff	

## Mayo

### Person Centred Care and Support

#### 1.9 Service users are supported in maintaining and improving their own health and wellbeing

##### Enabling Better Health and Wellbeing

Action	Responsible Person	Due Date	Completed Date	Status	Progress	Reason for Delay
Health Promotion DVD's to be played in all OPD waiting areas	Sile Gill/Justin Kerr NPD	30/06/2015		*	Update Oct 2014: DVD in NPD for final review	
To develop MGH as a smoke free campus	Assistant General Manager	30/03/2015		*	Ongoing initiative	

### Better Health and Wellbeing

#### 4.1 The health and wellbeing of service users are promoted, protected and improved

##### Supporting a Culture of Better Health and Wellbeing

Action	Responsible Person	Due Date	Completed Date	Status	Progress	Reason for Delay
Seek on-site Health Promotion from Saolta	Charlie Meehan General Manager	31/12/2014		*	To be progressed by Group, see Saolta Healthy Ireland plan	
To increase the rate of breastfeeding in MGH from 53% to approx 80%	Andrea Mc Grail	31/12/2015		*	Sept 2014: no nominated person re BFHI as reduced staffing at present. Dec 2014: no change	A specific Midwife with lactation course would be of benefit

## Roscommon

### Person Centred Care and Support

#### 1.9 Service users are supported in maintaining and improving their own health and wellbeing

##### Enabling Better Health and Wellbeing

Action	Responsible Person	Due Date	Completed Date	Status	Progress	Reason for Delay
Establishing a care of the older Persons working group	CNS  Stroke/Care of the Older Person	01/10/2014	24/10/2014	✱	<p>Priority areas are management of falls, incontinence &amp; the confused/dementia patient. It is a multidisciplinary working group that meets fortnightly and works in line with the Terms of Reference – Response from M Lawless 24.10.14</p> <ul style="list-style-type: none"> <li>A working group meets on a monthly basis to discuss relevant issues from a multidisciplinary aspect.</li> </ul>	

### Better Health and Wellbeing

#### 4.1 The health and wellbeing of service users are promoted, protected and improved

##### Supporting a Culture of Better Health and Wellbeing

Action	Responsible Person	Due Date	Completed Date	Status	Progress	Reason for Delay
Try to Establish a link with Health Promotion	General Manager	31/12/2014	2015	✱	<p>Discussion with Health Promotion in GUH on 6<sup>th</sup> November 2014</p> <p>Where appropriate RH will be included in the circulation of emails re healthy eating etc. The new Healthy Ireland Implementation Plan for the group will include RH in any developments</p>	

					<ul style="list-style-type: none"> <li>• A local Healthy Ireland Team has been established at Roscommon University Hospital to implement the actions outlined in Saolta healthy Ireland plan.</li> <li>• 4 committee meetings scheduled for 2016</li> <li>• 0.2 WTE dedicated to RUH</li> </ul>	
Implementation of new patient menus	Catering	31/12/2014	2015	*	<ul style="list-style-type: none"> <li>• New patient menus have been implemented by the catering staff to increase healthy food options to accommodate patients of all acuity</li> </ul>	
Start Programme of enhancing health awareness – A Fib Day	CNS Cardiac Rehab	02/06/2014	06/06/2014	*	<p>2 cardiac rehabilitation awareness sessions were held on the 9<sup>th</sup> June 2014 (staff &amp; public). A Fib day, 26<sup>th</sup> September 2014 awareness for the public on risk factors for heart disease and stroke. Schedule of awareness days to be held in the mart throughout the year</p> <ul style="list-style-type: none"> <li>• Ongoing awareness of health and wellbeing initiatives as per Health and wellbeing calendar 2016</li> </ul>	Start Programme of enhancing health awareness – A Fib Day

## Sligo

### Person Centred Care and Support

#### 1.9 Service users are supported in maintaining and improving their own health and wellbeing

##### Enabling Better Health and Wellbeing

Action	Responsible Person	Due Date	Completed Date	Status	Progress	Reason for Delay
Action	Responsible Person	Due Date	Completed Date	Status	Progress	Reason For Delay
Compile summary list of Health Promotion events	Eileen Carolan, CNM2, Practice Development	30/04/2014	01/05/2014	*	Summary list of Nursing HP Events received. Ongoing HP Initiatives	
Health literacy audits and review and evaluation of health promotion information available on campus (i.e. Quarterly review & stock up of Health Promotion Info leaflets)	G. McCann, General Manager	30/04/2014		*	Healthy Ireland LIG established 2 <sup>nd</sup> Q 2015 with 4 agreed areas for action 1. Tobacco 2 Breastfeeding 3. Nutrition. 4. Staff well being Ongoing monitoring of HP leaflets with stocktaking weekly Staff encouraged to order on line @ <a href="http://www.healthpromotion.ie">www.healthpromotion.ie</a>	No Health Promotion lead
Agree local Implementation plans for health promotion programmes and evaluations undertaken	G. McCann General Manager	30/04/2014		*	LIG / TOR agreed	No Health Promotion lead
Evaluation of Local Health Promotion programmes	G. McCann, General Manager	30/10/2014		*	Group assessment of initiatives completed Q1 2015	

Use of media and information campaigns to support local health promotion programmes e.g. newsletters, radio and newspaper interviews	Pauline Kent, Smoking Cessation Co-ordinator	31/01/2014	30/12/2013	*	Ongoing Initiative	
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## Better Health and Wellbeing

### 4.1 The health and wellbeing of service users are promoted, protected and improved






#### Supporting a Culture of Better Health and Wellbeing

Action	Responsible Person	Due Date	Completed Date	Status	Progress	Reason for Delay
Identify Health Promotion lead for Health Promotion services at SRH	Executive Management Team	30/04/2014		*		No Health Promotion
Health Promotion Staff training and education sessions	Executive Management Team	31/12/2013	31/12/2013	*	Ongoing Initiatives	
Group/Hospital Health Promotion Policy	Executive Management Team	30/04/2014		*	Health and well being local implementation group established with agreed terms of reference and Actions for 2015-2017 (on Q pulse)	
Agree Health Promotion Work Programme 2014	Executive Management Team	30/04/2014		*	Group assessment of health promotion initiatives completed Q 1 - 2015	No Health Promotion lead

National Healthcare Charter Information Sessions	Ken Lillis, Consumer Affairs Area Officer	19/11/2013	19/11/2013	*		
Brief Intervention Training	Pauline Kent	31/07/2015	On going	*	Annual Brief intervention training calendar agreed	







## Appendix three: KPI's







GUH Health and Wellbeing KPI's 2015								
Annual KPI - to BFHI			Monthly KPI - recorded within SAOLTA					
1. Baby Friendly Initiative - Initiate Breastfeeding			2. Baby Friendly Initiative - Skin to Skin					
	Current	Future		Current	Future			
Current Value	67.60%	>95%	Current Value	91.16%	>90%			
Target: To monitor breastfeeding Initiation rates	Trend: V previous month		Target: To improve Skin to Skin contact in line with national standards.	Trend V Previous Month	Last month: 91.30%			
%	B/F on d/c	total babies d/c	%	Skin to skin received	Total live births			
67.60%			91.16%	230	248			
RAG: Green % (>95%) Amber % (>80-95%) Red % (<80%)			RAG: Green % (>90%) Amber % (70-90%) Red % (<80%)					
Annual KPI - to BFHI			Annual KPI - to BFHI			Annual KPI - recorded by HP&I		
3. Baby Friendly Initiative - Exclusive Breastfeeding			4. Baby Friendly Initiative - Partial breastfeeding			5. Tobacco - Brief Intervention Training		
	Current	Future		Current	Future		Current	Future
Current Value	44.84%	>95%	Current Value	22.83%	>90%	Current Value	0	24
Target: To monitor exclusive breastfeeding from birth to discharge	Trend: V previous month		Target: To monitor partial breastfeeding between birth and discharge rates	Trend V Previous Month	Last month: 91.30%	Target: To monitor attendance at Brief Intervention Training for Smoking Cessation in line with national target set for GUH in 2016 (24)	Trend: V previous month	Last month:
%	B/F on d/c	total babies d/c	%		Total live births	%	No of staff attend training	Total training target in 2016
44.84%			22.83%	230	248	0	0	24
RAG: Green % (>95%) Amber % (>80-95%) Red % (<80%)			RAG: Green % (>90%) Amber % (70-90%) Red % (<80%)			RAG: Green % (>90% = n >22) Amber % (>40%- 90% = n 11 - 21) Red % (< 40% = n <10)		

Monthly KPI- to HP&I			Monthly KPI- to HP&I					
6. Tobacco - Intensive Smoking Cessation Intervention			7. Tobacco - Quit @ 1 month					
	Current	Future		Current	Future		Current	Future
Current Value	0	120	Current Value	0	60	Current Value		
Target: No. of smokers who receive intensive cessation support from a cessation counsellor in 2016 - to commence reporting in Q 3	Trend:		Target: No. of smokers engaged in an intensive cessation support treatment programme quit at 1 month (To commence reporting in Q 3)	Trend:		Target:	Trend:	
%	Number of smokers	Total target for 2016	%	Numbers quit @ 1	Total target for 2016			
0%	0	120	0%	0	60			
RAG: Green % (> 90%; n= 108) Amber % > 60%- 90%; n = 73 - 107, Red % (< 60%; n = 72)			RAG: Green % (> 90%; n = 54) Amber % (>60 - 90%; n = 36-53, Red % (<60%; n = 36)			RAG: Green % Amber % Red %		
Quarterly KPI recorded in GUH			Annual KPI recorded in GUH			Quarterly KPI recorded in GUH		
6. Nicotine Replacement Therapy			7. Tobacco Free Campus			8. Stress Management Training		
	Current	Future		Current	Future		Current	Future
Current Value			Current Value		100%	Current Value	n/a	50 for 2016
Target: To monitor the dispensing of NRT	Trend:V previous quarter	Previous quarter	Target: To improve compliance with ENSH standards to maintain implementation of Tobacco Free	Trend:V previous year		Target: Monitor numbers of staff attending Stress management Training	Trend:	
%	Number of NRT products dispensed	Target for dispensing in 2016 or per quarter	%	ENSH Audit score	Total ENSH Score	%	Number of staff attend training	Total trainnig target for 2016
RAG: Green % Amber % Red %			RAG: Green % (>90%) Amber % (60-90%) Red % (<60%)			RAG: Green % Amber % Red %		






2016 only - Quarterly KPI recorded in GUH			2016 only - Quarterly KPI recorded in GUH			Annual KPI		
9. HSE Vending Policy			10. HSE Calorie Posting Policy			11. Influenza Vaccine		
	Current	Future		Current	Future		Current	Future
Current Value	In progress	Yes	Current Value		100% by end of 2016	Current Value 9mid season dec 15	13.20%	>40%
Implement HSE vending policy	Trend:V previous quarter	Previous quarter	Target: To implement HSE calorie posting policy	Trend:V previous quarter		Target: High Level of staff uptake of Influenza vaccine, meeting national targets	Trend:	
Status	In progress		Status	In progress		%	Number of staff vaccinated	Total number of staff
RAG: Green Yes; Amber In Progress; Red No			RAG: Green Yes; Amber In Progress; Red No			RAG: Green % (.40%) Amber % (30-40%) Red % (<30%)		
Quarterly KPI recorded in GUH			Quarterly KPI - within Healthy ireland @SAOLTA					
12. Healthy Ireland Committee			13. Healthy Ireland WTE's					
	Current	Future		Current	Future			
Current Value	0	5 meetings in 2016	Current Value					
Target; The hospital has an active Healthy Ireland group	Trend:V previous quarter	Previous quarter	Target: Dedicated staff employed to work on implementing healthy ireland in GUH	Trend:V previous quarter				
Status	0		Status	3				
RAG: Green = 5 Amber In Progress 3-4 Red < 2			RAG: Green TBC Amber TBC Red TBC					
Low Risk			Medium Risk			High Risk		

## LUH Health and Wellbeing Summary 2015










Breastfeeding 4.7.1			Breastfeeding 4.7.1			Breastfeeding 4.7.1		
	Current	Future		Current	Future		Current	Future
Current Value	49.70%		Current Value	69%		Current Value	36%	
Target: Annual increase in the % of mothers who initiate Breastfeeding	Trend:		Target: Annual increase in the % of mothers feeding on Discharge (exclusive and combined)	Trend:		Target: Annual increase in the % of mothers exclusively breastfeeding on discharge	Trend:	
RAG: % Amber % Red % TBC			RAG: % Amber % Red % TBC			RAG: % Amber % Red % TBC		
Nutrition and obesity 4.3.4			Nutrition and obesity 4.3.5			Health protection 4.8.4		
	Current	Future		Current	Future		Current	Future
Current Value			Current Value			Current Value		
Target: Implement the HSE Healthy Vending Policy and HSE Calorie Posting Policy Trend: Breakfast items have been delivered. Lunch due by summer 2016	Trend:		Target: Annual Increase in the number of assessments carried out Trend: Assessments carried out, annual metrics being collated and will be available in Q2	Trend:		Increase influenza vaccination rates. Target: 40% target. Trend: 13% uptake to February 2016	Trend:	
Green complete% Amber in progress % Red incomplete %			Green complete% Amber in progress % Red incomplete			RAG: >40% Amber 20-39% Red <20%		

Tobacco control 4.2.4			Tobacco control 4.2.5			Tobacco control 4.2.5		
	Current	Future		Current	Future		Current	Future
Current Value	370		Current Value			Current Value		
Target: Annual increase in the % of smokers who receive brief intervention Trend: 370 referrals to LUH, SCS in 2015			Target: Annual increase in the % of clients who are prescribed Nicotine Replacement Therapy (NRT) / Pharmacotherapies Trend: Yes, 255 new patients were reviewed by CNS/RNP in 2015, 201 TDT RNP prescriptions were written, 1461 contacts were made.	Trend:		Target: Annual increase in the numbers of smokers engaged in an intensive cessation support treatment programme quit at 1 month.	Trend:	
370 Amber TBC Red TBC			Green 201 prescriptions Amber TBC Red TBC			% Amber % Red %		
Tobacco control 4.2.6			Tobacco control 4.2.6			Tobacco control 4.2.6		
	Current	Future		Current	Future		Current	Future
Current Value	3	10	Current Value			Current Value		
Target: Annual increase in the number of staff trained in BI for tobacco cessation Trend: Three staff members attended last month, target ten for 2016			Target:	Trend:		Target:	Trend:	
Green 8-10 Amber 4-8 Red 0-3			% Amber % Red %			% Amber % Red %		
Low Risk			Medium Risk			High Risk		



## MUH Health and Wellbeing Summary 2015



Nutrition and obesity 4.3.4			Nutrition and obesity 4.3.5			Positive mental health 4.9.1		
	Current	Future		Current	Future		Current	Future
Current Value			Current Value			Current Value		
Target: Implement the HSE Healthy Vending Policy and HSE Calorie Posting Policy Trend: Breakfast items have been delivered. Lunch due by summer 2016	Trend:		Target: Annual Increase in the number of assessments carried out	Trend:		Target: Annual Increase in the number of staff availing of employee support service. Trend: staff attend ESS but these figures are not monitored at present. National hotline also receives calls from staff, figures unavailable	Trend:	
Green complete% Amber in progress % Red incomplete %			RAG: % Amber % Red %			RAG: % Amber % Red %		
Positive mental health 4.9.2			Action 4.4 Active Travel					
	Current	Future		Current	Future			
Current Value	128		Current Value					
Target: Annual increase in the number of staff attending mindfulness & stress management training Trend: 29 staff attended stress management training in 2015 while 99 staff attended mindfulness	Trend:		Target: Develop an active travel/mobility management implementation plan for staff, patients and visitors. Trend: MUH completed the smarter travel hospital surveys and will engage with group plans on this programme	Trend:				
Green 129 Amber TBC Red TBC								
Low Risk			Medium Risk			High Risk		



## PUB Health and Wellbeing Summary 2015



Breastfeeding 4.7.1			Breastfeeding 4.7.1			Breastfeeding 4.7.1		
	Current	Future		Current	Future		Current	Future
Current Value	61.53%		Current Value	46.02%		Current Value	35.97%	
Target: Annual increase in the % of mothers who initiate Breastfeeding. Trend: Increase of .42%	Trend:		Target: Annual increase in the % of mothers feeding on Discharge (exclusive and combined) Trend: Increase of .28%	Trend:		Target: Annual increase in the % of mothers exclusively breastfeeding on discharge Trend: Increase of 2.17%	Trend:	
Green 62% Amber TBC Red TBC			Green 46% Amber TBC Red TBC			Green 36% Amber TBC Red TBC		
Nutrition and obesity 4.3.4			Nutrition and obesity 4.3.5			Positive mental health 4.9.1		
	Current	Future		Current	Future		Current	Future
Current Value	Breakfast complete	Lunch	Current Value	n/a		Current Value	n/a	
Target: Implement the HSE Healthy Vending Policy and HSE Calorie Posting Policy Trend: Breakfast items have been delivered. Lunch due by summer 2016	Trend:		Target: Annual Increase in the number of assessments carried out. Trend: Established Nutrition and Hydration Steering committee, assessments to follow in 2016	Trend:		Target: Annual Increase in the number of staff availing of employee support service. Trend: Staff attend ESS but these figures are not monitored at present. National hotline also receives calls from staff, figures unavailable	Trend:	
Green complete% Amber in progress % Red incomplete %			Green % Amber % Red % TBC			Green % Amber % Red % TBC		
Positive mental health 4.9.2			Health protection 4.8.4					
	Current	Future		Current	Future		Current	Future
Current Value	30		Current Value	21%	40%	Current Value		
Target: Annual increase in the number of staff attending mindfulness & stress management training. Trend: 30 staff attended meditation	Trend:		Increase influenza vaccination rates. Target: 40% target. Trend: 21% uptake to February 2016	Trend:		Target:	Trend:	
Green 30 Amber TBC Red TBC			Green >40% Amber 20-39% Red <20%			RAG: % Amber % Red %		
Low Risk			Medium Risk			High Risk		



## RUH Health and Wellbeing Summary 2015



Physical activity 4.4.1		
	Current	Future
Current Value		
Target: Develop an active travel/mobility management implementation plan for staff, patients and visitors	Trend: 	
Definition: Staff travel survey completed as per smarter travel initiative in association with the Saolta Group. Results of the survey circulated and plan in place to incorporate results to improve participation rates in physical activity. Green: Amber: Red:		



Physical activity 4.4.2		
	Current	Future
Current Value		
Target: Implement National Physical Activity Plan recommendations for patients and staff	Trend: 	
Definition: Increased awareness of recommended amounts of physical activity as per National guidelines to promote and protect health and wellbeing. Green: Amber: Red:		

Nutrition and obesity 4.3.4		
	Current	Future
Current Value		
Target: Implement the HSE Healthy Vending Policy and HSE Calorie Posting Policy	Trend: 	
Definition: Calorie posting for breakfast items in place at Roscommon Hospital. Lunch and dinner items due to be in place for 2016. Vending machine policy in progress at present. Green: Amber: Red:		

Nutrition and obesity 4.3.5		
	Current	Future
Current Value		
Target: Introduce evidence based nutrition assessment for all high risk patients to target those at risk of malnutrition in a timely manner	Trend: 	
Definition: • An evidence based nutritional screening tool is in place for all patient admissions to RUH identifying those at risk of malnutrition. All patients identified as ‘at risk’ on admission or become at risk during their stay, are immediately referred for full Dietetic assessment within the limits of a single handed Dietetic service provision Green: Amber: Red:		

Health protection 4.8.4		
	Current	Future
Current Value		
Target: Increase influenza vaccination rates in clinical staff	Trend: 	
Definition: Staff uptake of the Flu vaccine remains poor at 10%.RAG: >40% Amber 20-39% Red <20%		

Positive mental health 4.9.1		
	Current	Future
Current Value		
Target: Promote awareness of supports available & information on positive mental health, stress, addiction and other mental health	Trend: 	
Definition: Employee support services information displayed in all public areas. Themed days facilitated to highlight lifestyle choices to support positive mental health. Green: Amber: Red:		






Positive mental health 4.9.2		
	Current	Future
Current Value		
Target: Expand mindfulness & stress management training for staff	Trend: 	
Definition: 6 week Mindfulness sessions for staff commencing this March. Discussions ongoing in relation to facilitation stress control policy in Roscommon University Hospital as per Saolta Group Implementation plan. Green: Amber: Red:		
Low Risk		




	Current	Future
Current Value		
Target:	Trend:	
Definition: Green: Amber: Red:		
Medium Risk		

	Current	Future
Current Value		
Target:	Trend:	
Definition: Green: Amber: Red:		
High Risk		

## SUH Health and Wellbeing KPI's

Annual KPI - to BFHI			Monthly KPI - recorded within SAOLTA					
1. Baby Friendly Initiative - Initiate Breastfeeding			2. Baby Friendly Initiative - Skin to Skin - % in first hour					
	Current	Future		Current	Future			
Current Value	55.80%	>95%	Current Value	86.20%	>90%			
Target: To monitor breastfeeding Initiation rates	Trend: V previous month		Target: To improve Skin to Skin contact in line with national standards.	Trend V Previous Month	Last month: 91.30%			
%	B/F on d/c	total babies d/c	%	Skin to skin received	Total live births			
55.80%			86.20%	230	248			
RAG: Green % (>95%) Amber % (>80-95%) Red % (<80%)			RAG: Green % (>90%) Amber % (70-90%) Red % (<80%)					
Annual KPI - to BFHI			Annual KPI - to BFHI			Annual KPI - recorded by HP&I		
3. Baby Friendly Initiative - Exclusive Breastfeeding			4. Baby Friendly Initiative - Any BF on discharge			5. Tobacco - Brief Intervention Training		
	Current	Future		Current	Future		Current	Future
Current Value	35.80%	>95%	Current Value	51.00%	>90%	Current Value	0	2.8% = 11
Target: To monitor exclusive breastfeeding from birth to discharge	Trend: V previous month		Target: To monitor partial breastfeeding between birth and discharge rates	Trend V Previous Month	Last month: 51.10%	Target: To monitor attendance at Brief Intervention Training for Smoking Cessation SUH	Trend: V previous month	Last month:
%	B/F on d/c	total babies d/c	%		Total live births	%	No of staff attend training	Total training target in 2016 11
35.80%			51.10%	230	248	0	0	
RAG: Green % (>95%) Amber % (>80-95%) Red % (<80%)			RAG: Green % (>90%) Amber % (70-90%) Red % (<80%)			RAG: Green % (>90% = n >22) Amber % (>40%- 90% = n 11 - 21) Red % (< 40% = n <10)		

Monthly KPI- to HP&I			Monthly KPI- to HP&I					
6. Tobacco - Intensive Smoking Cessation Intervention			7. Tobacco - Quit @ 1 month					
	Current	Future		Current	Future		Current	Future
Current Value	68	350	Current Value	16		Current Value		
Target: No. of smokers who receive intensive cessation support	Trend:		Target: No. of smokers engaged in an intensive cessation support treatment programme quit at 1 month	Trend:		Target:	Trend:	
%	Number of smokers receiving intervention	Total target for 2016	%	Numbers quit @ 1 month	Total target for 2016			
20%	0	120	77%	0	60			
RAG: Green % (> 90%; n= 108) Amber % > 60%- 90%; n = 73 - 107, Red % (< 60%; n = 72)			RAG: Green % (> 90%; n = 54) Amber % (>60 - 90%; n = 36-53, Red % (<60%; n = 36)			RAG: Green % Amber % Red %		
Annual KPI recorded in SUH			Annual KPI recorded in SUH			Quarterly KPI recorded in SUH		
8. Nicotine Replacement Therapy			9. Tobacco Free Campus			10. Stress Management Training		
	Current	Future		Current	Future		Current	Future
Current Value	2015 = 2200		Current Value		100%	Current Value	€0	30 -2016
Target: To monitor the annual dispensing of NRT to in patients combination patches and oral	Trend:V previous quarter	Previous quarter	Target: To improve compliance with ENSH standards to maintain implementation of Tobacco Free	Trend:V previous year		Target: Monitor numbers of staff attending Stress management Training	Trend:	
2200 perscriptions dispensed	Number of NRT products dispensed	Target for dispensing in 2016 or per quarter	92%	ENSH Audit score	Total ENSH Score	%	Number of staff attend training	Total trainnig target for 2016
						Midfullness programme 18		
RAG: Green % Amber % Red %			RAG: Green % (>90%) Amber % (60-90%) Red % (<60%)			RAG: Green % Amber % Red %		

nly - Quarterly KPI recorded   SUH			2016 only - Quarterly KPI recorded   SUH			Annual KPI		
11. HSE Vending Policy			12. HSE Calorie Posting Policy			13. Influenza Vaccine		
	Current	Future		Current	Future		Current	Future
Current Value	In progress	Yes	Current Value		100% by end of 2016		17.00%	>40%
Implement HSE vending policy	Trend:V previous quarter	Previous quarter	Target: To implement HSE calorie posting policy	Trend:V previous quarter		Target: Increase uptake of Influenza vaccine	Trend:	
Status	On- going initiative		Status	on going initiative		17%	Number of staff vaccinated	Total number of staff
RAG: Green Yes; Amber In Progress; Red No			RAG: Green Yes; Amber In Progress; Red No			RAG: Green % (.40%) Amber % (30-40%) Red % (<30%)		
Quarterly KPI SUH			Quarterly KPI - within Healthy ireland @SAOLTA					
14. Healthy Ireland Committee			15. Healthy Ireland WTE's					
	Current	Future		Current	Future			
Current Value	0	10 meetings in 2016	Current Value					
Target; The hospital has an active healthy Ireland group	Meeting calender for year every 6 weeks	Previous quarter	Target: Dedicated staff employed to work on implementing healthy ireland in GUH. (current WTE's; Healthy Ireland = 1, employe support = 1 (? Time allocation for Lornas role), Smoking cessation .5 & BFHI = .5)	Trend:V previous quarter				
Status	0		Smoking cessation 28 hours Status	3				
RAG: Green = 5 Amber In Progress 3-4 Red < 2			RAG: Green ?? Amber ?? Red ??					
Low Risk			Medium Risk			High Risk		

