



Digital Health & Care
Northern Ireland

DELIVERING CARE TOGETHER



NORTHERN IRELAND

KEYNOTE 2 - DIGITAL CAPACITY & CAPABILITY

DAN WEST – CHIEF DIGITAL INFORMATION OFFICER DoH



Healthcare



Social Care



Health and
Social Care



Our 'parent' digital strategy



DIGITAL INVESTMENT PORTFOLIO

Our 'child' innovation, cyber and data strategies



Vision
Our overarching aim

Making lives better for the people of Northern Ireland, using digital to transform the way we deliver health, care and well-being services

Mission
How we will deliver it

To design, develop and deliver digital services that support everyone to get the best care, support health and social care staff at work by streamlining information sharing across systems and optimising the use of data to improve the safety, quality and experience of care.

Strategic Outcomes
The results we want to achieve

Digital will provide our population greater visibility and control over treatment and care journeys

Digital solutions will put quality and safety at the heart of all new processes, systems and ways of working across health and care

Effective and joined up care through systems integration and streamlined information flows

Digital will enable our people to work more efficiently and collaboratively across standardised systems

Intelligent use of data will optimise performance and harness population health insights, whilst ensuring robust data protection standards

Digital will support the acceleration of research and innovation to gradually embrace system leading disruptive and cutting edge solutions

Digital capability Groups
The technologies and processes we need to put in place to deliver strategic outcomes

Patient engagement

Digitally skilled workforce

Emerging technologies

Systems integration & cyber security

Innovation and digital agility

Data driven care and insights

Foundational Enablers
The foundations we need to lay to drive digital transformation and deliver strategic outcomes

Leadership and culture

Digital Specialist Workforce

Management and governance

Infrastructure and programmes



Digital Capacity & Capability Board

Digitally skilled workforce

Providing all staff with the right digital skills.



Digital Specialist Workforce

Attracting, recruiting and retaining digital professionals who feel empowered to deliver programmes. Developing new pathways that allow our digital staff to progress with us.



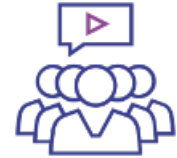
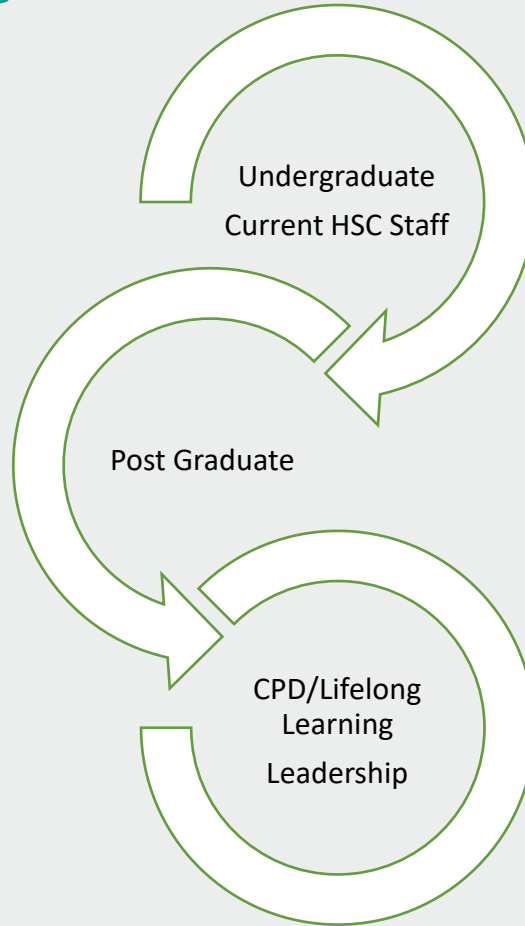
Digital Leadership and Culture

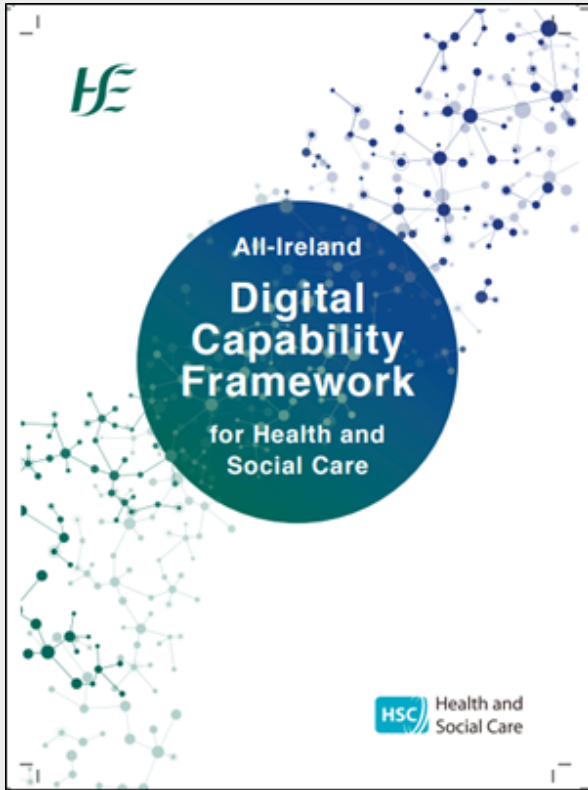
Developing a culture that embraces digital and data, starting with our senior leaders. Adopting a 'digital-by-default' mindset to solve problems and develop new care models and ways of working.



Strategic Commitments

Digital awareness, upskilling & readiness for our staff	Digital health learning resources
Integrate digital tools training into education pathways	All Ireland Digital Capability Framework
Support digital innovation and research	Build capabilities into teams and roles at all levels by design





Launched All-Ireland Digital Capability framework in May 2022

Both HSE and HSCNI have shown strong commitment to implementation.

Proposed to establish an All-Ireland Digital Health Capability network

Facilitate structured and collaborative approach to building a digital health capable workforce across the Island of Ireland

The network will have a number of areas of work reflecting how the framework is implemented in both jurisdictions

- Stakeholder mapping
- Development of communication plan and engagement exercise
- Development of an Implementation Governance Framework
- Existing educational and training routes
- Digital literacy training initiatives, interventions and resources
- Professional development



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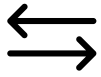
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- TRENDZ
- CURRENT SITCH IN NORN IRON
- FUTURE VIEW
- WHAT ARE WE DOING?



Insufficient digital resource capacity to meet the growing demand in Health & Care, as dictated by the pace of digital transformation.



Digital innovation will continue to increasingly change the way patients and staff perceive, understand, and manage health.



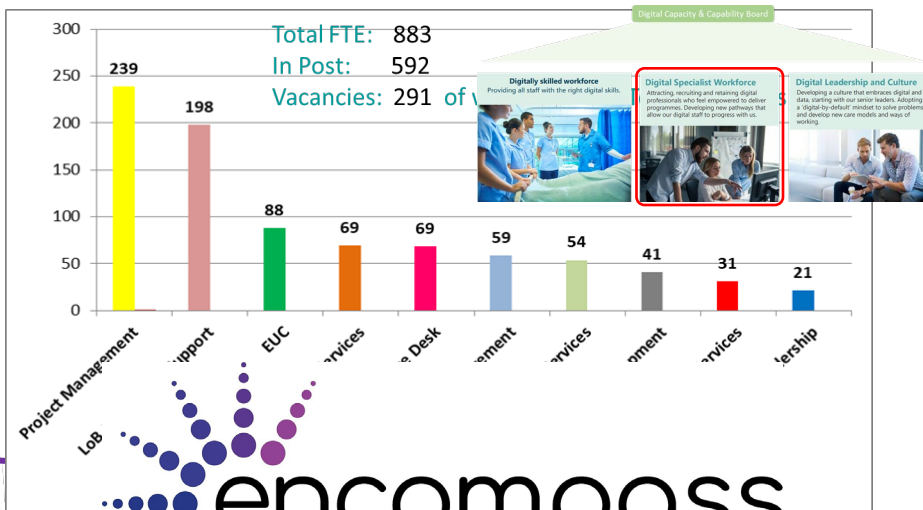
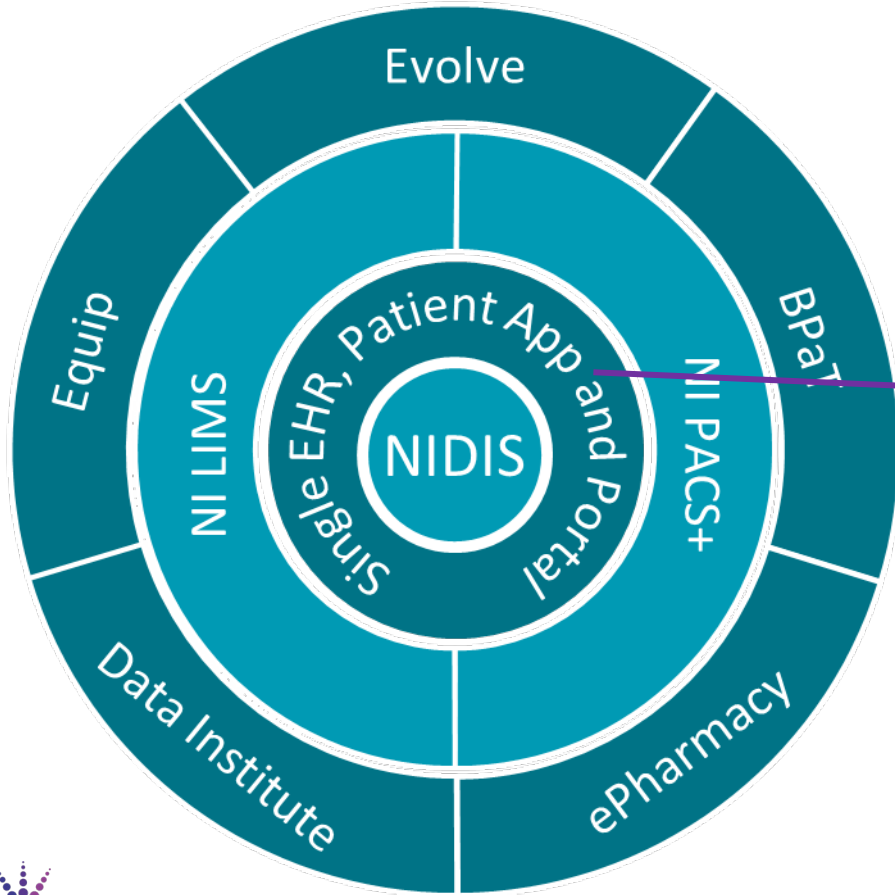
Increasing appetite and opportunity for patients and social care clients to be informed about their own health and that of their families.



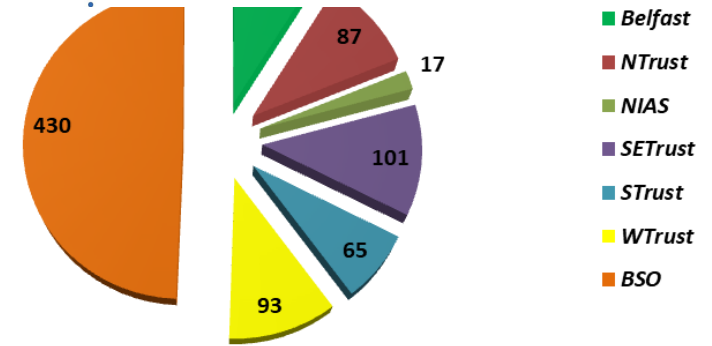
Pace of digital advancement unlikely to slow (genomics, combined therapeutics, artificial intelligence, robotics). Drives a changing skill mix.



Direct competition with the rest of the public sector and the private sector, with a shallow skills pipeline; lower available salaries; and often, candidates attracted to explore Digital and Informatics careers in the NHS / HSC are unfamiliar with the sector.



DELIVERING CARE TOGETHER



Potential Impact of Automation on Health & Care Workforce

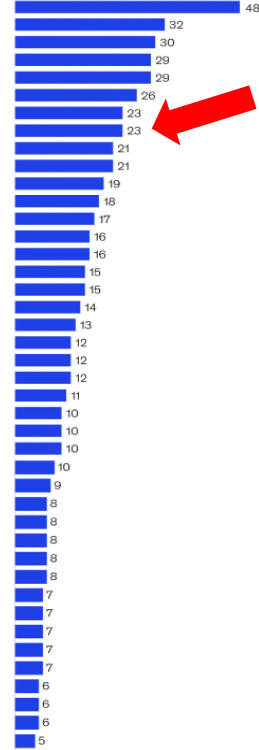
McKinsey Global Institute

Source: McKinsey Global Institute. Selected European countries: France, Germany, Hungary, Italy, Portugal, Sweden, UK

Occupation

Medical equipment preparers
Medical assistants
Occupational health and safety technicians
Pharmacy technicians
Medical and clinical laboratory technicians
Dental assistants
Pharmacists
Medical records and health information technicians
Radiation therapists
Medical and clinical laboratory technologists
Dietitians and nutritionists
Speech-language pathologists
Audiologists
Nurse anaesthetists
Ophthalmic medical technicians
Occupational therapy assistants
Optometrists
Emergency medical technicians and paramedics
Magnetic resonance imaging technologists
Physical therapists
Family and general practitioners
Physicians and surgeons, all other
Obstetricians and gynaecologists
Nursing assistants
Anaesthesiologists
Oral and maxillofacial surgeons
Therapists, all other
Internists, general
Exercise physiologists
Nurse practitioners
Recreational therapists
Health diagnosing and treating practitioners, all other
Occupational therapists
Licensed practical and licensed vocational nurses
Podiatrists
Surgeons
Healthcare practitioners and technical workers, all other
Genetic counselors
Clinical, counseling, and school psychologists
Paediatricians, general
Opticians
Home health aides

Share of hours percent



Share of hours currently worked that could be freed up by automation by 2030 (23%)

Organisational culture and capability changes required to support shift

New professional roles will emerge at the intersection of medical, digital and data-science expertise

Other change areas include:

- Prompt engineers, AI governance and ethics as well as data rich areas such as genomics
- Orchestrating and managing the new specialisations in data architecture, data science and data engineering

How do we prepare to attract, develop and retain increasingly scarce and valuable digital talent??



EMBRACING 'THE NEW'



Service Redesign

Redesign workforce planning and education processes to address the needs of future digital-focused professionals

Recognise and celebrate technical and data skillsets

Improve involvement of digital professionals in health and care teams and service pathway development



Workforce Transformation

Promote and enhance digital professionalism

Introduce and align current, new and emerging job roles in structures across HSC (DDaT?)

Establish career pathways for digital specialists and for health and care staff who wish to develop their digital career

Professional development and education to skill, reskill and upskill digital teams



Best Practice and Education

Create skill development tracks to support career progression

Promote career awareness across Northern Ireland in HSC digital and data professions

Improve working environment, ways of working and professional values for digital specialist staff

Closer working with HE Colleges and Universities including course development and research



Leadership and Culture

Ensure every HSCNI organisation has the right executive digital leadership

Invest upfront in upskilling frontline teams and designing exec learning programs

Value and promote continuing professional development models for our current and new specialist digital staff.

Thankyou - Questions?

