

Message

From: TEO HOCS (JB) [/o=NIGOV/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=4499397f4a9343b48fc8e2473f02f55e-TEO HOCS (JB) teo-]
Sent: 02/12/2021 07:50:57
To: McBride, Michael [michael.mcbride@health-ni.gov.uk]; Young, Ian (Prof.) [ian.young2@health-ni.gov.uk]
CC: Pengelly, Richard [richard.pengelly@health-ni.gov.uk]
Subject: RE: ECT attendance

Thanks Michael, I concur with your views on the need to work closely together particularly in the next few weeks given the high degree of uncertainty.
Richard and I have also been discussing how best we might support the immediate short term urgent resourcing issues in the department. I fully appreciate the fundamental system wide shift we need on staffing supply. The current status quo is unsustainable and I am very conscious of the pressures we are putting on individuals whilst this is unaddressed.
I'll follow up with Richard on his return.
Jayne

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From: McBride, Michael <Michael.McBride@health-ni.gov.uk>
Date: Wednesday, 01 Dec 2021, 10:30 pm
To: TEO HOCS (JB) <HOCS@executiveoffice-ni.gov.uk>, Young, Ian (Prof.) <Ian.Young2@health-ni.gov.uk>
Cc: Pengelly, Richard <Richard.Pengelly@health-ni.gov.uk>
Subject: RE: ECT attendance

Jayne

Very content to liaise with Richard you and Permanent Secretary colleagues to determine how we might best support you as HOCS, ECT and the Executive given other demands.

This is particularly pertinent over the coming period given the emergence of omicron, the high degree of uncertainty in terms of implications and the need to maximise adherence, compliance and enforcement in respect of current mitigation and requirements as we discussed yesterday. My sense is there is a broad political understanding of the challenges and uncertainty we face and a willingness to build positivity on this.

There is a material need to urgently consider the manpower requirements across the Department of Health in particular - and undoubtedly more widely - in all elements of the COVID response. I have significant concerns in respect of staff wellbeing, resilience and how this might impact on our ability to sustain the current level of activity and if required to escalate this yet further. I realise Richard has previously raised these concerns.

I have no immediate answers to the staffing challenges although just to say that if I had 50 staff at all grades in the Department of Health alone tomorrow I could fully deploy.

We do need to give consideration to how we might build capacity for example for a legislative hub and team to redirect such work as per other jurisdictions and how we might rotate staff in and out of highly pressurised roles to avoid further burn-out.

What is apparent, is that the current situation is neither tenable or sustainable and certainly not in coming months. I respectfully suggest that we need to move beyond our current mode of simply “soaking this up” which has been our modus operandi over the last two years at huge cost to people and other policy priorities to a business as usual model of appropriately supporting and resourcing.

My apologies for stating the obvious and presenting problems with no obvious solutions.

Kind Regards

Michael

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From: TEO HOCS (JB) <HOCS@executiveoffice-ni.gov.uk>
Date: Wednesday, 01 Dec 2021, 9:57 pm
To: McBride, Michael <Michael.McBride@health-ni.gov.uk>, Young, Ian (Prof.) <Ian.Young2@health-ni.gov.uk>
Cc: Pengelly, Richard <Richard.Pengelly@health-ni.gov.uk>
Subject: ECT attendance

Dear Michael and Ian,

I hope you are well. Thanks for attending the ECT meeting yesterday, your input was very valuable . As noted, to address emerging items we have stood these up in a weekly basis.

Richard and I had discussed broader representation from DoH at ECT as we progress items identified in paper of 23rd. Attached is the invite. I will leave it to you to discuss within the department but wanted to alert of timings (Tuesday @8am).

Happy to discuss,

Jayne

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