

SHAREDNEWS

ISSUE 11 Spring 2005

 Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



Inside this issue...



An Tainiste, Mary Harney launches the Health & Safety Audit Tool

Page 4



Tsunami Appeal

Page 6



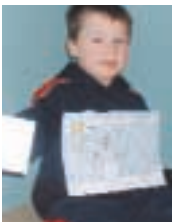
Freedom of Information

Page 14



Worth Library

Page 17



Darren Lunney prize winner from our Winter Edition

Page 27

SHAREDNEWS ... *Your News*



SHAREDNEWS | SHAREDNEWS | SHAREDNEWS | SHAREDNEWS | SHAREDNEWS

**We all need a
helping hand
sometimes...**



**Take the hassle out of Motor and
Home Insurance...**

Pay the easy way, through EasiPay

Healthcare employees all over Ireland find EasiPay the simplest and most satisfactory way to pay their AXA Insurance Premium.

EasiPay allows you to pay your motor and/or home insurance premium directly from your salary. So there is no need to pay up front when you can spread your payment over 10 months at no extra cost.

If you are already insured with AXA Insurance and paying your premium by Direct Debit, you will save money by switching to EasiPay at your next renewal.

Many of your Healthcare colleagues* are already benefiting from great discounts with AXA EasiPay Car Insurance. So are you missing out?

To find out more, drop into your

Local AXA branch or call **1890 600 600**



Be Life Confident

www.axa.ie

Terms & conditions apply. AXA Insurance Ltd is regulated by the Irish Financial Service Regulatory Authority

*Employees of the HSE Shared Services Eastern Region, HSE Eastern Regional Area, HSE East Coast Area, HSE Northern Area and HSE South Western Area

Message from the Editor



Mary Brodie
Communications Manager



Vanessa Pierce
*Organisation Development
& Change*

Welcome to the first edition of Shared News for 2005. As always our aim is to ensure that all employees are kept up to date with issues and developments within our organisation and the health sector.

As with all editions there is a mix of corporate and social news including an up-date on the newly appointed Board members of the Health Service Executive and details on each of the first members of the Management Team of the HSE. Other articles in this edition include the Tainiste and Minister for Health & Children, Mary Harney launches the Health & Safety Audit Tool for the health services which was developed by our Staff Health Safety & Welfare Department. Other articles in this edition include a feature on the Freedom of Information and Data Protection Act, details on the introduction of Term Time Leave and fundraising in Shared Services in aid of the Tsunami Appeal. An introduction to the new librarian of the Worth Library, Bill McCormack, who provides us with a detailed explanation of the history of the Edward Worth Library. We also have our usual Video/DVD reviews with some useful recipes for the Easter Season.

You will be delighted with our FAMILY competition which has prizes for both young and not so young!!!

Your input and feedback is essential to making this newsletter an interesting read.

I would like to take this opportunity to wish all our readers and their families a very happy Easter.

Mary Brodie
Communications Manager



The Tainiste and Minister for Health & Children, Mary Harney launches the Health & Safety Audit Tool for the Health Service

Staff Health, Safety and Welfare Department, Employee Services, have further developed the criterion set out in the Health Services Audit Tool

in preparation for the commencement of the pilot programme. The audit criterion has been scrutinised by Staff Health, Safety and Welfare Department and Corporate, Services HSE South Western Area to ensure that the needs of the pilot site are met.



Photo Left to Right: Ms, Siobhan Fitzpatrick, Project Manager, Corporate Services, HSE South Western Area, Ms. Valerie Judge, Chief Officer, HSE Shared Services, Eastern Region, Ms Mary Harney, An Tainiste, Mr. Des Pearson, Health and Safety Manager, HSE Shared Services Eastern Region.

In preparation for the implementation of the audit tool Staff Health, Safety and Welfare Department, Shared Services has developed practical risk assessment workshops over the past three months and have piloted these workshops in the HSE Northern Area. The first of the risk assessment workshops will be delivered to the pilot site on the 10th March 2005.

Update on Developments in our Staff Restaurant

Following the customer survey conducted by Campbell Catering last October, Campbell Catering became aware that staff were looking for healthier options in the restaurant. On foot of that a new breakfast and salad bar was launched on the 4th January after the Christmas binge!

It was decided that choice was the key word so in addition to the usual breakfast items a bigger yoghurt choice, dried fruits, fresh melon etc. was introduced. The salad bar at lunchtime was also changed dramatically. Salads were left plainer with choices of dressings or mayonnaise.

The next project for the staff restaurant will be improving the sandwich bar, to add better sandwich specials and improve the choice in general.

In conjunction with these changes "Happy Heart at Work" will be launched. The Irish Heart Foundation run this program and catering estab-

lishments only achieve the award following an audit.



It's about time!

It seems that there are never enough hours in the day to do all that we want to do. But getting our work-life balance right can help us make the most of the time we do have – and that makes us more efficient at work and at life. Work life balance initiatives work for employers and employees alike, so isn't it about time you got the balance right?

Work Life Balance Day fell on Tuesday March 1st 2005.



Why Work Life Balance? Because, as well as those who have children, many other people in the workplace need to balance work and life. Work Life Balance policies can help all employees to reconcile their work with their lives outside of the workplace. Work life balance means putting in place working arrangements and policies which assist workers in combining employment with other responsibilities and choices.

Work life balance initiatives are in addition to employees' statutory entitlements under protective legislation, including, part time workers legislation and equality legislation. Adoptive, maternity, parental, carers' and force majeure leave are also legal entitlements. Equality legislation provides protection against discrimination on nine grounds, including, gender and family status grounds. It allows positive action on all grounds to promote full equality in practice.

Shared Services is committed to making flexible and innovative working arrangements available to its staff and has in place many initiatives including

- Job sharing
- Term time
- Flexible working hours
- Flexitime
- Career breaks
- Special leave without pay

Employees may have their own reasons for preferring one pattern of working to another. For example:

- people with responsibility to care for children, the sick or the elderly may not be able to work certain shifts, weekends or during school holidays
- people with other interests outside paid work may be unavailable at certain times
- because of religious observances
- some people with particular disabilities may be unable to work full-time
- those who have retired may remain available to work on a part-time or temporary basis
- some people may want to combine work with continued education.

For these people the benefits of flexible patterns of work are likely to be:

- better relations with management
- increased loyalty and commitment
- greater sense of responsibility and ownership and control of working life
- improved well-being, less stress
- more time to focus on life outside work

The contribution that employees make is often the difference between those companies which can compete in the market place and those which cannot. Employers who can best combine their needs for flexibility with those of their employees and potential employees will be well placed to succeed.

HSE Shared Services Eastern Region is committed to becoming an employer of choice. We support employees in managing their work life balance while meeting business needs. For further information on managing your work life balance click on www.worklifebalance.ie or contact the Human Resources department on Tel. 6352882.

Shared Services Staff raise funds for the Tsunami appeal

Irish Red Cross



Crois Dhearg na hÉire

The Red Cross Movement, with over 100 million members worldwide, is the largest humanitarian aid organisation in the world today. It was founded by Swiss business man, Henri Dunant, following the battle of Solferino, northern Italy, in 1859 which resulted in over 40,000 dead or wounded. Horrified by the anguished cries of the war-wounded left to suffer and die on the battlefield, Dunant organised help from the nearest village, Solferino. The wounded, from both sides were ferried to makeshift hospitals in people's homes and barns. Dunant returned to Geneva where he penned his account of the battle in: 'A Memory of Solferino', urging people to set-

up voluntary relief societies to deal with the hardship of war. His book led to the foundation of the International Committee of the Red Cross (ICRC) in 1863. The Irish Red Cross Society (IRCS) was established by an Act of the Oireachtas on 1 August 1939.

Following the tsunami the Red Cross have helped over a hundred thousand people with the direct provision of basic shelter, food and hygiene items. On the 28th January, Shared Services Social Club arranged a Quiz Night to raise funds for this worthy cause. A great night was had by all and in addition €2,500 was raised.



WELL DONE TO EVERYBODY INVOLVED

More Fundraising for Tsunami



Fionbar Lyons, Paul Doyle, Philip Flanagan - Employee Services



Management Team of the Health Service Executive has been Appointed

The Tánaiste and Minister for Health & Children, Ms. Mary Harney, T.D. has appointed the Board Members of the Health Service Executive

The HSE Board Members



Members of the Health Service Executive Management Team pictured at their first meeting in January in the Health service Executive Head Office, Millennium Park, Naas Co. Kildare.

Back row from left: Mr. Michael McLoone, Dr. Donal de Buitléir, Mr. Eugene McCague, Mr. P.J. Fitzpatrick, Prof. Michael B. Murphy and Prof. Niamh Brennan.

Front Row: Dr. Maureen Gaffney, Mr. Kevin Kelly, Mr. Liam Downey (Chairman) and Prof. P. Anne Scott.

The other Board Member, Prof. John A. Murray was not present when the picture was taken.



Liam Downey (Chair) is the former Chief Executive of Becton Dickinson Ireland, a medical technology company. He was the President of the Federation of Irish Employers and a Trustee and member of the National Executive Council of IBEC. He is former Chairman of the Irish Medical Devices Association and is currently a member of the Labour Relations Commission.



Dr. Donal de Buitléir is General Manager, Office of the Chief Executive, AIB Group. Prior to joining AIB, he was Assistant Secretary in the Revenue Commissioners. He was Secretary to the Commission on Taxation 1980-1985 and a member of the Barrington Committee on Local Government Reorganisation and Reform (1990). Dr. de Buitléir was a member of the Commission of Financial Management and Control Systems in the Health Service.



Professor P Anne Scott is Professor of Nursing and Head of the School of Nursing at Dublin City University. Previously Anne held academic posts at the University of Stirling, the Glasgow Caledonian University and the University of Glasgow. Professor Scott is currently a member of the Governing Authority of Dublin City University and the Board of Governors of St Vincent's Hospital, Fairview. She is a member of the Board of the Health Research Board.



Michael McLoone has been County Manager with Donegal County Council since 1994. In 1988 he was seconded to Beaumont Hospital as Chief Executive. He was appointed Chairman of the Governing Body of Letterkenny Institute of Technology in 1997. Mr McLoone was Chairman of the Irish Blood Transfusion Board from September 2001 to September 2002. He was a member of the Commission on Financial Management and Control Systems in the Health Service.



Professor Niamh Brennan, a chartered accountant, is Professor of Management at University College Dublin. She is Academic Director of the Institute of Directors' Centre for Corporate Governance at UCD. Professor Brennan recently chaired the Commission on Financial Management and Control Systems in the Health Service.



Michael B. Murphy is Dean of Faculty of Medicine and Professor of Clinical Pharmacology, National University of Ireland Cork. His academic posts include the Postgraduate Fellowship in Clinical Pharmacology at the Royal Postgraduate Medical School, Hammersmith Hospital, London and University of London (1980-84), Faculty at the University of Chicago (1984-1992), and Chairman of Clinical Pharmacology (1989-92) and Director of Hypertension Programme (1986-92). He is Chairman, Health Research Board of Ireland.

John A Murray is Professor of Business Studies, School of Business Studies, Trinity College Dublin. He has held positions at business schools in Europe, Asia and America. He is President of the Marketing Institute of Ireland and a board member of the Institute of Public Administration and of St James's Hospital. He was a member of the Steering Committee for The Audit of Structures & Functions of the Health System undertaken by Prospectus Ltd for the Department of Health



PJ Fitzpatrick is Chief Executive Officer of the Courts Service. He is the first person to hold this position and successfully managed the establishment of the Courts Service as a new, independent, statutory agency. He previously held the position of Chief Executive Officer of the Eastern Health Board.



Dr. Maureen Gaffney is the Chair of the National Economic and Social Forum (NESF). She was recently appointed to the Chair of the National Monitoring Committee for the Programme for Revitalising Areas by Planning, Investment and Development under the National Development Plan. She was a Law Reform Commissioner from 1986-1996 and a Senior Lecturer and Director of the Doctoral Programme in Clinical Psychology at Trinity College Dublin. She is a Council Member of the (ESRI) and of the Insurance Ombudsman of Ireland Council.



Eugene McCague is a Solicitor and Partner with Arthur Cox. He is a graduate of University College Dublin, a council member of the Dublin Chamber of Commerce and Chairman of the Transport Committee of the Chamber. He is a member of the Board of Co-operation Ireland and a former chairman of the governing body of the Dublin Institute of Technology.

HSE Management Team



*Kevin Kelly, Interim Chief
Executive of the Health
Service Executive*

Members of the Health Service Executive Management Team pictured at their first meeting in the Health Service Executive Head Office, Millennium Park, Naas, Co. Kildare



*Left to Right: Back Row:
Laverne McGuinness,
John Magner, John
Cregan, Maureen
Browne, Kilian McGrane,
Sean Hurley, Diarmuid
Collins, Ann Doherty
Front Row: Dr Pat
Doorley, Pat McLoughlin,
Aidan Browne*

Contact Details for the HSE Management Team

Since January, the Management Team of the Health Service Executive is based in the HSE Head office in Naas. The contact details for the Head Office are:

Oak House, Limetree Avenue, Millennium Park, Naas, Co. Kildare. Tel: 045-880400
The HSE website address is: www.hse.ie



Deputy Chief Executive and National Director of National Hospital Office **Pat McLoughlin**

Pat McLoughlin was Chief Executive Officer of the South Eastern Health Board, providing leadership to over 9,000 staff in the provision of services for 420,000 people. The SEHB has developed some innovative approaches to A&E in its acute hospitals, such as St Luke's in Kilkenny. Formerly Pat was CEO of the Eastern Health Board, Director of Planning and Commissioning with the Eastern Regional Health Authority and Programme Manager for General Hospitals Services in the SEHB. Pat has a very broad range of senior management experience in Ireland's health services. During the late 1990s he led a national programme which established 30 drug treatment clinics, supporting over 2,000 users. Pat holds an MBA, a law degree and a BA.

About the National Hospitals

The National Hospitals Office is responsible for resource allocation, service delivery and performance management of all 53 statutory and non-statutory acute hospitals in Ireland, through 10 initial hospital networks. A key focus is integrating hospital services with primary care.



National Director of Primary, Community and Continuing Care

Aidan Browne

Originally from Enniscorthy, Co. Wexford, Aidan Browne was Assistant Chief Executive Officer at the North Eastern Health Board (NEHB). He holds both Registered General and Psychiatric Nursing qualifications and was Director of Nursing at St. Felim's Hospital in Cavan. Aidan holds an MBA in Health Services Management, and moved from direct clinical care into senior management in 1994, where he took over responsibility for Services for the Elderly and Community Services in the Cavan/ Monaghan area. Since 2000 he has held responsibility as ACEO for all Community Services in the NEHB region. Since March 2004, Aidan has been a member of the iHSE's Change Management Team, leading on the design and implementation plans for the Primary, Continuing and Community Care directorate.

Aidan is responsible for primary care including general practice, community based health and personal social services including those for older persons, children, disability services, mental health services and social inclusion. PCCC will have 32 Local Health Offices and seek greater involvement of service users, their families and communities in the planning and design of services in their area.



National Director of Population Health

Dr Patrick Doorley

Dr. Patrick Doorley was Director of Public Health & Planning with the Midland Health Board. He worked in a number of Dublin hospitals in his early medical career. He worked as Director of Community Care, Medical Officer of Health for 6 years before taking up the post of Director of Public Health & Planning with the Midland Health Board in 1995. Dr Doorley is a Fellow of the Faculty of Public Health Medicine (RCPI). He is a board member of the Women's Health Council, the Office of Tobacco Control and of the Research Institute for a Tobacco Free Society.

Pat is responsible for the strategic planning for all aspects of the HSE to positively influence health, health service delivery and outcomes by promoting and protecting the health of the entire population and target groups.



National Director of Finance

Diarmuid Collins

Diarmuid Collins was Director of Finance at the Midland Health Board. Prior to his appointment he was on secondment to the iHSE Change Management Team and he has been responsible for leading the project on financial transition arrangements for the HSE. An Associate Member of the Chartered Institute of Management Accountants, Diarmuid has over 20 years of professional finance experience in both the public and private sectors.

Diarmuid is responsible for the management of the health system's budget and cash management system. This involves moving from a number of different financial systems to an integrated model, which will occur over time.

He will also provide strategic financial and management support to the Board and the National Directors.



Acting National Director of Information & Communication Technology

Sean Hurley

Sean Hurley was Chief Executive Officer of the Southern Health Board where he led a staff of 13,000, serving a population of 580,000 in Cork and Kerry. He chaired the National Steering Group for the introduction of integrated financial systems across all health agencies, and for a national E-procurement strategy. Under his leadership the Southern Health Board was awarded an e-Government label and has been recognised internationally for its track record in innovation. Sean has an accounting background and prior to taking up his post as CEO at the Southern Health Board he held a number of senior management posts, including General Manager at Cork University

Hospital Group.

Sean will be responsible for the delivery of value-adding ICT supports across the health service to facilitate greater integration and information to support service delivery. He will work to define policies and standards at national level and supporting implementing at local level.



Acting National Director of Human Resources

John Magner

John Magner has been appointed as acting National Director of Human Resource Director pending a permanent filling of the post. John was the Deputy Chief Executive Officer from the South Eastern Health Board, and is on secondment to the HSE. He led the Human Resource Management team within the interim HSE. Previous appointments in the health sector include posts of hospital manager, personnel officer and programme Manager. He holds a BA (Health Administration) an MBA and Dip. Public Health.



National Director of Change Management & Organisational Development

Ann Doherty

Ann will be responsible for driving a strategic approach to managing change within the organisation including direct support from her team to local change management projects.

Ann has previously been Director of Strategy and Planning in the Southern Health Board and for the past nine months A/General Manager in Cork University Hospital. Having trained as a nurse in Cork, most of her clinical and senior healthcare management experience was gained in the Kings Healthcare NHS Trust, London. During her time in the UK Ann completed an MBA. On re-turning to Ireland in 1997, she took up the post of Director of Nursing in Mount Carmel Hospital, Cork.



National Director of National Shared Services

Laverne McGuinness

Laverne McGuinness has been appointed as National Director of National Shared Services. Laverne will be responsible for delivering efficiencies and greater effectiveness in the administration of the health service through transforming processing activities in Finance, Procurement, ICT, Human Resources and the Primary Care Reimbursement Service (GMS). This will involve moving to five lead sites over time. These sites are Kilkenny, Manorbhamilton, Swords, Finglas and Dr. Steevens' in Dublin.

Prior to her appointment to the HSE, Laverne was on secondment from her role as an Assistant CEO at the Northern Area Health Board to the iHSE Change Management Team, where she was responsible for co-ordinating the development and vision of the iHSE Shared Service model. As an Assistant Chief Executive with the Northern Area Health Board Laverne was responsible for Acute Hospital services, Disability services, ICT and Service Planning. Laverne has been working in the Health Services for the last nine years with a previous portfolio as Director of Finance. An accountant by profession she is a Fellow of the Institute of Certified Public Accountants and holds an MSc in the Management and Application of Information Technology in Accounting.



Acting National Director of Corporate Affairs

Kilian McGrane

Kilian McGrane has been appointed as Acting National Director of Corporate Affairs pending a permanent filling of the job.

Kilian was an Assistant Principal in the Department of Health and Children, and has been seconded to the interim Health Service Executive since January 2004. Kilian has worked with the executive chairman and the head of change management in planning and designing the change programme, and managing the business of the interim health service executive.

Kilian has worked in the Civil Service for the past 18 years, initially in the Department of Social and Family Affairs, before moving to the Department of Health and Children. A graduate in Business Management from the Irish Management Institute Kilian has worked in information and communication technology, human resource management and change management before his secondment to the interim health service executive.



Acting National Director of Strategic Planning & Development

John Cregan

John Cregan has been appointed as Acting National Director of Strategic Planning & Development pending a permanent filling of the job.

John was Deputy Chief Executive Officer of the Midland Health Board, before joining the Change Management Team of the interim Health Service Executive in early 2004. He led the Corporate Affairs team within the interim HSE.

John's career in the health service spans 30 years and he has worked in the Midland, Eastern, South Eastern and the Mid Western Health Boards. He has considerable experience across a broad range of areas including Industrial Relations, Finance, Audit, Hospital and General Management. John holds a B. Comm. and a Masters Degree in Public Administration, both from UCD.

John is responsible for Service Planning, Corporate Planning and Capital Planning. He will also be responsible for preparation of the rolling 5 year capital investment framework which will support the development of the national health estate. A major review of the management of the health infrastructure will be undertaken by his directorate.



Acting National Director of Communications

Maureen Browne

Maureen Browne was Director of Communications with the Eastern Regional Health Authority since its establishment in 2000. She previously worked for five years as Communications Director with the former Eastern Health Board. Before moving to the communications area, Maureen worked as a journalist for almost 30 years. She started her journalistic career with the Limerick Leader, was a senior reporter with the Irish Press Group of Newspapers, covered Irish affairs for a number of UK newspapers and was Editor of the Irish Medical Times. She was appointed by the Government to the Second Commission on the Status of Women and is a member of the Public Relations Institute of Ireland. Maureen is responsible for internal and external communications for the Health Service Executive.

Laverne McGuinness appointed as the National Director of Shared Services



Laverne McGuinness, National Director of Shared Service

Congratulations to Laverne McGuinness who has been appointed National Director of Shared Services. Laverne had been on secondment to the iHSE Change Management Team from her post as Assistant Chief Executive of the Northern Area.

Laverne has been working in the health service for the last nine years and is a Fellow of the Institute of Certified Public Accountants and hold an MSc in the Management and Application of Information Technology in Accounting.

The National Shared Service will be a multi-functional model and will be managed on a single national basis from the office of the Director of National Shared Services.

Shared Services will provide processing for the following functions

- Finance
- Human Resources
- GMS
- Procurement
- ICT

These functions will be delivered on five lead sites (one of which will be multifunctional). The sites are

- Kilkenny
- Manorhamilton
- Swords
- Finglas (GMS)
- Dr. Steevens Hospital

All services will be managed and delivered on a common basis within a unified management structure.

The staff and management team in Shared Services wish her every success for the future.

Update on The Health Service Executive

The HSE Corporate is based in Naas, Co. Kildare and provides leadership, strategic guidance and support to the services. It comprises of nine Directorates

- Director of Human Resources
- Director of Population Health
- Director of Primary Community & Continuing Care
- Director of Shared Services
- Director of National Hospitals Office
- Director of Finance
- Director of Change Management & Organisational Development
- Director of Corporate Affairs
- Director of Information & Communication Technology

The office of the Chief Executive Officer shapes the general and service governance framework for the HSE and has responsibility for overall communications. It ensures that the HSE, as one of the largest organisations in the State, functions effectively and that the service governance

arrangements for the HSE meet best international practice.

The basis of the reform programme is the separation of policy formulation from service delivery. The Department of Health & Children will concentrate on policy formulation and evaluation and the Minister will hold the HSE to account for the delivery, within budget, of publicly funded health services. The HSE will, in turn, manage the health service as a single national entity and it will also provide advice to the Minister and contribute to policy formulation.

A Corporate Plan supported by an annual National Service Plan will be prepared and submitted by the HSE for the Minister's approval. The first HSE Corporate Plan will be prepared in 2005. The HSE's single approach will ensure that uniformly high quality safe services are provided across the system for the whole population and that a 'level playing pitch' exists for statutory and non-

statutory service providers in relation to the allocation of resources, the management of those resources and accountability for their use.

The National Service Plan will set out the high level objectives, actions, outputs and outcomes expected from the health services for the available resources invested by the Government in the financial year.

There are four administrative regions

- Western Region – Regional Health Office in Galway City
- Southern Region – Regional Health Office in Cork City
- Dublin/North East Region – Regional Health Office in Kells, Co Meath
- Dublin/Mid Leinster Region – Regional Health Office in Tullamore, Co. Offaly

The main functions of the regions are

1. Oversee the processes to be put in place to engage with and consult members of the public, patients and users of services on service provision
2. Put in place arrangements to ensure that patients and service users receive a comprehensive and integrated response from the delivery system
3. Facilitate HSE work within the region.

Regional Health Offices (RHOs) will have a small complement of staff of 25-35 headed by a Regional

Director. The Regional Directors will report to the Corporate Affairs Directorate. They will perform a functional, not a line management role supporting and coordinating work within the regions.

One of the main reasons for the reform of the health service is to ensure that service users receive the same high quality service, wherever they live. The HSE at all levels will work closely with the Health Information and Quality Authority (HIQA) to ensure the highest standards of quality across all aspects of service.

Working together at all levels, particularly between the PCCC and the NHO, will be essential to ensure the new system delivers on its objectives of

- Improving service for users
- Creating a better working environment for staff
- Delivering value for money

Integration will be achieved through

- Strong corporate commitment to integration
- Devolved decision making
- Clinical and service governance
- Effective performance management systems
- Integrated care pathways and care planning
- Appropriate incentives

Effective corporate and service planning will be key to the success of the HSE. Business plans will be developed throughout the system, particularly by those closest to the users, with user/community participation.

Shared Services wish to welcome the following new employees



Alison Dempsey, ICT Services



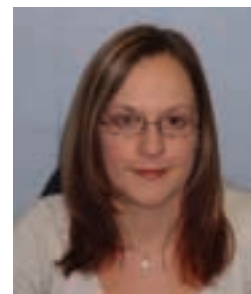
Denise Perry, Receipts



Jacinta McNevin, Warehouse & Distribution



Niall Brennan, ICT Services



Sarah Roberts, Warehouse & Distribution

Shared Services would also like to welcome Mary Brennan, Property and Capital Projects;
Emma Scannell, Occupational Health – Connolly Memorial Hospital; Michael Keane, ICT Services

FREEDOM OF INFORMATION & DATA PROTECTION

FREEDOM OF INFORMATION

Information is at the centre of all our dealings with public authorities. Without it we cannot begin asking how and why decisions were made. Indeed the Office of the Ombudsman has indicated that the fundamental cause of many complaints which it receives is a failure to provide appropriate information or reasons. Information is also fundamental to transparency and accountability in the way Government and public authorities operate. Increasing the availability of official information enables the public to contribute to the shaping of policies by central Government, local government and other state bodies. By the promotion of accountability of Ministers, elected members of local government and public officials generally, we enhance respect for the law and promote good government and good public administration.

The purpose of the FOI Act is explained in the long title of the Freedom of Information Act, 1997 which reads as follows:

"An Act to enable members of the public to obtain access, to the greatest extent possible consistent with the public interest and the right to privacy, to information in the possession of public bodies and to enable persons to have personal information relating to them in the possession of such bodies corrected..."

Thus, Freedom of Information Act 1997 as amended by the Freedom of Information (Amendment) Act 2003 is designed to provide a right of access to information held by public bodies to the greatest extent possible. However, the Acts, by making certain exceptions, seek to achieve a balance between this right of access, on the one hand, and, on the other, the right to privacy and in some cases the public interest in maintaining confidentiality.



Frequently Asked Questions

What can I ask for?

You can ask for the following records held by Government departments or certain public bodies:

- any records relating to you personally, whenever created
- all other records created after 21 April, 1998
- a "record" can be a paper document, information held on computer, printouts, maps, plans, microfilm, microfiche, audio-visual material, etc.

If I am refused access to information can I appeal this decision?

Yes. If you are not satisfied with the decision on an FOI request you may ask the department or body for an "internal review" of the decision. A more senior officer will review your application. You will be told the result of this review within 3 weeks. If you are not satisfied with the decision of the "internal review", you may ask the Information Commissioner to review the matter.

Do I have to fill in a form?

No. Requests for access to information can be made in writing directly. Please ensure that you include a statement in your letter which makes it clear that the request for information is made under the Freedom of Information Acts.

Do the Acts only apply to records created from 21 April 1998?

In the case of policy papers and the like, the Acts will normally only apply to records created from 21 April 1998 onwards. A record created before 21 April 1998 could be accessed if necessary to understand material created subsequently. However, generally speaking, a member of the public will have a right to obtain "personal information" relating to him or herself regardless of when it was created.

DATA PROTECTION ACT What is Data Protection?

Data Protection - Your Rights

For the most part, those that hold personal information relating to individuals do so in a responsible manner. It is possible however, that:

- The information kept about you may be wrong or out of date
- It may be given to someone not entitled to see it
- You may find yourself receiving 'junk mail'
- Your privacy might be threatened in other more serious ways

The Data Protection Acts, 1988 and 2003 gives you rights to protect you against these and similar problems, and creates obligations for those keeping personal information on computer.

Right of Access

The personal information to which you are entitled is that held on computer or in a manual filing system that facilitates access to information about you. You can make an access request to any organisation or any individual who has personal information about you. For example, you could make an access request to your doctor, your bank, a credit reference agency, a Government Department dealing with your affairs, or your employer.

Right of rectification or erasure and blocking

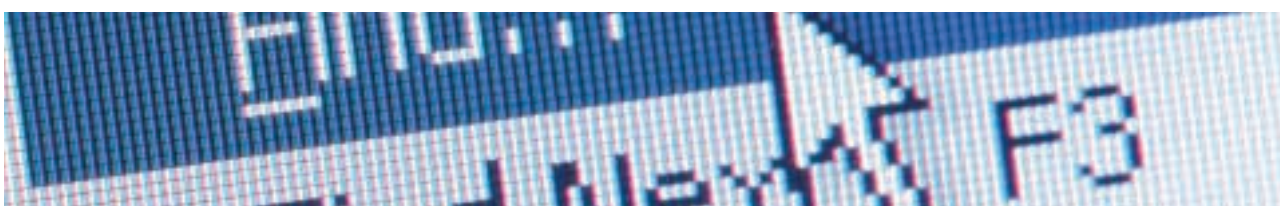
If you find out that information kept about you by someone else is inaccurate, you have a right to have that information corrected (or "rectified"). In some circumstances, you may also have the information erased altogether from the database - for example, if the body keeping the information has no good reason to hold it (i.e. it is irrelevant or excessive for the purpose), or if the information has not been obtained fairly. You can exercise your right of rectification or erasure simply by writing to the body keeping your data.

In addition, you can request a data controller to block your data i.e. to prevent it from being used for certain purposes. For example, you might want your data blocked for research purposes where it held for other purposes.

Right to complain to the Data Protection Commissioner

What happens if someone ignores your access request, or refuses to correct information about you which is inaccurate? If you are having difficulty in exercising your rights, or if you feel that any person or organisation is not complying with their responsibilities, then you may complain to the Data Protection Commissioner, who will investigate the matter for you. The Commissioner has legal powers to ensure that your rights are upheld.

There will be a briefing session on these Acts on Tuesday 12th April in the Boardroom, Dr. Steevens Hospital - between 10.30am and 12noon - please come along to learn more about our roles and responsibilities as an organisation.



Library News

The Regional Library has made a variety of **new electronic services** available including a new improved **catalogue, ScienceDirect, MDConsult, Irish Times online** and **Ebsco**. Access to these resources is available with an Athens username and password. A new online catalogue called 'iLINK' was launched in December 2004. iLINK is accessible on the Intranet under Regional Library – Search Catalogue and the Internet at <http://www.ehss.ie>. Any employee can login to iLINK by using the username GUEST. Borrowers may now check what books are out on loan, when they are due back and **books can be renewed online**. A username and pin is required for renewals and this service is available by contacting the library.

Postal loans has been introduced whereby books are posted out directly to a borrower's work address and returned using the internal post. This facility has proved very successful and will be an ongoing service.

Training in the use of library resources is available for groups or individuals either in Dr. Steevens' or

onsite. The training schedule is available on the regional library Intranet pages.

Digital Media Archive Project

The library is embarking on a digitisation project which involves collecting a range of publications by former area boards and making them accessible in electronic format (Pdf). The collection will begin as a pilot in 2005 and will be made available on both Intranet and Internet sites.

The objective of the project is to create and maintain a digital archive of Irish Healthcare Information. The benefits of the archive include:

- Improved access to electronic documents
- One central access point for all former area board publications
- Preservation of older material
- Provides a structure for electronic documents held on both Inter/Intranet sites
- Expand awareness of material held electronically

For more information please contact the Regional Library. **Tel: 01-6352558**



The Edward Worth Library, Dr. Steevens Hospital



Shared Services welcomes Mr. Bill McCormack, Librarian in Charge. Bill is currently completing the catalogue of books in the Edward Worth Library. He previously worked in the Goldsmiths University in London as a Prof. Of Literary History.

“The Edward Worth Library can claim to be the only part of Dr Steevens’ Hospital which retains its character, function and appearance unaltered since the building was completed about 1740. The original chapel was not completed until 1761, and was in any case replaced in the early twentieth century. Thus, the Worth Library best displays the intentions of the founders in their efforts to improve the lot of Dubliners.

Edward Worth was born in Dublin in 1678, the son of the Reverend John Worth, later dean of Saint Patrick’s Cathedral. He was educated at Oxford and in the Low Countries, finally taking a medical degree from Trinity College. The family were clearly comfortably off, even wealthy. When Richard Steevens died in 1710, his twin sister opted to commence work on founding a hospital rather than conserve the funds her brother left for that purpose. Worth was named as one of its original

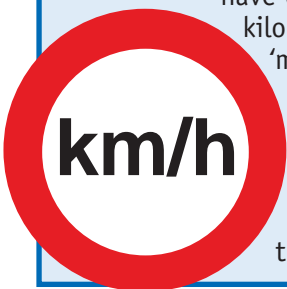
governors in the Irish parliamentary act of 1729. He had already made his will, according to which his exquisite collection of books was to be left to the Hospital. He died early in 1733, the year in which the first patients were admitted for treatment. Worth had been collecting for more than ten years before his death, buying books at continental auctions, and also commissioning the best binders to encase texts in fine leather – calf, morocco, or other choice materials. Although, as a physician he naturally acquired some medical books, he was not collecting as a scholar but as a new kind of figure on the Dublin cultural scene – he was a connoisseur, admiring the book as a piece of intellectual furniture as well as a source of instruction or enlightenment. Few of the books are annotated or show evidence of constant use.

When Worth’s books were made available to the Hospital, the governors resolved to build a room worthy of them. Their transfer from his house in Werburgh’s Street was reported in The Dublin Weekly Journal. However, delays in accommodating them in a building which was itself unfinished led to concern for their condition. Hand-written catalogues were prepared in 1735/6 and, by the end of 1736 work on the library room was well under way. In 1742, a committee was appointed to put the books in order and, it seems, additional book presses had to be built. All in all, the evidence shows that the Hospital was acquiring a greater treasure than it had expected. With one brief interlude, in which they resided in Trinity College, Edward Worth’s books remain where they were placed almost three hundred years ago.”

Bill McCormack – Librarian –in-charge

Check the signs – check your speed

Effective from January 2005, the measurement of speed limits on Irish roads changed from miles per hour to kilometres per hour. In addition, there was significant changes to speed limits on certain roads. This was done to bring consistency on to our public roads. We display distance in kilometres on most of our national roads so it makes sense to have our speeds also measured in kilometres. The remaining distance ‘mile post’ signs on local and regional roads will be converted to kilometres by the end of 2005. As a result of these changes, the speed limit on 91% of Ireland’s 96,000 kilometres of roads decreased.



- The speed limit on rural national roads, which includes most Dual Carriageways, saw a slight increase from 60 mph to 100 km/h (62 mph).
- The speed limit on rural regional and local roads (sometimes referred to as non-national roads) changed from 60 mph to 80 km/h (50 mph), a reduction of 20%.
- The speed limit in built-up areas (towns and cities) changed very slightly from 30 mph to 50 km/h (31 mph)
- The speed limit on motorways changed from 70 mph to 120 km/h (75 mph.)

PPARS Project Update

The Personnel Payroll And Related Systems project is well underway for Phase II implementation. Among the SAP modules being implemented are the Time Management and Payroll modules.

Phase II Training

A number of key changes are associated with the implementation of PPARS Phase II. These changes mean employees will require training to become familiar with alternate ways of working and revised deadlines for information into Payroll.

PPARS Phase II Implementation 2005	
March – August	Training (Phase II system & Forms training)
May & June	Data Collection for Parallel Test (Time Recorders)
June, July & August	Parallel Test (incl. RO (SAP Users), PA, OM & Payroll staff)
September	Go-Live

System, process and forms training will be provided to a number of identified end-user groups as appropriate. Your input in identifying these end-user groups was an important contribution on your part and we thank you for your help with this.

Phase II Training

Training for identified end-user groups will commence in March with training for Time Recorders in completing the new SAP Time Form. This training is scheduled to facilitate the preparation of specific end-user groups for Parallel Test activities.

Between March and August all training will be delivered to relevant groups. SAP Enquiry & Navigation training will be delivered prior to Phase II system training. It is important to note that training will not be delivered to all employees, as not all employees will interact with the new system on a daily basis. Post training support will be available to all end-user groups.

If you have any questions regarding training, contact details for the PPARS Project Office are included below.

Location

- Forms Training will take place in various locations around the Eastern Region;
- System training will take place in the Hubs as outlined below:

Hubs in the HSE Eastern Region	
East Coast Area:	Clonskeagh Hospital, Newcastle Hospital
Northern Area:	Connolly Hospital, Park House, St. Ita's Hospital
South West Area:	Cherry Orchard Hospital, Naas Hospital

Notification of Forms Training

The PPARS Training Team will invite relevant staff to forms training over the coming weeks. Forms training will consist of either a half or full day training course, depending on the complexity of end-users' rosters.

Notification of System & Process Training

The PPARS Training Team will invite relevant staff to system & process training over the next number of months. SAP Enquiry & Navigation training will commence in March and consist of a half-day course, while System & Process training will commence in mid April and will consist of a 2-day training course.

Contact PPARS

Internet: www.ppars.ie
Intranet: <http://ehsnet/pparsproject>
e-mail: ppars.info@mailk.hse.ie

HSE Shared Services LCT Members
Gerry Hughes
e-mail: gerry.hughes@mailf.hse.ie
Tel: 01 – 635 2844

HSE Shared Services LCT Members
Robert Bourke
e-mail: robert.bourke@mailk.hse.ie
Tel: 01 – 635 2545

“A Day in the Life” in Shared Services by Brigid Maher, Payroll Helpdesk



Brigid works in the very busy Reception area of the Payroll Dept, Employee Services, Dr. Steevens' Hospital. She has worked for nearly three years in reception and enjoys all aspects of her job. This is her story.

The area I work in can sometimes resemble "Grand Central Station" with staff coming and going throughout the day, collecting and delivering correspondence to Payroll.

I am part of the "Helpdesk Team" attached to the Payroll Department - Employee Services and our jobs are interchangeable - however my main duties are in Reception.

There are collection points for time returns and other post in my office where porters from various different locations throughout the region - all of whom I know by name - come to collect their post. It is good to be able to communicate with so many staff members.

Reception is the first point of contact for many callers to Payroll all of whom have different requests ranging from enquires on their salaries, changing bank details, having forms completed, meetings with managers or payroll officers or as sometimes happens are lost and are requesting directions to some other section within the building. My day is very varied. I never know for sure quite how the day will pan out as situations can arise that sometimes necessitate making changes very quickly, so a certain amount of flexibility is needed.

Each day begins with the opening of all post, date stamping this then distributing it to the relevant payroll sections - on certain days of the week the amount of post is heavier than others but regardless of volume it is all dealt with as quickly as possible in order to meet the deadlines that exist within Payroll. Then it's on to checking e-mails that come from all over the HSE - Eastern Region for Payroll.

One of the aspects of my job that I really enjoy is the opportunity I am given to meet a large number of employees whose names may be already familiar to me - it is good to put faces to these names. Some callers may be retired employees and it is always a pleasure to meet with them because they have many stories to tell and I really enjoy talking about their time working within the Health Service.

EVE launches its STRATEGIC PLAN for 2004-2007

The EVE Strategic Plan 2004-2007 was launched by Joe Cahill, Chairman EVE on 2nd December 2004 at the Marino Institute, Dublin, and was attended by about 120 participants and staff. A number of invited guests also attended the launch including Michael Walsh, Assistant Chief Executive Officer, HSE Northern Area, Martin Naughton, representing the Disability Federation of Ireland. The MC on the day was Aengus Guckian of GHIS.



left to right: Aengus Guckian GHIS, MC for the day; Michael Walsh, ACE former NAHB; Dr. Margaret Webb General Manager EVE Ltd; and Joe Cahill Chairman EVE Ltd.

In launching the EVE Strategic plan, Joe Cahill, stated "the participants and staff of EVE Limited are to be congratulated on the Strategic Plan which captures EVE's commitment toward the delivery of best practice partnership models of service. The Board of EVE is committed to supporting the organisation in the implementation of the plan and welcomes this exciting phase in the development of our services".

Commenting on the Strategic Plan, Dr. Margaret Webb, General Manager EVE Limited said: "If organisations are truly committed to the principles of advocacy and partnership in service delivery, then the process of agreeing organisational values, principles and objectives is equally as important as the final product. We can be confident that this plan has the full support of both participants and staff and together we can achieve our shared objectives".

On the morning of the launch, four workshops took place on the following topics: The EVE

Newsletter, The EVE Website, Speak Up (Participant Representative Groups) and Just Ask (EVE's handbook for prospective Employers). These workshops presented an opportunity to those attending to express ideas and opinions and discuss a way forward for these projects. The afternoon began with a participant forum, which included people with mental health difficulties, intellectual and physical disabilities and Aspergers Syndrome/High functioning Autism, who articulated their hopes for EVE's services and said, "since we participated in the various programmes that EVE have on offer, it has helped us to grow in confidence and regain our independence".



Staff, participants and guests at the Launch

EVE is a subsidiary of the Health Services Executive. We provide a range of person centred community services in Dublin, Wicklow and Kildare on behalf of the Area Health Boards. There are currently 24 locations catering to the needs of 1,000 participants in training programmes, occupational services and Clubhouses annually. The majority of people who come to the service experience mental health difficulties and need varying degrees of support to enable them live productively in their communities. People also come who experience intellectual disabilities and a range of physical disabilities. We also run a unique training service for people who experience Asperger Syndrome.

Both our training and Clubhouse programmes are run in accordance with national and international accreditation systems and certification is

available through F.E.T.A.C. and I.A.S. for those participants who choose to avail of this option. Where possible participants are encouraged and supported to avail of community based education programmes, employment and social activities. Our occupational services will become subject to the Standards for Sheltered Occupational Services from 2005 onward and we are currently piloting revised programme specifications in anticipation of their introduction.



Members of the Strategic Planning Working Group left to right – Keith White, Thomas Court Centre; Des Ward, Phoenix Clubhouse; Katherine Coughlan, Cherryfield Resource Centre; Aengus Guckian, GHIS; Dr. Margaret Webb, General Manager, EVE Ltd.; Jacinta O'Reilly-Maloney, The Bureau; Joe Cahill, Chairman, EVE Ltd.; Linda Taylor, New Dawn Centre; Aidan Barnes, GHIS and Tony Kavanagh, Phoenix Clubhouse

As a result of both legislative and statutory change, the landscape for the provision of community services for people with disabilities is undergoing radical change. The voice of the person with a disability has come to the fore and organisations have been challenged to re-focus their services toward recovery-oriented and person-centred models. The challenge for community-based services has been to honour not only the principle but also the practice of advocacy in a way that is meaningful to all.

EVE Limited embraced this challenge engaging in extensive consultation and dialogue with participants and staff in the development of their Strategic Plan 2004-2007.

In July 2003, the first meeting of the Strategic Planning Working Group was held. On the 18th November 2003 about 90 staff and participants

attended a Planning Day, facilitated by the Irish Advocacy Network. Over the course of the day, focus groups discussed and debated the future of the organisation and collectively agreed on the substantive issues which form the basis of the Plan.

For the first time in the organisational history, the Mission, Vision and Core Values governing the company were agreed by both staff and participants. The principle of partnership demonstrated on the day that we all want the same thing – an organisation that respects people, promotes their dignity, their independence and their equal place in society. The draft plan was written on the basis of the conclusions of the day and was circulated for comment within the organisation. Other relevant stakeholders including Area Health Boards & FAS were also invited to review the draft plan. The Strategic Plan for 2004-2007 was ratified by the EVE Board of Directors on 1st July 2004 and will be implemented over the next three years.



Frances Branagan Thomas Court Centre, speaking at the Participant Forum

The Strategic Plan was designed and printed by Health Services Print and Design and is available in both booklet and leaflet format.

To obtain a copy of the EVE Ltd. Strategic Plan 2004-2007 please contact Michael Flannagan, Westpoint Enterprises Tel: 01-626-6596 Fax: 01-623-3910 E-mail westpt@eircom.net or check out our Website at www.eve.ie

News from our Clients

East Coast Area

Domestic Violence Guidelines for Hospital Staff

The HSE East Coast Area, St. Columcille's Hospital Loughlinstown launched a publication entitled "Domestic Violence, Guidelines for Hospital Staff." This work advises Health Care Professionals how to recognise the telltale signs of domestic violence and instructs them as to the most suitable way to approach and deal with this sensitive issue. Launching the document local T.D., Liz Mc Manus, who has done much to highlight the issue of domestic violence commented, "I wholeheartedly endorse the publication of these guidelines, not only will they educate hospital staff as to how to manage the problem of domestic violence, they will make sure that women and men who come to the hospital know that the services provided are sensitive and supportive and promote their safety and well-being."

LukeDoc

Liz O'Donnell T.D. and the CEO of the East Coast Area, Mr. Martin Gallagher launched "LukeDoc" on Monday

29th November, 2004. Luke Doc is a new GP Out of Hours Medical Service for South Dublin, it is a co-operative arrangement whereby local GP's will form a rota of doctors on call for out of hours medical emergencies.

The Service will operate from 6-10pm on weekdays and between 10.00am and 6.00pm on weekends and public holidays.

Patients of GP's who are participating in the scheme will be able to ring their own doctor to establish their out-of-hours arrangement and there will be a special out-of-hours LukeDoc contact number. When patients ring LukeDoc they will be answered by a nurse who will take their medical details. This nurse will make a decision based on these details and will request the patient to attend a particular centre to see a doctor, will refer them for a house call or to an AE Department, or will advise them over the phone.

South Western Area

Deansrath Family Resource Centre

The HSE, South Western Area, Deansrath Family Resource Centre became the first such facility in Ireland to be awarded the coveted Q Mark for excellence in the delivery of services to the local community. Originally established in 1980 as a nursery for those under five years, the Centre has grown from strength to strength. Today it has expanded to become a family resource centre with a range of high quality, innovative, client-focused child and family educational and support services for people in the Deansrath and Bawnogue areas. Each day, the Centre caters for an average of 40 children, up to eight years of age, with varying needs, including those with physical, sensory and learning disabilities, and it has cared for more than 400 children to date.

Understanding Substances and Substance Abuse

"Understanding Substances and Substance Abuse" a Handbook for Teachers was launched by Mary Hanafin TD, Minister for Education &

Science, at the Dublin West Education Centre, Institute of Technology, Tallaght.

The resource was developed by the Addiction Service and Health Promotion Department of the South Western Area and the Walk Tall Programme of the Department of Education & Science. The book will be a resource for teachers engaged in substance use education as part of the Social, Personal and Health Education curriculum in schools and will also assist teachers in handling suspected or actual substance abuse in schools. It is a comprehensive resource and deals with many aspects of drugs and alcohol education including: types of drugs; drug terminology; stages of drug use; effects, signs and symptoms; risk and protective factors; why young people take drugs; drug use scenarios; best practice in substance use education; school policy development; and the National Drug Strategy.

Northern Area

Official Opening of the new "Connolly Hospital"

A new €96million development at Connolly Hospital, Blanchardstown was officially opened by Mr. Brian Lenihan TD, Minister of State at the Department of Health and Children in January 2005. The development replaces older buildings on the site spread out over a large area with a modern facility, utilising a combination of new buildings integrated with substantially upgraded existing ones. The development delivers improved patient facilities and enhances services for people living in the catchment area. The hospital development includes a new Accident and Emergency Department, Coronary Care and Cardiac Unit, Therapeutic Psychiatry of Old Age Unit, Theatre Suite, Surgical Block, Intensive

Care Unit, Day Surgery Facilities and Acute Psychiatric Unit.

The new Accident & Emergency Department incorporates a six-bed chest pain assessment unit and observation area, a three bed resuscitation unit and a minor injuries area. Minister Lenihan announced that "Connolly Hospital, Blanchardstown" is the intended replacement name for James Connolly Memorial Hospital, Blanchardstown and it is also intended to name the new hospital wing the "Noel Browne Wing" after Dr. Noel Browne, Minister for Health (1948-1951) in recognition of his pioneering work to eradicate TB in Ireland in the 1950s.

TERM TIME LEAVE HAS BEEN INTRODUCED TO SHARED SERVICES

Term-time leave has been operating since 2003 as a pilot initiative in the Health Services. In June 2004 it was agreed between the Health Service Employers Agency and health service trade unions to make the term time working available on a national basis. This new working arrangement will operate for a three year period initially and will then be reviewed

The Health Services term time policy is available on the HSEA website at www.hsea.ie.



Who is eligible?

Those eligible must

1. have one year continuous service with their employer at the date of commencement of term time working
2. have one or more dependent child aged 18 years or younger at date of commencement of term time working

(The dependent child must be of pre school age or attending primary, post primary, second level vocational education or a special needs school) or

Be the primary carer for the period of the term time leave of a person who resides with them and who has a disability and requires continuous or frequent care.

How does it work?

- Termtime is available for a period of 10 or 13 weeks. It is unpaid by its nature but arrangements can be made to have salary averaged over the year to include the period of unpaid Term Time leave.
- Participants will not be granted annual leave for four weeks immediately before or after the period of term time leave.
- The period of term time leave is reckonable for the purposes of increments but not for pension purposes

- Participants may not avail of the sick pay scheme when on term time leave
- The scheme is not intended to place an undue burden on those staff remaining in the workplace and as such replacements or alternative arrangements will be considered as appropriate.

Term Time in Shared Services

In December 2004 the Human Resources Team, Organisation Development & Change, issued a briefing document to management and staff, and established a Term Time Sub Committee to consider implementation of term time working in shared services.

The committee was comprised of representatives from each directorate. The committee members are:

OD&C, HR Team	Sheelagh Boyle,
OD&C, HR Team	Amanda Pathe,
OD&C, HR Manager	Valerie Wade
Employee Services	Maria Mc Partlin
Financial Services	Mary Lowen
Materials Management	Terry Myers

Property & Capital projects **Ann Kennedy**
ICT Services **Joyce Shaw**
ICT Services **Samatha Dunne,**

The committee decided on operational guidelines for term time working in Shared Services. The committee will monitor the operation of the scheme throughout 2005 meeting again in June and September 2005.

Six people applied for term time working in 2005. One employee was refused term time due to the needs of the service and a written explanation was provided. Five employees are participating this year. Applications came from Employee Services, Finance and the Office of the Chief Officer. The number of employees availing of the scheme are in line with the trend nationally.

Applications for Summer 2006 will be considered in November 2005 and information regarding how and when to apply will be communicated to all employees in advance of November.

Please contact Human Resource Team on 635 2882 for further information

The GAA is Good for you – a non-experts viewpoint



Eoin Darcy

There has been a lot of coverage in the media recently of the increased levels of obesity, heart disease and diabetes among Irish adults. Even more worrying is the incidence of these conditions, particularly obesity among children. Studies (and common sense) indicate that poor diet and lack of exercise are the major contributory causes to this. More and more children are spending their evenings and weekends plonked in front of the telly or the playstation and getting no exercise whatsoever.

Any exercise - either in a structured organised environment, or simply kicking a ball or playing chasing on the street - will help in increasing a child's activity levels and hence aid in preventing these conditions. There are many sporting organisations in the country doing fantastic work, almost always on a voluntary basis, organising structured sporting activities for children of all ages. Almost every sport from Rugby and Soccer to Basketball and Karate will gladly welcome your child (and you!) and provide healthy exercise and a new social outlet at minimal costs.

Allow me to suggest that you consider your local GAA club first if you do decide to check out your local sporting organisations. Gone are the days of getting changed in ditches and loading 20 kids into the back of a van for away games. Most Dublin clubs now have excellent facilities with dressing rooms (many with gyms), qualified coaches and clear policies and procedures on mentors' conduct to ensure your child's safety. All will have organised training sessions and league matches against other clubs. For the very young, a new game called Go-Games is being introduced this year which emphasises the fun in playing football as well as teaching the skills of the game.

In summary - for exercise, social contacts and a little bit of healthy competition check out your local sports clubs and in particular the GAA which will allow you to play the two best field games in the world.

Eoin Darcy, Shared Services Eastern Region and mentor of St. James' Gaels Under 15 footballers.

Film Review



Bridget Jones: The Edge of Reason (15PG)

Directed by Beeban Kidron, starring Renée Zellweger, Colin Firth, Hugh Grant, Gemma Jones and Jim Broadbent.

When we last saw Bridget, in the arms of clever, handsome and honourable Mark Darcy, a happy ending looked assured. But of course, this is Bridget Jones we're talking about and, in her second, equally hilarious, big screen outing, she manages to completely turn her life upside down, yet again.

Four weeks on from the end of 'Bridget Jones's Diary', Bridget and Mark (Zellweger and Firth) are blissfully happy, but it isn't long before jealousy gets the better of Bridget, particularly when she meets Mark's gorgeous young associate. Worse is to come when she discovers that her ex-boyfriend Daniel Cleaver (Grant) is now working in her office.

Predictably, Bridget's insecurity sabotages her relationship with Mark and a working holiday in Thailand sees her renew her acquaintance with

Cleaver, who claims to have changed his ways. Naturally, the audience knows better and a sojourn in a Thai jail for drugs offenses makes Bridget reevaluate her priorities and discover where her heart truly lies.

There are plenty of nods to the first film - notably the opening sequence and the fight between Cleaver and Mark, which is better than the original, but, surprisingly, these reminders don't detract from the movie. They serve as a smooth transition to the continuation of Bridget's story, which, though less original, is not less funny.

While there are elements of the truly ridiculous to the storyline, there are some very poignant moments also, particularly between Mark and Bridget, two very different people trying to stay in love, despite the obstacles. The sequel is again well served by its central cast, particularly Grant, whose performance as the suave and charismatic Daniel, a revelation in the first movie and the best role he's ever played, steals the show from Firth's noble, but slightly dull Mark.

'Bridget Jones: The Edge of Reason' is as funny and charming as the original and definitely won't disappoint fans of the inept-yet-indomitable Bridget.

COMPETITION

Win a beautiful Hamper

Donated by Campbell Catering Services

Simply state whether each of the following statements is True or False

- 1) Vitamins provide energy
- 2) Tomato is actually a fruit
- 3) Margarine is healthier than butter

Good luck!

Send your answers before Monday 18th April to Mary Brodie, Communications Manager
3rd Floor – Parkgate St. Business Centre, Parkgate St.

Cookery Corner

Recipe: **Low Fat Chicken Supper**

Ingredients:

50g/2oz Odlums Wheat Germ

3 tablespoons of Honey

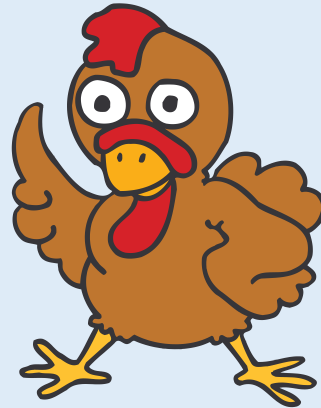
1tablespoon Mustard (Wholegrain or French)

Freshly ground Black Pepper

4 Chicken Breasts

To serve:

Fresh Salad



Method:

1. Preheat oven to 190°C/375°F/Gas 5. Lightly oil a baking sheet or tray.
2. Put the wheat germ, honey, mustard and a shaking of pepper into a bowl and mix well together.
3. Put the chicken breasts onto the baking tray. Spread each with the honey mixture.
4. Bake in the oven for 30 to 40 minutes or until chicken is tender and a crust has formed.
5. Remove from oven. Transfer to warm serving plates and serve with a green salad

Note:

- Chicken could also be served with a baked potato and some vegetables.
- Could also be served cold, cut into slices and served with a green salad.

Recipes: **Deep Apple Cake**

Ingredients:

225g/8oz Odlums Self Raising Flour

1 level teaspoon Baking Powder

225g/8oz Caster Sugar

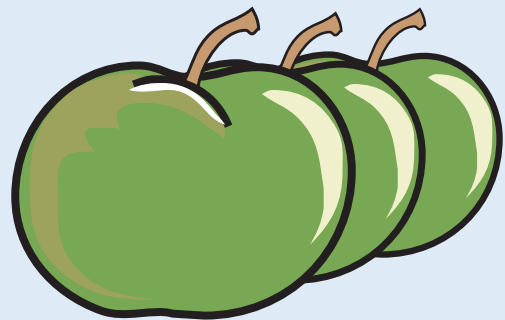
2 Eggs

Few drops Almond Essence

150g/5oz Butter (melted)

350g/12oz Cooking Apples (peeled, cored and sliced)

25g/1oz Flaked Almonds



Method:

1. Preheat oven to 190°C/375°F/Gas 5. Lightly grease and base line a 20cm/8" deep cake tin.
2. Place the flour, baking powder, caster sugar, eggs, almond essence and melted butter into a mixing bowl and mix well together.
3. Spread half the mixture into the prepared tin. Place the sliced apples on top of the mixture in the tin, piling them mainly towards the centre!
4. Using two tablespoons, roughly spoon the remaining mixture over the apples. Do not worry if it is a bit rough looking as it spreads during baking.
5. Sprinkle with the flaked almonds and bake for about 45 minutes to an hour until brown and 'set'.
6. Serve hot with ice cream or custard. Alternatively, serve cold or warm dusted with icing sugar.

WIN

WIN

WIN

FIRST PRIZE:- DIGITAL CAMERA AND MP3 PLAYER

SECOND PRIZE:- GAMEBOY ADVANCED AND MOBILE PHONE

COMPETITION TIME FOR ALL THE FAMILY

We want you to **INVENT** and **COOK** a **Dessert With an Easter Theme**

WHY NOT GET ALL THE FAMILY INVOLVED PRIZES FOR ALL

SIMPLY write out your recipe including the ingredients and method
and forward this with the finished dessert to:-

Mary Brodie, Communications Manager,
3rd Floor, Park Gate St. Business Centre

(Don't forget to include your own name and the members of your family
that helped)

Judging will take place on Friday 22nd April



Congratulations to

Darren Lunney and Amanda Pathe prize winners from our Winter Edition





Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Seirbhíse Comhroinnte Sláinte an Oirthir

Shared Services Eastern Region works with health agencies in the Eastern Region including:

- **Eastern Region**
- **East Coast Area**
- **Northern Area**
- **South Western Area**

The range of services provided include:

- **Property & Capital Projects**
- **Employee Services**
- **Financial Services**
- **Information Communication and Technology**
- **Procurement and Materials Management**