



**VERS DES SOINS DE SANTÉ ÉGAUX
POUR LES MINORITÉS ETHNIQUES ET
AUTRES GROUPES VULNÉRABLES**

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THIS PRESENTATION

- What is equity in health care?
- Why is it important? – a manager's view
- Common barriers to equity in health care
- Five steps to implement equity in health care
- Summary



BACKGROUND TO THE SPEAKER

- Currently General Manager, Community Health, in the Irish Health Service
- Previously a senior manager in the Scottish NHS (National Health Service), working in acute hospitals, mental health and older people's health
- Background in managing community groups and charities across the UK

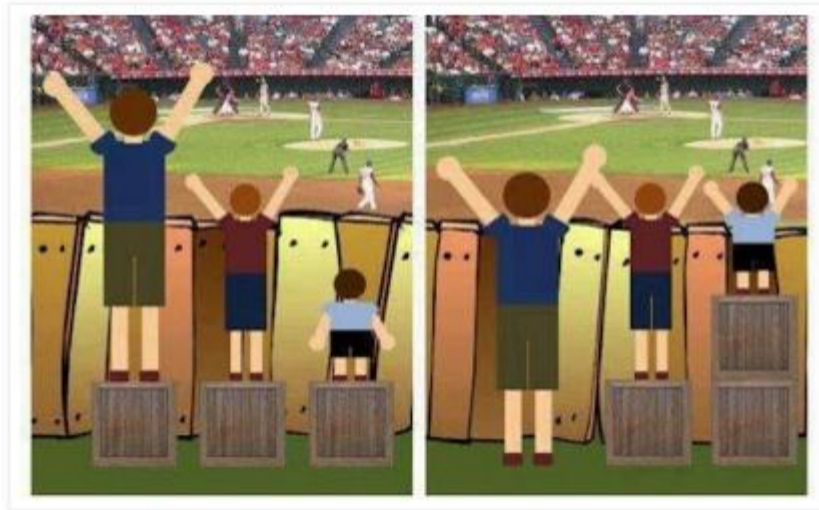


WHAT IS EQUITY IN HEALTH CARE?

- Equity of outcome NOT equality of input

Friday, June 28, 2013

Fair isn't equal



Fair is when every one gets what they need.

.....some people need support to be able to have an equal opportunity



WHO HAS POORER HEALTH?



WHY IS EQUITY IN HEALTH CARE IMPORTANT?



Quality occurs more frequently when the three ambitions are delivered together



WHY IS EQUITY IN HEALTH CARE IMPORTANT? – A MANAGER’S VIEW

- The right health care at the right time, in the right place
- Fewer mistakes
- Prevents greater health problems later on
- Equips people with the tools to manage their own health
- Fewer readmissions
- Faster patient flow
- More successful discharge
- Better value for money



EQUITY IN HEALTH CARE... COMMON BARRIERS

- What are some common barriers?



EQUITY IN HEALTH CARE... COMMON BARRIERS

- Lack of knowledge among patients, families and carers
- Lack of knowledge among staff
- Attitudes
- Resistance to change
- Skills
- Buildings
- Lack of strategy, or joined-up thinking
- Managers!



5 STEPS TO IMPLEMENTING EQUITY IN HEALTHCARE....



STEP 1 – FIND A SENIOR SUPPORTER

- Leadership support critical
- As senior and visible as possible
- Emphasise that you will do much of the work



STEP 2 – INVOLVEMENT AND PARTICIPATION



- You need help!
- Involve the people who know
- Do it from the start
- Time and resources



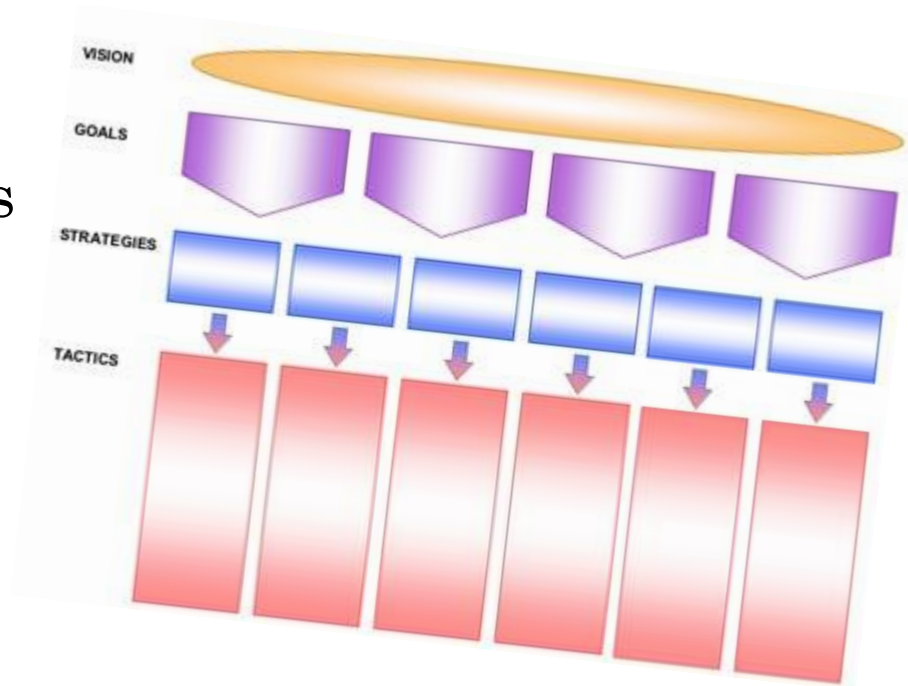
STEP 3 - ASSESSMENT

- Identify your strengths and weaknesses
- Use a tool, e.g. Task Force for Migrant-Friendly Healthcare Equity Standards
- Involvement continues in assessing your service – ask the people who know
- Benchmark against other organisations who do it well
- Identify recommendations – are they **achievable?**



STEP 4 – DEVELOP A PLAN

- Big or small, you need a proper plan
- The strategy should be based on what your assessment and your participation work has told you
- SMART
- Usually 3-5 years



STEP 5 – REVIEW PROGRESS

- At least once a year
- Be honest!
- Re-assess using Equity Standards
- Report to your management
- Revise and update your strategy



THE FUTURE

- Share learning with other organisations
- Develop new processes:
 - Impact assessment
 - Data collection
 - Participation of patients/service users in the organisation's decisions
 - Research



SUMMARY

- What is equity?
- What are the benefits of equity
- What are the barriers?
- What can be done to tackle these barriers?
 1. Leadership
 2. Participation
 3. Assessment
 4. Strategy
 5. Review
- What will your next step be?



MORE INFORMATION....

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