

DEPARTMENT OF HEALTH

Public Authority Five Year Review Report on Equality Scheme (2012-2017)

Review September 2017

Name of public authority

Department of Health

Equality Officer name and contact details

Name: Judith Tener Telephone: 02890 522433

Email: Judith.tener@health-ni.gov.uk

Background

An equality scheme describes certain arrangements that a public authority has set-up and which it is obliged to apply and follow as a means of fulfilling the duties imposed on it by Section 75(1) and (2). i.e. the duties to have -

- due regard to the need to promote equality of opportunity; and
- regard to the desirability of promoting good relations.

This includes arrangements for (a) training staff, (b) assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity, and (c) monitoring any adverse impact of those policies that have been adopted.

Public authorities who have *Section 75 equality schemes* are obliged to review those schemes periodically-

"A public authority shall, before the end of the period of five years beginning with the submission of its current scheme, or the latest review of that scheme under this subparagraph, whichever is later, review that scheme and inform the [Equality] Commission of the outcome of the review."

The purpose of a 5 year review is to examine how the arrangements have been applied and to assess how effective they have been in assisting public authorities to comply with the Section 75 duties.

Based on guidance from the Equality Commission for NI (ECNI), the following questions have been addressed in the Department of Health's review:

a) To what extent has your public authority's approved scheme provided a workable basis for mainstreaming the need to promote equality of opportunity and good relations into policy-making over the past five years?

- The Department of Health's (previously the Department of Health, Social Services and Public Safety) Equality Scheme was approved by ECNI on 28/03/12 and sets out how the Department will provide opportunities for stakeholders to positively influence how the Department carries out its functions in line with the Section 75 statutory duties.
- The Department continues to build on and improve processes to ensure policy makers continue to consider equality of opportunity and good relations from the earliest stages, to the extent that this is now embedded in the process as an essential element of policy formulation.
- Section 75 obligations are set out in the Equality Scheme and mainstreamed across all directorates with Departmental Directors personally responsible for implementing the Equality Scheme within their area(s) of responsibility and for providing assurance to the Departmental Board.
- The Department ensures that diversity training, including the legislative framework, is provided to all new staff within 3 months of arrival in the Department, with erefresher training every 3 years.
- Section75 related issues such as policies screened out for EQIA, completed EQIAs, Equality Action Plan and ECNI progress reports are placed on the Department's Internet site on the Equality page.
- Equality related guidance documents such as the Equality Scheme, equality screening template and guidance on Section 75 and promoting good relations are placed on the Department's Intranet site for staff.

b) What key lessons have been learnt over the past five years in terms of effectively implementing the approved equality scheme?

- The Equality Scheme and Equality Action Plan, ensures good quality early preconsultation with Section 75 groups positively assisting the formulation of policies and more detailed screening exercises where Section 75 impacts are mitigated at an early stage.
- The Equality Action Plan allows the Department to identify and focus on addressing key inequalities and monitoring of progress by the Equality and Human Rights Unit and policy leads.
- To ensure the most effective use of the Department's and consultees' resources, a targeted approach is taken to consultation for those consultees that may have a particular interest in the matter/policy being consulted upon and to whom the

matter/policy is of particular relevance. This may include, for example, regional or local consultations, sectoral or thematic consultation etc.

- The Department produces a quarterly screening report to consultees with a summary list of current and forthcoming consultations. This allows the Section 75 groups the opportunity to plan their resources effectively to deal with the most relevant consultations.
- In order to ensure that data requirements are considered early in the screening/EQIA process, the Departmental Information and Research Branch (IRB) is involved in the early stages, as appropriate. Meetings involving the Equality and Human Rights Unit and IRB are held when necessary with any of the Department's business areas undertaking a screening exercise/EQIA in order to discuss and determine data requirements at an early stage.

c) What more needs to be done to achieve outcomes for individuals from the nine equality categories?

- Health and Wellbeing 2026: Delivering Together' launched by the Health Minister in October 2016, sets out a commitment to tackle the issues faced in the Health and Social Care system including the needs of a rapidly changing and ageing population and health inequalities in health and wellbeing outcomes between the most and least deprived areas. The commitment will improve outcomes across the Section 75 categories, particularly in respect of age, gender, disability, those with dependents and Looked After Children.
- The Department's Equality Scheme was reviewed and issued for public consultation in January 2017 with a view to better promote equality of opportunity and good relations. Comments received will be considered and incorporated in the revised Scheme as appropriate.
- In line with the draft Programme for Government the Department will be introducing Outcomes Based Accountability which will have an increased outcome focus, with clearer and more measurable issues and impacts.

1. A general introductory statement specifying the purpose of the scheme and the public authority's commitment to the statutory duties.

1a) To what extent were senior management involved in ensuring scheme compliance over the 5 year period and what further steps could be undertaken to ensure effective internal arrangements?

- The Permanent Secretary is accountable to the Minister and is responsible for ensuring that the Department complies with the Section 75 obligations.
- Departmental Directors are personally responsible for implementing the Equality scheme within their area(s) of responsibility and for ensuring any papers submitted to the Departmental Board and the Minister takes account of the equality obligations and, where appropriate, specify the position in relation to the conduct of any equality impact assessment.

- The Director of Corporate Management Directorate is accountable to the Permanent Secretary, and has general responsibility for implementation of the equality obligations.
- The Director of Corporate Management is also the Departmental Diversity
 Champion and representative on the NICS Diversity Champions Network, raising
 awareness within the Department through, for example, Departmental events,
 internal communications and briefing the Departmental Board on diversity.
- The Corporate Management Directorate includes the Equality and Human Rights Unit which is the central point of contact for the Equality Commission, general enquiries and for complainants. The Unit reports to the Director of Corporate Management Directorate who will either represent the Department, or if more appropriate assign a representative of the Department, in inter-departmental structures to co-ordinate the implementation of Section 75 obligations.
- Officials from the Equality and Human Rights Unit offer support and advice and represent the Department at various inter-departmental groups, for example the Inter-Departmental Equality Practitioners Group and the Charter Implementation Group (Minority Languages). Any issues of concern or interest are reported back to senior management.
- The Permanent Secretary approves the issue of the Section 75 annual progress reports to the Equality Commission. These are then copied to the Minister and the Health Committee for information purposes.
- Equality of opportunity and good relations continue to be key themes underpinning all of the Department's policies and operational programmes giving emphasis to the mainstreaming of equality in policy development throughout the Department.
- The Department is content with this reporting process and is not aware of any further steps which could be undertaken to ensure effective internal arrangements.

1b) Outline annual direct expenditure of resources to ensure that the statutory duties were complied with, in terms of staff and money over the past 5 years, and comment on the extent that all necessary resources were allocated.

Year	Full-Time-Equivalent Staff (DP, SO & AO) ¹	£
2012/13	3	111,660
2013/14	3	113,782
2014/15	3	113,782
2015/16	3	113,782
2016/17	3	120,947

 The Director of Corporate Management (Senior Civil Service) has overall responsibility for the Equality and Human Rights Unit (EHRU). A full-time Deputy

_

Based on Department of Finance Ready Reckoner costs and includes employers costs, superannuation etc

Principal, Staff Officer and Administrative Officer, report to the Principal Equality Officer (Grade 7), who also has responsibility for the Minister's Private Office. The EHRU is responsible for ensuring progress on the commitments contained within the Equality Scheme and for disseminating best practice advice and guidance to all business areas throughout the Department.

- The Department's Information and Research Branch has continued to assist the EHRU by providing valuable advice and guidance in respect of data collection and analysis.
- The Department is satisfied that this allocation of resources has been sufficient to ensure that it has complied with its statutory equality obligations over the period of this review.
- 2. An outline of how the public authority intends to assess its compliance with the Section 75 duties and for consulting on matters to which a duty under that section is likely to be relevant.
- 2a) Outline impacts and outcomes (for the public authority and/or individuals from the nine equality categories) over the past five years and what further steps could be undertaken to build on these or address underreporting?
 - All new or revised policies are screened for possible equality implications across the
 nine equality categories using the Department's screening analysis form and the
 Department encourages the publication of the equality screening forms with the
 consultation documents on its website. This promotes transparency and provides a
 further opportunity for the Section 75 groups to challenge any screening decision.
 - The Department's screening template was updated during 2012 to reflect the Equality Scheme with awareness raising and briefing provided for staff.
 - The Department issues letters to Section 75 groups, where requested, on a quarterly basis setting out details of current and forthcoming consultation exercises. This information is also published on the Departmental website and provides the Section 75 groups with the opportunity to plan their resources and focus on any consultations which might be relevant to their particular groups. These quarterly letters are accompanied by a report which sets out details of the policies which have been screened out for equality impact assessment.
 - The Department continues to encourage business areas to give serious consideration to the consultation, and pre-consultation methods, most appropriate to each individual consultation exercise e.g. face-to-face meetings with targeted groups or individuals representing key stakeholders in the sector, small focus group meetings etc.
 - The Department has found that, due to the mainstreaming of equality
 considerations into the policy development process along with detailed preconsultation and targeted consultations, most equality issues are taken into account
 at screening stage. This has resulted in a reduction in the number of EQIAs
 required, as more robust screening has ensured that policies are solidly based in
 respect of promotion of equality of opportunity and good relations. A measurement

of this is the fact that the Department has had no Section 75 complaints over the period of this review (2012-2017).

2b) Outline the number of equality scheme related consultation exercises undertaken by your authority over the past five years. Set out the number and percentage related to screening exercises and to EQIAs and indicate the extent that your scheme helped you to engage with external stakeholders.

- Over the past 5 years the Department has carried out 375 policy screening exercises, 301 in respect of NICE (National Institute for Health and Care Excellence) and 74 others, with two, the Mental Capacity Bill and The Model of Shared Services for Implementation in Health and Social Care, undergoing full EQIAs. The Department has found that the mainstreaming of equality considerations into the policy development process, along with detailed preconsultation, have resulted in most equality issues being resolved at screening stage. This in turn has resulted in a reduction in the number of EQIAs required over the years as more robust screening has ensured that policies are solidly based in respect of promotion of equality of opportunity and good relations. This is reflected in the fact that the Department has had no Section 75 complaints over the period of this review.
- The Department, where possible, includes the full screening exercise as an annex to the corresponding policy consultation document to promote transparency and provide a further opportunity for the Section 75 groups to challenge the Department on the screening decision. It would not be possible to provide figures over the last 5 years on exactly how many consultations issued complete with a full screening document attached, however all consultations and screening exercises undertaken by the Department during this period are available in date order on its website.
- Para 4.20 of the Department's Equality Scheme commits it to publishing quarterly screening reports on the Department's website. Reports from April 2012 are available at:

https://www.health-ni.gov.uk/articles/archived-completed-equality-screenings

- Notification of screening reports are also sent directly to all consultees who have indicated an interest, on a quarterly basis. A summary list of current and forthcoming consultations is included with the notification. This provides the Section 75 groups with the opportunity to plan their resources and focus on any consultations which might be relevant to their particular groups.
- The Department has found that its Equality Scheme has continued to help maintain awareness throughout the Section 75 groups of Departmental policies.

2c) Indicate if your list of consultees was amended during the 5-year period and what further steps could be taken to develop your level of engagement and consultation?

 The Section 75 consultee list is maintained centrally by the EHRU and updated as required to ensure that contact details are up-to-date. A review of consultees' details was carried out in 2012 and 2016. The Section 75 consultee list contains addresses, e-mail addresses and the preferred method of contact for each of the groups (i.e. electronic or hard copy).

- The Department continues to encourage each business area to consider the consultation and pre-consultation methods most appropriate to each individual consultation exercise (e.g. face-to-face meetings with targeted groups or individuals representing key stakeholders in the sector, small focus group meetings etc.).
- When progressing the Mental Capacity Act (NI) 2016 the Department expanded its
 digitalised format of early engagement with external stakeholders through the
 establishment of a virtual forum, with over 150 members including Section 75 and
 voluntary and community groups, and the use of Citizen Space as an on-line tool for
 the promulgation of consultation documents.
- Officials from the Department's Equality and Human Rights Unit attend the Inter-Departmental Equality Practitioners meetings, chaired by TEO who have lead responsibility for Section 75 issues for the NICS. Any best practice on consultation methods promulgated through these meetings, or directly from ECNI, is circulated throughout the Department, with onward dissemination to equality leads in the Health and Social Care Trusts.

2d) To what extent did your authority consult directly with directly affected individuals as well as with representative groups, particularly in relation to young people and those with learning disabilities, and was this sufficient?

The Department aims to target consultations as appropriate to ensure that directly affected groups are consulted in the most effective manner. Examples include:

• The Department's consultation on Co-operating to Safeguard Children and Young People (2015) was about how we can all work together to keep children and young people safe in Northern Ireland and set out what people who provide services to children, young people and families need to do to prevent harm from coming to children and young people and how they can protect them when that is necessary. The consultation included a young person's 'easy read' version and offered an opportunity for young people to reply direct to the Department by e-mail or letter, as well as the response questionnaire.

The policy acknowledged that children and young people from minority ethnic communities, those with disabilities and lesbian, gay, bisexual and transgender young people may be more vulnerable to harm. The policy advocates for practitioners to be aware of evidence or indicators of harm, or of risks of harm, in these circumstances.

• The Service Framework for Children and Young People consultation (2014) set standards that relate to improving birth outcomes; promoting child development across the life course; children and young people with acute and long term conditions; childhood disability; positive mental health; and children and young people in special circumstances. The development of the Framework was an inclusive process involving people from all aspects of health and social care, patients, clients and carers. The consultation included a young person's 'easy read'

version produced in conjunction with Participation Network which supports the public sector to engage children and young people.

- Following public consultation in 2009, stakeholders were clear that the vision set out in the Bamford Review report (2007) regarding a single legislative framework for the reform of mental health legislation and for the introduction of mental capacity legislation in Northern Ireland, was the right one. Considerable time and effort was applied to developing a new single legislative framework, including extensive stakeholder engagement and a consultation on the equality impacts in 2010. Following public consultation in 2012 by the Department of Justice, a decision was taken to include those subject to the criminal justice system within the scope of the proposed new framework. An updated EQIA was published in May 2014. The Mental Capacity Act received Royal Assent on 9 May 2016. The consultation paper contained a specific section on children and young people, aimed at clarifying how the new framework would apply to 16 and 17 year olds and deal with the issues relating to those under 16 years of age which concerned some stakeholders. An easy read and a comic version were included.
- The Department considers its approach to consulting with directly affected individuals as well as with representative groups, particularly in relation to young people and those with learning disabilities, to be sufficient. This is supported by the fact that no Section 75 complaints have been raised over the period of this review.
- 3. The authority's arrangements for assessing and consulting *on* the impact of policies adopted or proposed to be adopted on the promotion of equality of opportunity.
- 3a) Outline and discuss the number of policies your authority subject to screening over the past five years, setting out the number and percentage of 'policies screened in' on the basis of equality considerations and the percentage 'screened in' on the basis of the good relations duty.
 - As set out in 2(b), over the past 5 years (April 2012 to March 2017), the Department has carried out 375 screening exercises (Appendix 1 lists the Department's policies which have been screened out for EQIA since April 2012). Two policies, the Mental Capacity Bill and The Model of Shared Services for Implementation in Health and Social Care were subject to full EQIA during this period.
 - The Department has found that the mainstreaming of equality considerations into the policy development process, along with detailed pre-consultation, have resulted in most equality issues being resolved at screening stage. This in turn has resulted in only two EQIAs being required as more robust screening has ensured that policies are solidly based in respect of promotion of equality of opportunity and good relations. This is reflected in the fact that the Department has received no Section 75 complaints over the reporting period.
 - Copies of all screening exercises carried out are forwarded to the Department's
 Equality and Human Rights Unit. The Department, where possible, includes the full
 screening exercise as an annex to the corresponding policy consultation document
 to promote transparency and provide a further opportunity for the Section 75 groups

to challenge the Department on the screening form. It would not be possible to provide figures over the last 5 years on exactly how many consultations issued complete with a full screening document attached. However, the Department has published every screening exercise undertaken during this period on its website.

3b) To what extent did your authority's consideration of the screening criteria not identify equal opportunity implications on any of section75 categories, but for which consultees then highlighted problems?

- The Department continues to issue lists of all policies screened out for EQIA to Section 75 groups on a quarterly basis as well as publishing them on its website. To date, no feedback has been received from any of the Section75 groups highlighting problems with any of these screened out policies over the past 5 years.
- All responses received from consultees are considered by the Department with a response issued and amendments made to the policy as required.

3c) Outline over the past five years how many EQIAs your authority commenced as a result of i) initial screening and ii) as a result of screening new/revised policies subsequently, and discuss the extent that your authority has become more effective at identifying equality of opportunity dimensions in its policies.

- The Department has carried out two EQIAs over the past 5 years, the Mental Capacity Bill and The Model of Shared Services for Implementation in Health and Social Care. The EQIA for the Mental Capacity Bill was carried out in May 2014, with an analysis of the consultation responses published in January 2015. The outcome was a Mental Capacity Act (Northern Ireland) 2016 which was enacted in May 2016. The Act provides a statutory framework for people who lack capacity to make decisions for themselves and for those who now have capacity but wish to make preparations for a time in the future they lack capacity. Although an EQIA accompanied the public consultation document for shared services (Consultation on the Model of Shared Services for Implementation in Health and Social Care in Northern Ireland), which issued on 7 December 2011, a revised EQIA was issued in May 2012 to take account of the consultation feedback and analysis. The proposals for the future of 'shared services' in Health and Social Care in Northern Ireland, and the reasoning behind the proposed approach to Shared Services, resulted in recommended locations for shared services functions.
- Mainstreaming of equality considerations into the policy development process and the increased level of knowledge on equality issues has improved quality assurance of policy development, with direct input from the Equality and Human Rights Unit at an early stage ensuring a consistent approach to screening exercises.
- Due to the nature of the Department's work, many of its policies have little or no
 equality impacts and are therefore screened out with/without mitigation or an
 alternative policy proposed to be adopted, depending on the level of impact. Other
 policies have no equality impacts as they are mainly technical in nature. The
 Commission's move to change the screening template to allow these type of

policies to be more easily screened out makes this process easier and has been welcomed by the Department.

3d) Outline over the past five year period the percentage of your authority's initial EQIA timetable that reached i) stage 6 of the EQIA process i.e. decision making, and ii) stage 7 of the EQIA process i.e. annual monitoring & publication of results, and indicate the extent that your authority has become more effective at progressing EQIAs.

- Of the 2 policies listed in the Department's EQIA timetable since 2012, both have completed stage 6 of the EQIA process, the Model of Shared Services published in May 2012 and the Mental Capacity Bill in May 2014. The Shared Services Model has reached stage 7 with the BSO responsible for procurement, implementation and management of shared services and committing to monitoring impact and publishing results in annual report to ECNI. The impacts of the Mental Capacity Act on Section 75 groups will be monitored on an ongoing basis, following enactment of the Bill. Implementation has not yet commenced.
- 4. The authority's arrangements for monitoring any adverse impact of policies adopted by the authority on the promotion of equality of opportunity.
- 4a) To what extent were sufficient arrangements put in place to collect data relating to the nine equality categories to monitor the impact of policies and what could your authority do in future to develop monitoring arrangements?
 - In order to develop a consistent approach to monitoring across the Department, the Equality and Human Rights Unit continued to meet with policymakers, when required, during the screening of policies to discuss data requirements. The Department's statistician also attended these meetings when appropriate to offer advice and to raise awareness of services available.
 - A wide range of information is collected by the Information and Research Team, including the annual Health Survey Northern Ireland which gathers data on sex, age, ethnicity, religion, number of children in household, marital status, limiting long-standing illness, and sexual identity. Statistics are routinely published by sex and age, e.g. smoking prevalence by sex and age-group (https://www.health-ni.gov.uk/sites/default/files/publications/dhssps/smoking-tables-hsni.xlsx), however we are limited in the analysis we can undertake for other categories as the sample size/ low number of respondents does not enable meaningful analysis.

The Inpatient survey (carried out in 2014) provides helpful data in respect of Section 75 groups Preparatory work is underway with a view to the survey being undertaken again by the end of 2017/18.

https://www.health-ni.gov.uk/sites/default/files/publications/dhssps/inpatient-patient-experience-survey-questionnaire-2014.pdf

- It is recognised our responsibility to deliver better equality outcomes across all areas in the draft Programme for Government 2016/21, in particular the data for Section 75 categories. Where gaps in data for equality groups exist, we will address these wherever possible. However it has been recognised the difficulty collecting data on ethnic minority groups and sexual orientation. The Department's ALBs currently collect data for ethnic groups through many of their systems e.g Child Health Information System, Social Care information system, Sure Start, NIMATS and included on the new HRPTS staff information system. The Department is able to avail of this data, where appropriate, for relevant equality screenings.
- The Department is working with the NI Census Office regarding the collection of data of sexual orientation for the 2021 Census questionnaire.
- 5. The authority's arrangements for publishing the results of equality impact assessments and of monitoring any adverse impact of policies adopted by the authority on the promotion of equality of opportunity.
- 5a) Indicate the number of reports published outlining the results of EQIAs and monitoring over the past five years, and outline what your authority could do in future in relation to improving the publication of EQIA results and monitoring.
 - The Department submits an annual progress report to the Equality Commission following the template circulated by the Commission. The report includes details of arrangements for consulting on likely impact of policies, publishing and monitoring of results and actions taken. The annual reports to the Equality Commission, together with screenings and EQIAs are published on the Department's website. Two EQIAs have been completed in the 2012-2017 reporting period and can be accessed at:

https://www.health-ni.gov.uk/publications/archived-completed-equality-impact-assessments-eqia

- 6. A commitment that in making any decision with respect to a policy adopted or proposed to be adopted by it, that the public authority shall take into account any equality impact assessment and consultation carried out in relation to the policy.
- 6a) In terms of the number of EQIAs that reached stage 6 i.e. decision making to what extent were mitigation measures and alternative policies adopted?
 - Of the 2 EQIAs reaching stage 6 in the last 5 years:
 - Mental Capacity Bill the preliminary findings from the 2010 consultation exercise along with further data combined with related policy development and ongoing stakeholder engagement were all taken into account when shaping final decisions. The preliminary findings and mitigating measures in the EQIA were reviewed and updated from early discussions right through to final decisions.

Model of Shared Services - An EQIA accompanied the public consultation document for shared services (Consultation on the Model of Shared Services for Implementation in Health and Social Care in Northern Ireland) which was issued on 7 December 2011. Drawing on feedback received as part of the consultation process and including further analysis of relevant, available information, further work was undertaken to enhance the EQIA analysis to take account of feedback, analysis, mitigating factors and publication of the preferred option (May 2012).

6b) To what extent did consideration of EQIAs and consultations contribute to a change in policy, as opposed to policy decisions which would probably have been made in any event by your authority?

- Mental Capacity Act In the 5 years between 2010, when the Mental Capacity Bill was first proposed, and its introduction in 2015, the policy was constantly developed, updated and refined, in response to many factors, not just the EQIA findings, but public consultations, stakeholder views and ongoing engagement, related policy developments elsewhere, academic research and publications and developing case law and international law. As such, it's hard to be specific about the extent that the EQIA and consultations alone contributed to a change in policy, as policy changes were made in the broader context of all the aforementioned factors.
- The Department has found that pre-consultation at screening stage often helps identify any potential adverse impacts and assists with policy development at an early stage.
- 7. The authority's arrangements for training staff on issues relevant to the duties.

7a) To what extent were sufficient arrangements put in place to develop and deliver a training programme in accordance with scheme commitments?

- The Department has an effective communication and training programme for all staff to ensure that the Department's commitment to the Section 75 statutory duties is made clear in all relevant publications.
- Generic equality training for the Civil Service is provided by the Centre for Applied Learning (CAL), Enterprise Shared Services. Focused training is provided for key staff directly engaged in taking forward the implementation of the Department's equality scheme commitments. The following suite of equality training is currently provided by CAL:
 - An Introduction to Section 75— this course aims to familiarise participants with the statutory duties and the associated guidance provided by the Equality Commission.
 - Equality Impact Assessment (EQIA) Workshop this course builds on participants' knowledge of Section 75 by giving them the opportunity to consider how to carry out an EQIA, in accordance with statutory guidance, and

appropriate monitoring and consultation strategies.

- Public Consultation and Engagement this course aims to develop knowledge and understanding of the consultation process for policymaking in the north of Ireland and to develop skills in carrying out consultations.
- The Department's Equality and Human Rights Unit have continued to highlight the training that is available via CAL both in written and oral advice.
- The Department's web pages, and Intranet pages, are regularly updated and contain a useful source of information and ECNI guidance for staff on section 75 matters.
- The Department's screening template was updated during 2012 to reflect the Equality Scheme with awareness raising and briefing provided for staff.
- The Department includes elements relating to Equality and Diversity awareness in training courses delivered to staff both in-house and in generic courses delivered on the Department's behalf by the Centre for Applied Learning (CAL).

7b) Have all staff received awareness training and what could your authority do in future to deliver an effective training programme?

The following training and awareness raising has taken place within the last 5 years:

- The Department's screening template was updated during 2012 to reflect the Equality Scheme with awareness raising and briefing provided for staff.
- <u>Diversity Now Training</u> In 2015/16, the Diversity Now e-learning package was
 rolled out to all staff in the Department. This training is designed to give participants
 an overview of NICS policy and procedures in Equal Opportunities and Diversity
 and to highlight their roles and responsibilities in implementing both NICS policies
 and procedures.

The training also covers differentiating stereotyping, prejudice and discrimination and identifying the legislative framework underpinning Diversity and Equality of Opportunity and explains how the north of Ireland's diverse society impacts on the NICS. This will build on staff awareness of the Disability Discrimination legislation and promote positive attitudes towards people with a disability.

- <u>Recruitment and Selection Training</u> Equality and Diversity awareness is included in the new Recruitment and Selection modular training which is delivered to those staff involved in recruitment and selection processes.
- <u>Induction Training</u> The Department's online Induction package includes a section outlining the roles and responsibilities that each member of staff has in meeting Section 75 requirements. All new staff receive this information and awareness on their first day in the Department.

- <u>National Vocational Qualifications</u> The Department offered NVQ Levels 2 and 3 in Business Administration in 2012/13. The courses included a mandatory unit requiring candidates to demonstrate competence in working and interacting with others in a way that is sensitive to individual needs and which respects all backgrounds, abilities, values, customs, beliefs and shows compliance with organisational procedures and legal requirements in relation to discrimination legislation. Following a review the training was withdrawn, based on business need, for new applicants in subsequent years.
- Public Appointments The Department's Public Appointments Unit, in co-operation with Equality Managers of the 5 HSC Trusts, held an awareness event in September 2014 targeted specifically at disability groups. Attendees included service users, carers, representatives of groups for people with a disability, a representative from the Equality Commission and personnel from the Trusts who have a particular interest in the needs of people with a disability. The event provided a valuable insight into the public appointments process together with a very real insight into the level of commitment required of a non-executive director. This event has led on to further discussions between the public appointments department and the disability sector aimed at seeking ways of overcoming barriers to participation whilst working within the parameters of anti-discrimination legislation.
- Other Awareness Seminars DoH staff are encouraged and facilitated in attending lunch-time awareness sessions arranged by the Department and The Executive Office. Within the last year staff have attended on-site seminars including Suicide Awareness, Dementia Awareness, Autism and Deaf Awareness/Action on Hearing Loss (also held in 2013/14).
- 8. The authority's arrangements for ensuring and assessing public access to information and to services provided by the authority.
- 8a) To what extent were sufficient arrangements put in place to ensure and assess public access to information and to services provided by the authority?
 - The Department is committed to ensuring that the information disseminated and the services provided by the Department are fully accessible to the public and recognises that some groups may not have the same access to information as others and that this can have an impact on their subsequent access to services. To ensure equality of opportunity in accessing information, the Department will provide information in alternative formats on request, where reasonably practicable. Where the exact request cannot be met the Department will ensure a reasonable alternative is provided.
 - Where appropriate, the Department takes account of relevant existing and developing good practice such as the Equality Commission's "Let's Talk Let's Listen" and guidance issued by the Participation Network etc. The Department is committed to ensuring that the services provided are fully accessible to everyone in the community across the Section 75 categories.
 - The majority of government departments and ALB's have increased access to information for people with **Autism** through Information Hubs, Signposting to

services via Advice Services, links provided on NI Direct to autism voluntary organisations and HSCT websites giving details of Autism Services and advocacy services. In January 2015 the DHSSPS Minister launched the Belfast Adult Autism Advice Service – a new information and signposting service that covers a wide range of information needs for adults with autism. The BAAAS 'First Stop Shop' helps address needs including education, training and employment, social benefits, housing and promoting wellbeing.

- The Physical and Sensory Disability Strategy Implementation Group and its 3
 thematic work streams have implemented various actions contained within the
 Action Plan including Best Practice Guidance Creating Accessible Primary Care
 Services for People with Sensory Loss which was developed (funded by the HSCB
 and launched in November 2014). It is available to GPs and other primary care
 providers on the HSCB primary care intranet site.
- In locating its public offices the Department seeks to ensure that no section of the public is deterred from using the service for whatever reason and takes account of the relevant provisions of the Disability Discrimination Act 1995.
- The Equality and Human Rights Unit issue a forward look of consultation exercises on a quarterly basis, along with a list of policies screened out for the previous quarter, to the Section 75 groups. This information is also published on the Department's website and allows Section 75 groups the opportunity to plan their resources and focus on the most relevant consultation exercises.
- The Equality and Human Rights Unit continues to monitor the Department's Section 75 complaints and a measure of its success has been that, over the past 5 years, no complaints have been received around access to information and services.

9. The authority's timetable for measures proposed in the scheme.

9a) Outline the extent to which measures set out in the original timetable have been implemented. Any detailed information should be included as an appendix to the report.

- The timetable included in Appendix 4 of the Equality Scheme includes a timetable for proposed measures. Following the approval of the Department's new Equality Scheme in 2012, a number of actions were taken to raise awareness and deliver implementation, including:
 - o Briefing of staff through the Department's branch team briefing mechanism;
 - o Information through the written team brief bulletin;
 - o Production of a summary version of the new Equality Scheme;
 - o Consultees advised of the new Equality Scheme;
 - An annual exercise to update the consultation list; and
 - Roll out of the new Equality Screening Template and Associated guidance.
- Regular reminders (December 2014, September 2016 and February 2017) were issued by e-mail to all Policy leads reminding them of the importance of equality considerations in policy development and covered key issues including the definition of policy; the need for robust screenings (and EQIAs if required);

consultation/ engagement and guidance, and training courses and sources of support.

- When appropriate, the internal team briefing system, the staff e-zine 'Pulse', lunchtime seminars and e-mail articles are used to communicate progress and raise awareness on the delivery of the Section 75 duties to staff.
- The Department's Intranet pages are regularly updated and contain a useful source of information and ECNI guidance for staff on Section 75 matters.
- Screening reports and EQIAs are published on the Departmental website.
- The Department continues to review actions and submit annual reports to the ECNI on progress in fulfilling our statutory equality and good relations duties, implementing Equality Scheme, Equality Action Plan and Disability Action Plan commitments.
- Senior management are involved in the ongoing review process with the Annual Progress Report approved at Permanent Secretary and Ministerial level.
- This 5 year review fulfils the commitment to carry out a review of the Equality Scheme within 5 years.

9b) If your authority was to be reconstituted in the next five years what would be the main scheme actions/equality considerations that an incoming authority should address? Any detailed information should be included as an appendix to the report.

• On 22 January 2015, the NI Executive agreed that the number of NICS departments would reduce from 12 to 9 after the 2016 Assembly elections. Following the Departments Act (NI) 2016 and the renaming and restructuring of Departments, the DHSSPS was renamed the Department of Health. There was no change to the functions of the Department although some internal restructuring took place. The Department's Equality Scheme was reviewed and updated to reflect the changes and was put out to public consultation in January 2017. The updated Scheme, with confirmed continued compliance of the two statutory duties to have due regard to promote equality of opportunity and promoting good relations, under Section 75 of the Northern Ireland Act 1998, will be submitted to the Equality Commission for approval in due course.

10. Details of how the scheme will be published.

10a) Were scheme commitments in this section delivered and what evidence supports this view?

 The Department has complied with its commitment to make its Equality Scheme available in print form and alternative formats free on request. In addition, the Scheme is also available on the Department's website and its Intranet site for staff.

- 11. The authority's arrangements for dealing with complaints arising from a failure to comply with the scheme.
- 11a) Outline the number and nature of complaints received by your authority, and what your authority could do in future to develop its complaints handling process and learn from complaints.
 - The Department has not received any Section 75 complaints during the period of this review.
 - The arrangements for making and dealing with a complaint are set out in Chapter 8
 of the Equality Scheme and clearly referenced on the Department's website.
- 12. A commitment to conducting a review of the scheme within five years of its submission to the Equality Commission and to forwarding a report of this review to the Equality Commission.
- 12a) What has been your authority's experience of conducting this review? To what extent has the Commission's guidance been useful in undertaking the review?
 - This Review has provided the Department with the opportunity to reflect on the Equality Scheme and has assisted the Department in refining and improving its approach to its Equality Scheme and in fulfilling its statutory duty.
 - The Review has also highlighted the learning curve the Department has experienced regarding Section 75 and fulfilment of its Equality Scheme.
 - Equality screening has now become well embedded within the Department's policy development process. The Department has found that, due to the mainstreaming of equality considerations into the policy development process along with detailed pre and targeted consultations, most equality issues are taken into account at screening stage. This in turn has resulted in a low number of EQIAs required over the years, as more robust screening has ensured that policies are solidly based in respect of promotion of equality of opportunity and good relations. A measurement of this is the fact that the Department has had no S75 complaints over the period of this review.
 - The Department has been proactive on training and has ensured that sufficient resources have been allocated.
 - Participation in The Executive Office's Equality Practitioners Group and the DoH
 Equality Steering Group with the HSCTs, NIFRS and BSO, has proved to be a very
 useful mechanism for open discussion, building trust and developing good
 relationships and in ensuring that examples of good practice are highlighted and
 shared.
 - The Commission's Guidance on Conducting a 5 Year Review (2016) and previous guidance, including the Five Year Review Reporting Template, have been useful tools for the Department in carrying out this review.

DOH POLICIES SCREENED OUT FOR EQIA

2012/13

Appointment of Consultants (Amendment) Regulations (Northern Ireland) 2012
Generic Standards for Service Frameworks
A Strategic Framework for the Delivery of HSC Catering Services 2012-2016
A Strategic Framework for the Delivery of HSC Laundry & Linen Service 2012-2017
NICE CG 10 Diabetes (type II) Footcare
NICE CG 26 Post Traumatic Stress Disorder
NICE CG 29 Pressure Ulcer Management
NICE CG 138 Patient Experience in Adult NHS Services
NICE CG 139 Infection Control
NICE CG 140 Opioids in Palliative Care
NICE TA 1 Wisdom Teeth Removal
NICE TA 10 Asthma (children under 5) Inhaler Devices
NICE TA 25 Pancreatic Cancer - Gemcitabine
NICE TA 241 Leukaemia (chronic myeloid, imatinib-resistant) – Dasatinib, High-dose Imatinib and Nilotinib
NICE TA 250 Breast Cancer (locally advanced or metastatic) - Eribulin
NICE TA 252 Hepatitis C (genotype 1) - Boceprevir
NICE TA 253 Hepatitis C (genotype 1) - Telaprevir
NICE TA 254 - Fingolimod for the treatment of relapsing-remitting multiple sclerosis
NICE 255 TA Prostate Cancer (metastatic, hormone refractory, second-line treatment) - Cabazitaxel
NICE TA 256 Atrial Fibrillation (stroke prevention) – Rivaroxaban
NICE TA 257 Breast Cancer (first-line treatment, metastatic hormone-receptor-positive that over-
expresses HER2) – Lapatinib or Trastuzumab (in combination with an aromaste inhibitor)

NICE TA 258 Lung Cancer (non small-cell, EGFR-TK mutation positive, first line) - Erlotinib NICE TA 259 Prostate Cancer (castration-resistant, metastatic, previously treated with a Docetaxelcontaining regimen) - Abiraterone NICE TA 260 Migraine (chronic) – Botulinum Toxin Type A Northern Ireland Social Care Council (Social Care Workers Prohibition) and Fitness of Workers Regulations (Northern Ireland) 2012 Policy for the Provision and Management of Cleaning Services A 10 year Quality Strategy for Health and Social Care in Northern Ireland A Review of the HSC Student Bursary Schemes 2012 Learning Disability Service Framework NICE CG 141 Acute Upper Gastrointestinal Bleeding NICE CG 142 Autistic Spectrum Conditions in Adults NICE CG 143 Sickle Cell Acute Painful Episode NICE CG 144 Venous Thromboembolic Diseases NICE CG 145 - Spasticity in Children and Young People NICE CG 146 Osteoporosis: assessing the risk of fragility fracture NICE CG 147 Lower limb peripheral arterial disease NICE CG 148 Urinary incontinence in neurological disease NICE TA 261 Rivaroxaban for the treatment of deep vein thrombosis and prevention of recurrent deep vein thrombosis and pulmonary embolism NICE TA 263 Bevacizumab in combination with capecitabine for the first-line treatment of metastatic breast cancer Revised arrangements for Pre-Registration pharmacy trainees in Northern Ireland The Firefighters' Pension Scheme (Amendment) Order (NI) 2013 NICE CG 149 Antibiotics for early-onset neonatal infection NICE CG 150 Diagnosis and management of headaches in young people and adults NICE CG 151 Prevention and management of neutropenic sepsis in cancer patients NICE TA 264 Alteplase for treating acute ischaemic stroke (review of technology appraisal

guidance 122)

Departmental Guidance to Safeguarding Board for Northern Ireland (SBNI)

NICE CG 152 - Crohn's disease: management in adults, children and young people.

NICE CG 153 - Psoriasis: the assessment and management of psoriasis

NICE CG 154 Ectopic pregnancy and miscarriage

NICE TA 265 - Denosumab for the treatment of bone metastases from solid tumours

NICE TA 266 - Mannitol dry powder for inhalation for the treatment of cystic fibrosis

NICE TA 267 - Ivabradine for the treatment of chronic heart failure

NICE TA 268 - Ipilimumab for previously treated advanced (unresectable or metastatic) malignant melanoma - New FAD with PAS published

NICE TA 269 - Vemurafenib for the treatment of locally advanced or metastatic BRAF V600 mutation-positive melanoma

NICE TA 271 - Fluocinolone acetonide intravitreal implant for the treatment of chronic diabetic macular oedema after an inadequate response to prior therapy

NICE TA 272 - Vinflunine for the treatment of advanced or metastatic transitional cell carcinoma of the urothelial tract

2013/14

General Ophthalmic Services: Determination 2009

NICE Clinical Guidelines – CG157 Hyperphosphataemia in chronic kidney disease

NICE Clinical Guideline CG158 - Conduct disorders in children and young people

NICE Technology Appraisals (TA 274 - Ranibizumab for treating diabetic macular oedema (rapid review of technology appraisal guidance 237)

NICE Technology Appraisals - TA 275 - Apixaban for the prevention of stroke and systemic embolism in people with non-valvular atrial fibrillation

NICE Technology Appraisals:- TA 276- Cystic fibrosis (pseudomonas lung infection) - colistimethate sodium and tobramycin

NICE Technology Appraisal TA278 - Omalizumab for the treatment of severe persistent allergic asthma in children aged 6 and over and adults (review of TA133 and TA201)

NICE Technology Appraisal TA279 - Percutaneous vertebroplasty and percutaneous balloon kyphoplasty for the treatment of osteoporotic vertebral fractures

NICE Technology Appraisal TA280 - Abatacept for the treatment of rheumatoid arthritis only after the failure of conventional disease-modifying anti-rheumatic drugs (rapid review of TA234)

NICE Technology Appraisal TA282 - Pirfenidone for treating idiopathic pulmonary fibrosis

Optical Charges and Payments (Amendment) Regulations (Northern Ireland) 2013

Breastfeeding - A Great Start: A Strategy for Northern Ireland 2013-2023

NICE Clinical Guideline CG155 - Psychosis and schizophrenia in children and young people.

NICE Clinical Guideline CG 159 - Social anxiety disorder

NICE Clinical Guideline CG160 - Feverish illness in children

NICE Clinical Guideline CG161 - The assessment and prevention of falls in older people

NICE Clinical Guideline CG162- Stroke rehabilitation

NICE Clinical Guideline CG163 - Idiopathic pulmonary fibrosis

NICE Clinical Guideline CG164 - Familial breast cancer

NICE Clinical Guideline CG165 - Hepatitis B (chronic): Diagnosis and management of chronic hepatitis B in children, young people and adults

NICE Clinical Guideline CG166 - Ulcerative colitis: management in adults, children and young people

NICE Clinical Guideline CG167 - Myocardial Infarction with ST-segment elevation (STEMI)

NICE Technology Appraisal – TA 283 Ranibizumab for treating visual impairment caused by macular oedema secondary to retinal vein occlusion

NICE Technology Appraisal – TA284 Bevacizumab in combination with paclitaxel and carboplatin for first-line treatment of advanced ovarian cancer

NICE Technology Appraisal – TA285 Bevacizumab in combination with gemcitabine and carboplatin for treating the first recurrence of platinum-sensitive advanced ovarian cancer

NICE Technology Appraisal – TA287 Rivaroxaban for treating pulmonary embolism and preventing recurrent venous thromboembolism

NICE Technology Appraisal – TA288 Dapagliflozin in combination therapy for treating type 2 diabetes

NICE Technology Appraisal TA 289 - Ruxolitinib for disease-related splenomegaly or symptoms in adult with myelofibrosis

NICE Technology Appraisal TA 290 - Mirabegron for treating symptoms of overactive bladder

NICE Technology Appraisal TA 291 - Pegloticase for treating severe debilitating chronic tophaceous gout

NICE Technology Appraisal – TA 292 Aripiprazole for treating moderate to severe manic episodes in adolescents with bipolar I disorder

NICE Technology Appraisal - TA293 Eltrombopag for the treatment of chronic idiopathic (immune) thrombocytopenic purpura (review of technology appraisal 205)

NICE Technology Appraisal – TA 294 Aflibercept solution for injection for the first line treatment of wet age-related macular degeneration

General Ophthalmic Services (Amendment) Regulations (Northern Ireland) 2013

NICE Clinical Guidelines – CG156 Fertility: assessment and treatment for people with fertility problems

NICE Clinical Guideline CG 168 - Varicose veins in the legs

NICE Clinical Guideline CG169 - Acute kidney injury

NICE Clinical Guideline CG170 - Autism - management of autism in children and young people

NICE Clinical Guideline CG171 - Urinary incontinence in women

NICE Technology Appraisal - TA 295 Everolimus in combination with an aromatase inhibitor for the treatment of HER2 negative, oestrogen receptor positive locally advanced or metastatic breast cancer after prior endocrine therapy

NICE Technology Appraisal – TA296 Crizotinib for the treatment of previously treated non-small-cell lung cancer associated with an anaplastic lymphoma kinase fusion gene

NICE Technology Appraisal – TA298 Ranibizumab for treating choroidal neovascularisation associated with pathological myopia

NICE Technology Appraisal – TA299 Bosutinib for previously treated chronic myeloid leukaemia

NICE Technology Appraisal – TA300 Peginterferon alfa and ribavirin for the treatment of chronic hepatitis C in children and young people

Strategy and Action Plan to help achieve improved services and support for people with autism, their families and carers throughout their lives.

Management of HIV-infected healthcare workers (HCWs) in Northern Ireland

NICE Clinical Guideline CG172 - Myocardial Infarction Secondary Prevention (updates & replaces CG 48)

NICE Clinical Guideline CG173 - Neuropathic pain: the pharmacological management of neuropathic pain in adults in non-specialist settings (updates & replaces CG96)

NICE Clinical Guideline CG175 - Prostate cancer: diagnosis and treatment - (updates and replaces Prostate cancer NICE CG 58)

NICE Technology Appraisal TA303 - Teriflunomide for treating relapsing forms of multiple sclerosis

NICE Technology Appraisal TA304 - Total hip replacement and resurfacing arthroplasty for the treatment of pain or disability resulting from end stage arthritis of the hip (Review of technology appraisal guidance 2 and 44)

NICE Technology Appraisal TA305 - Aflibercept solution for injection for the treatment of macular oedema caused by central retinal vein occlusion

NICE Technology Appraisal TA306 - Pixantrone monotherapy for treating multiply relapsed or refractory aggressive non-Hodgkin's B-cell lymphoma

Addendum to the Sexual Health Promotion Strategy & Action Plan

2014/15

The Firefighters' Pension Scheme (Amendment) (No 2) Order (NI) 2014

The Foster Placement & Fostering Agencies Regulations (Northern Ireland) 2014

<u>Changes in the licensing of medicines means that the Schedule in Health and Personal Social</u>
<u>Services (General Medical Services)(Prescription of Drugs Etc) Regulations (Northern Ireland)</u>
2004 has to be amended

"Making Life Better– A Whole System Strategic Framework for Public Health 2013 – 2023"

NICE Clinical Guideline CG176 - Head injury: Triage, assessment, investigation and early management of head injury in children, young people and adults (updates & replaces CG 56)

NICE Clinical Guideline CG177 - The care and management of osteoarthritis in adults – (updates and replaces CG 59)

NICE Clinical Guideline CG178 - Psychosis and schizophrenia in adults: treatment and management – (updates and replaces CG 82)

NICE Technology Appraisal TA307 - Aflibercept in combination with irinotecan and fluorouracil-based therapy for the treatment of metastatic colorectal cancer which has progressed following prior oxaplatin-based chemotherapy

NICE Technology Appraisal TA308 - Rituximab in combination with glucocorticoids for treating anti-neutrophil cytoplasmic antibody-associated vasculitis

NICE Technology Appraisal TA309 - Pemetrexed for maintenance treatment following induction therapy with pemetrexed and cisplatin for non-squamous non-small-cell lung cancer

NICE Technology Appraisal TA310 - Afatinib for treating epidermal growth factor receptor mutation positive locally advanced or metastatic non-small cell lung cancer

NICE Technology Appraisal TA311 - Bortezomib for induction therapy in multiple myeloma

before high dose chemotherapy and autologous stem cell transplantation

Proposed amendment to Regulation 17 (Case Management Review (CMR) function) of The Safeguarding Board for Northern Ireland (Membership, Procedure, Functions and Committee) Regulations (Northern Ireland) 2012

Service Framework for Children and Young People

The Service Framework for Older People

Development of Integrated Care Partnerships (ICPs)

Minimum Care Standards for Children's Homes

Minimum Care Standards for Independent Healthcare Establishments

NICE Clinical Guideline CG174 - Intravenous fluid therapy in adults in hospital

NICE Clinical Guideline CG179 - Management and Prevention of Pressure Ulcers (Updates and replaces Pressure relieving devices (CG7) and Pressure ulcer management (CG29)

NICE Clinical Guideline CG180 - The management of atrial fibrillation (updates & replaces CG36)

NICE Clinical Guideline CG181 - Lipid Modification: cardiovascular risk assessment and the modification of blood lipids for the primary and secondary prevention of cardiovascular disease

NICE Clinical Guideline CG182 - Chronic kidney disease: early identification and management of chronic kidney disease in adults in primary and secondary care

NICE Technology Appraisal TA312 - Alemtuzumab for the treatment of relapsing-remitting multiple sclerosis

NICE Technology Appraisal TA313 - Ustekinumab for treating active psoriatic arthritis

NICE Technology Appraisal TA314 - Implantable cardioverter defibrillators and cardiac resynchronisation therapy for arrhythmias and heart failure (review of TA95 and TA120)

NICE Technology Appraisal TA315 - Canagliflozin in combination therapy for treating type 2 diabetes

NICE Technology Appraisal TA316 - Enzalutamide for the treatment of metastatic hormone relapsed prostate cancer previously treated with a docetaxel-containing regimen

NICE Technology Appraisal TA317 - Prasugrel with percutaneous coronary intervention for treating acute coronary syndrome (review of TA182)

NICE Technology Appraisal TA318 - Lubiprostone for treating chronic idiopathic constipation

NICE Technology Appraisal TA319 - Ipilimumab for previously untreated advanced (unresectable or metastatic) melanoma

UK-wide regulations to introduce standardised (plain) packaging of tobacco products

<u>Health (Miscellaneous Provisions) Bill (Northern Ireland) 2014 – regulations to prohibit the sale of nicotine-containing products, including e-cigarettes, to persons under the age of eighteen</u>

Service Framework for Cardiovascular Health and Wellbeing

Strengthening the Commitment: A Northern Ireland draft Action Plan for local implementation of the recommendations of the UK Modernising Learning Disabilities

The Firefighters' Pension Scheme (Amendment) (No 4) Order (NI) 2014

The Firefighters' Compensation Scheme (Amendment) Order (NI) 2014

NICE Clinical Guideline CG30 - Long-acting reversible contraception (update)

NICE Clinical Guideline CG81 - The addendum to NICE clinical guideline 81 has added recommendations on exercise in people with or at risk of breast-cancer-related lymphoedema to section 1.5 of the NICE guideline

NICE Clinical Guideline CG183 - Drug allergy: diagnosis and management of drug allergy in adults, children and young people

NICE Clinical Guideline CG184 - Dyspepsia and gastro-oesophageal reflux disease: Investigation and management of dyspepsia, symptoms suggestive of gastro-oesophageal reflux disease, or both

NICE Clinical Guideline CG185 - Bipolar disorder: the assessment and management of bipolar disorder in adults, children and young people in primary and secondary care - updates and replaces NICE clinical guideline 38 (published July 2006)

NICE Clinical Guideline CG186 - Multiple sclerosis: management of multiple sclerosis in primary and secondary care

NICE Clinical Guideline CG187 - Acute heart failure: diagnosing and managing acute heart failure in adults

NICE Clinical Guidelines CG188 - Gallstone Disease: Diagnosis and management of cholelithiasis, cholecystitis and choledocholithiasis

NICE Technology Appraisal TA320 - Dimethyl fumarate for the treatment of relapsing-remitting multiple sclerosis

NICE Technology Appraisal TA 321 - Dabrafenib for treating unresectable, advanced or metastatic BRAFV600 mutation-positive melanoma

NICE Technology Appraisal TA323 - Erythropoiesis-stimulating agents (epoetin and darbepoetin) for treating cancer-treatment induced anaemia (including review of TA142)

NICE Technology Appraisal TA324 - Dual-chamber pacemakers for treating symptomatic bradycardia due to sick sinus syndrome without atrioventricular block, (part review of Technology Appraisal 88)

NICE Technology Appraisal TA325 - Nalmefene for reducing alcohol consumption in people with

alcohol dependence

NICE Technology Appraisal TA - Lenalidomide for treating myelodysplastic syndromes associated with an isolated deletion 5q cytogenetic abnormality

Secondary Uses of Service User Information

Standards for Supported Lodgings for Young Adults (aged 16-21) in Northern Ireland

Firefighters (Transitional and Consequential Provisions) Regulations (Northern Ireland) 2015

NICE Clinical Guideline CG37 - Postnatal care - Addendum

NICE Clinical Guideline CG131 - Colorectal cancer: The diagnosis and management of colorectal cancer – Addendum (1.2.2 & 1.2.4 Addendum)

NICE Clinical Guideline CG189 - Obesity: identification, assessment and management of overweight and obesity in children, young people and adults

NICE Clinical Guideline CG190 - Intrapartum care: care of healthy women and their babies during childbirth - This guideline updates and replaces NICE guideline CG55

NICE Clinical Guideline CG191 - Pneumonia: Diagnosis and management of community- and hospital-acquired pneumonia in adults

NICE Clinical Guideline CG192 - Antenatal and postnatal mental health: clinical management and service guidance

NICE (Clinical) Guidelines (NG1) - Gastro-oesophageal reflux disease (GORD): recognition, diagnosis and management in children and young people children and young people

NICE Technology Appraisal TA - Simeprevir in combination with peginterferon alfa and ribavirin for treating genotype 1 or 4 chronic hepatitis C

NICE Technology Appraisal TA - Sipuleucel-T for the first line treatment of metastatic hormone relapsed prostate cancer.

NICE Technology Appraisal TA326 - Imatinib for the adjuvant treatment of gastrointestinal stromal tumours (review of TA196)

NICE Technology Appraisal TA327 - Dabigatran etexilate for the treatment and secondary prevention of deep vein thrombosis and/or pulmonary embolism

NICE Technology Appraisal TA329 - Infliximab, adalimumab and golimumab for treating moderately to severely active ulcerative colitis after the failure of conventional therapy (including a review of TA140 and TA262)

NICE Technology Appraisal TA333 - Axitinib for the treatment of advanced renal cell carcinoma after failure of prior systemic treatment

2015/16

Amendments to Controlled Drugs Regulations Northern Ireland 2009

A Safeguarding Policy for Children and Young People in Northern Ireland

NICE Clinical Guideline CG61 Irritable bowel syndrome in adults: diagnosis and management of irritable bowel syndrome in primary care – Addendum

NICE Guidelines NG3 - Diabetes in pregnancy: management of diabetes and its complications from preconception to the postnatal period - This guideline updates and replaces NICE guideline CG63

NICE (Clinical) Guidelines NG5 - Medicines optimisation: the safe and effective use of medicines to enable the best possible outcomes

NICE Guidance NG6 - Excess winter deaths and morbidity and the health risks associated with cold homes

NICE (Public Health) Guidelines NG7 - Maintaining a healthy weight and preventing excess weight gain among adults and children

NICE Guidance PH49 - Behaviour change: individual approaches

NICE Technology Appraisal TA330 - Sofosbuvir for treating chronic hepatitis C

NICE Technology Appraisal TA 335 - Rivaroxaban for preventing adverse outcomes after acute management of acute coronary syndrome

NICE Technology Appraisal TA 336 - Empagliflozin in combination therapy for treating type 2 diabetes

NICE Technology Appraisal TA 337 - Rifaximin for maintaining remission from episodes of hepatic encephalopathy

NICE Technology Appraisal TA 338 - Pomalidomide for treating relapsed and refractory multiple myeloma previously treated with both lenalidomide and bortezomib

NICE Technology Appraisal TA339 - Omalizumab for treating previously treated chronic spontaneous urticaria

NICE Technology Appraisal TA340 - Ustekinumab for treating active psoriatic arthritis (Rapid Review of TA313)

NICE Technology Appraisal TA 341 - Apixaban for the treatment and secondary prevention of deep vein thrombosis and/or pulmonary embolism

NICE Technology Appraisal TA342 - Vedolizumab for treating moderately to severely active ulcerative colitis

NICE Technology Appraisal TA343 - Obinutuzumab in combination with chlorambucil for untreated chronic lymphocytic leukaemia

NICE Technology Appraisal TA344 - Ofatumumab in combination with chlorambucil or

bendamustine for previously untreated chronic lymphocytic leukaemia Service Framework for Respiratory Health and Wellbeing Revision of appeal procedures set out in the Health and Social Care (Disciplinary Procedures) Regulations (Northern Ireland) 2014 ("the 2014 Regulations") The New Firefighters' Pension Scheme (Amendment) (No. 3) Order (NI) 2015 Firefighters' Pension Scheme Regulations (Northern Ireland) 2015 Minimum care Standards for Nursing Homes NICE (Clinical) Guidelines NG8 - Anaemia management in people with chronic kidney disease. This guideline updates and replaces NICE guideline CG114 NICE (Clinical) Guideline NG9 - Bronchiolitis in children NICE (Clinical) Guidelines NG10 - Violence and aggression (update) NICE (Clinical) Guidelines NG11 - Challenging Behaviour and Learning Disabilities NICE Guidelines NG12 - Suspected cancer: recognition and referral NICE (Clinical) Guideline NG14 - Melanoma: assessment and management NICE Guidelines PH50 - Domestic violence and abuse - how services can respond effectively NICE Technology Appraisal TA345 - Naloxegol for treating opioid induced constipation NICE Technology Appraisal TA346 - Aflibercept for treating diabetic macular oedema NICE Technology Appraisal TA347 - Nintedanib for previously treated locally advanced, metastatic or locally recurrent non-small cell lung cancer NICE Technology Appraisal TA348 - Everolimus for preventing organ rejection in liver transplantation NICE Technology Appraisal TA349 - Dexamethasone intravitreal implant for treating diabetic macular oedema NICE Technology Appraisal TA350 - Secukinumab for treating moderate to severe plaque psoriasis NICE Technology Appraisal TA352 - Vedolizumab for the treatment of adult patients with moderately to severely active Crohn's disease NICE Technology Appraisal TA 354 - Edoxaban tosylate for the treatment and secondary prevention of deep vein thrombosis and pulmonary embolism

NICE (Clinical) Guideline NG17 - Type 1 diabetes in adults: diagnosis and management - This

NICE (Clinical) Guideline NG18 - Diabetes (type 1 and type 2) in children and young people:

guideline updates and replaces the sections for adults in NICE guideline CG15

29

diagnosis and management

NICE (Clinical) Guideline NG19 - Diabetic foot problems: prevention and management - This guideline updates and replaces NICE guidelines CG10 and CG119, and the recommendations on foot care in NICE guideline CG15

NICE (Clinical) Guideline NG20 - Coeliac disease: recognition, assessment and management -This guideline updates and replaces NICE guideline CG86

Extending the scope of the Direct Payments scheme to include individuals who lack the capacity to consent

Changes to the entitlements of members of Committees

Removal of the ban on the sale of HIV self-testing kits directly to the public in Northern Ireland

Implementation of the EU Tobacco Products Directive (TPD) (Directive 2014/40/EU)

Medicines Optimisation Quality Framework

NICE Technology Appraisal TA355 - Edoxaban for preventing stroke and systemic embolism in people with non-valvular atrial fibrillation

NICE Technology Appraisal TA 357 - Pembrolizumab for treating unresectable, metastatic melanoma after progression with ipilimumab

NICE Technology Appraisal TA358 - Tolvaptan for treating autosomal dominant polycystic kidney disease

NICE Technology Appraisal TA359 - Idelalisib for previously treated chronic lymphocytic leukaemia

NICE Technology Appraisal TA360 - Paclitaxel as albumin-bound nanoparticles in combination with gemcitabine for previously untreated metastatic pancreatic cancer

NICE Technology Appraisal TA363 - Ledipasvir-sofosbuvir for treating chronic hepatitis C

NICE Technology Appraisal TA364 - Daclatasvir for treating chronic hepatitis

NICE Technology Appraisal - TA 365 - Ombitasvir/paritaprevir/ritonavir with or without dasabuvir for treating chronic hepatitis C

NICE Technology Appraisal TA 366 - Pembrolizumab for treating advanced melanoma previously untreated with ipilimumab

NICE Technology Appraisal TA 367 - Vortioxetine for treating major depressive disorder

NICE Technology Appraisal NICE TA 368 - Apremilast for treating moderate to severe plaque psoriasis

NICE Technology Appraisal - TA369 - Ciclosporin for treating dry eye disease which has not improved after treatment with artificial tears

NICE Technology Appraisal TA370 - Bortezomib for previously untreated mantle cell lymphoma

NICE Technology Appraisal TA371 - Trastuzumab emtansine for treating HER2-positive, unresectable locally advanced or metastatic breast cancer after treatment with trastuzumab and a taxane

NICE Technology Appraisal TA372 - Apremilast for treating active psoriatic arthritis

NICE Technology Appraisal - TA373 - Abatacept, adalimumab, etanercept and tocilizumab for treating juvenile idiopathic arthritis (including review of TA35)

NICE Clinical Guideline NG23 - Menopause: diagnosis and management

NICE Technology Appraisal - TA374 - Erlotinib and gefitinib for treating non-small-cell lung cancer that has progressed following prior chemotherapy (Review of TA162 and TA175)

NICE (Clinical) Guidance NG24 - Blood transfusion

NICE (Clinical) Guidance NG25 - Preterm labour and birth

Alignment of Part IX of the NI Drug Tariff with Part XVII of the English Drug Tariff—Lists of preparations that can be prescribed by dentists and nurses

NICE Clinical Guideline CG150 - Headaches in over 12s: diagnosis and management - Addendum

NICE Clinical Guideline NICE CG144 - Venous thromboembolic diseases: diagnosis, management and thrombophilia testing – Addendum

The draft Human Trafficking and Exploitation (Criminal Justice and Support for Victims) (Independent Guardian) Regulations (Northern Ireland) ("the Independent Guardian Regulations")

NICE Clinical Guideline CG79 – Rheumatoid arthritis in adults: management – Addendum

NICE Guideline NG28 - Type 2 diabetes in adults: management. This guideline updates and replaces NICE guidelines CG66, CG87 and NICE technology appraisals TA203 and TA248

NICE Guideline NG31 – Care of dying adults in the last days of life

NICE Technology Appraisal TA376 - Radium-223 dichloride for treating adults with hormone-relapsed prostate cancer, symptomatic bone metastases and no known visceral metastases

NICE Technology Appraisal TA 375 - Adalimumab, etanercept, infliximab, certolizumab pegol, golimumab, tocilizumab and abatacept for rheumatoid arthritis not previously treated with DMARDs or after conventional DMARDs only have failed

NICE Technology Appraisal TA378 - Ramucirumab for treating advanced gastric cancer or gastrooesophageal junction adenocarcinoma after chemotherapy

NICE Technology Appraisal TA379 - Nintedanib for treating idiopathic pulmonary fibrosis

NICE Technology Appraisal - TA380 - Panobinostat for treating multiple myeloma in people who have received at least one prior therapy

NICE Technology Appraisal TA381 - Olaparib for maintenance treatment of relapsed, platinumsensitive, BRCA mutation-positive ovarian, fallopian tube and peritoneal cancer after response to second-line or subsequent platinum-based chemotherapy

NICE Technology Appraisal TA377 - Enzalutamide for treating metastatic hormone-relapsed prostate cancer before chemotherapy is indicated

The Firefighters' Pension Scheme (Amendment) (No 3) Order (Northern Ireland) 2015

The Firefighters' Compensation Scheme (Amendment) (No 2) and The New Firefighters' Pension Scheme (Amendment) (No 4) Order (Northern Ireland) 2015

NICE Technology Appraisal TA 383 - TNF-alpha inhibitors for ankylosing spondylitis and non-radiographic axial spondyloarthritis (including a review of TA143 and TA233)

<u>The Firefighters' Pension Scheme (Consequential Provisions) (Amendment) Regulations (Northern Ireland)</u> 2016

NICE Technology Appraisal TA 384 - Nivolumab for treating advanced (unresectable or metastatic) melanoma

NICE Technology Appraisal TA 385 - Ezetimibe for the treatment of primary (heterozygous-familial and non-familial) hypercholesterolaemia (review of TA132)

<u>Closure of the Independent Living Fund (ILF) by the Department for Work and Pensions (DWP)</u> with transfer of responsibility and funding to devolved administrations (including Northern Ireland)

Stopping Domestic and Sexual Violence and Abuse in Northern Ireland

Leaving Prostitution: a strategy for help and support

<u>The Firefighters' Pension Scheme (Transitional and Consequential Provisions) Regulations (Northern Ireland) 2015</u>

2016/17

NICE (Public Health) Guideline – PH56 - Vitamin D: increasing supplement use among at-risk groups

NICE (Clinical) Guideline NG41 – Spinal injury: assessment and initial management

NICE (Clinical) Guideline NG40 – Major trauma: service delivery

NICE (Clinical) Guideline NG39 - Major trauma: assessment and initial management

NICE (Clinical) Guideline NG 38 - Fractures (non-complex): assessment and management

NICE (Clinical) Guideline NG 37 - Fractures (complex): assessment and management

NICE Technology Appraisal TA20 - Riluzole (Rilutek) for the treatment of Motor Neurone Disease

NICE (Clinical) Guideline NG42 - Motor neurone disease: assessment and management

NICE (Public Health) Guideline – NG44 - Community engagement: improving health and wellbeing and reducing health inequalities

NICE Guideline NG35 - Myeloma: diagnosis and management

NICE (Clinical) Guideline CG72 – Attention deficit hyperactivity disorder: diagnosis and management – Addendum

NICE (Clinical) Guideline NG36 – Cancer of the upper aerodigestive tract: assessment and management in people aged 16 and over

NICE (Public Health) Guideline – PH35 - Type 2 diabetes prevention: population and community-level interventions

NICE (Public Health) Guideline – NG16 - Dementia, disability and frailty in later life – mid-life approaches to delay or prevent onset

NICE Guideline NG 33 – Tuberculosis

NICE (Public Health) Guideline – NG34 - Sunlight exposure: risks and benefits

NICE (Public Health) Guideline – NG13 - Workplace health: management practices

NICE Technology Appraisal TA 98 - Methylphenidate, atomoxetine and dexamfetamine for attention deficit hyperactivity disorder (ADHD) in children and adolescents

NICE Clinical Guideline NG45 - Routine preoperative tests for elective surgery

NICE Technology Appraisal TA389 - Topotecan, pegylated liposomal doxorubicin hydrochloride, paclitaxel, trabectedin and gemcitabine for treating recurrent ovarian cancer

NICE Technology Appraisal TA388 - Sacubitril valsartan for treating heart failure with systolic dysfunction

NICE Technology Appraisal TA 386 - Ruxolitinib for treating related splenomegaly or symptoms in adults with myelofibrosis

NICE Technology Appraisal NICE TA 23 - Temozolomide for the treatment of recurrent malignant glioma (brain cancer)

NICE (Clinical) Guideline CG32 - Nutrition support for adults: oral nutrition support, enteral tube feeding and parenteral nutrition

NICE Clinical Guideline CG97 - Lower urinary tract symptoms in men: assessment and management – Addendum

NICE (Public Health) Guideline – PH38 - Type 2 diabetes: prevention in people at high risk

NICE Technology Appraisal TA 391 - Cabazitaxel for hormone relapsed metastatic prostate cancer treated with docetaxel (review of TA255)

NICE (Public Health) Guideline – NG30 - Oral health promotion: general dental practice

NICE (Public Health) Guideline – PH55 - Oral health: local authorities and partners

NICE Technology Appraisal TA 390 - Canagliflozin, dapagliflozin and empagliflozin as monotherapies for treating type 2 diabetes

National Statistics – proposed changes to DHSSPS statistical publications

Standards for Supported Lodgings for Young Adults (aged 16-21) in Northern Ireland

The remodelling of the administrative structures of the Health and Social Care system

Consideration Stage amendments to the Mental Capacity Bill

NICE Clinical Guideline NG47 - Haematological cancers: improving outcomes

NICE Technology Appraisal TA397 - Belimumab for the treatment of active autoantibody-positive systemic lupus erythematosus

NICE Technology Appraisal TA396 - Trametinib in combination with dabrafenib for treating advanced (unresectable or metastatic) melanoma

NICE Technology Appraisal TA395 - Ceritinib for previously treated anaplastic lymphoma kinase-positive non-small-cell lung cancer

NICE Technology Appraisal TA394 - Evolocumab for treating primary hypercholesterolaemia and mixed dyslipidaemia

NICE Technology Appraisal TA393 - Alirocumab for treating primary hypercholesterolaemia and mixed dyslipidaemia

NICE Technology Appraisal TA392 - Adalimumab for treating moderate to severe hidradenitis suppurativa

NICE Clinical Guideline CG98 - Jaundice in newborn babies under 28 days - Addendum

NICE Public Health Guideline – PH52 - Needle and syringe programmes

NICE Technology Appraisal TA399 - Azacitidine for treating acute myeloid leukaemia with more than 30% bone marrow blasts

NICE Technology Appraisal TA398 - Lumacaftor–ivacaftor for treating cystic fibrosis homozygous for the F508del mutation

NICE Public Health Guideline – PH54 - Physical activity: exercise referral schemes

NICE Clinical Guideline NG50 - Cirrhosis in over 16s assessment and management

NICE Technology Appraisal - TA 400 - Nivolumab in combination with ipilimumab for treating advanced melanoma

NICE Clinical Guideline NG49 - Non-alcoholic fatty liver disease (NAFLD) assessment and management

NICE Technology Appraisal TA403 - Ramucirumab for previously treated locally advanced or metastatic non-small-cell lung cancer

NICE Clinical Guideline NG52 - Non-Hodgkin's lymphoma: diagnosis and management

NICE Clinical Guideline NG51 - Sepsis: recognition, diagnosis and early management

NICE Technology Appraisal TA402 - Pemetrexed maintenance treatment following induction therapy with pemetrexed and cisplatin for non-squamous non-small-cell lung cancer (review of TA309)

NICE Technology Appraisal TA401 - Bosutinib for previously treated chronic myeloid leukaemia (Review of TA299)

NICE Technology Appraisal TA404 - Degarelix for treating advanced hormone-dependent prostate cancer

NICE Public Health Guideline PH53 - Weight management: lifestyle services for overweight or obese adults

NICE Technology Appraisal TA405 - Trifluridine-tipiracil for previously treated metastatic colorectal cancer

General Dental Services (Amt) Regulations (NI) 2016

Protect Life 2 – A Strategy for suicide prevention in the north of Ireland

Amendments to the Pharmaceutical Services Regulations (NI) 1997

NICE Technology Appraisal - TA407 - Secukinumab for treating ankylosing spondylitis after inadequate response to non-steroidal anti-inflammatory drugs or TNF-alpha inhibitors

NICE Technology Appraisal TA412 - Radium-223 dichloride for treating hormone-relapsed prostate cancer with bone metastases

NICE Technology Appraisal TA410 - Talimogene laherparepvec for treating unresectable metastatic melanoma

NICE Technology Appraisal TA409 - Aflibercept for treating visual impairment caused by macular oedema after branch retinal vein occlusion

NICE Technology Appraisal - TA 406 - Crizotinib for untreated anaplastic lymphoma kinase-positive non-small-cell lung cancer

NICE Technology Appraisal TA408 - Pegaspargase for treating acute lymphoblastic leukaemia

NICE Technology Appraisal TA411 - Necitumumab for untreated advanced or metastatic squamous non-small-cell lung cancer

NICE Clinical Guideline - NG54 - Mental health problems in people with learning disabilities: prevention, assessment and management

NICE Public Health Guideline NG48 - Oral health for adults in care homes

NICE Clinical Guideline - NG56 - Multimorbidity: clinical assessment and management

NICE Technology Appraisal TA415 - Certolizumab pegol for treating rheumatoid arthritis after inadequate response to a TNF-alpha inhibitor

NICE Technology Appraisal TA414 - Cobimetinib in combination with vemurafenib for treating unresectable or metastatic BRAF V600 mutation-positive melanoma

NICE Technology Appraisal TA413 Elbasvir–grazoprevir for treating chronic hepatitis C

NG26 - Children's attachment: attachment in children and young people who are adopted from care, in care or at high risk of going into care

NICE Technology Appraisal TA418 - Dapagliflozin in triple therapy for treating type 2 diabetes (part review of TA288)

NICE Technology Appraisal TA417 - Nivolumab for treated or metastatic renal cell carcinoma

NICE Technology Appraisal TA419 - Apremilast for treating moderate to severe plaque psoriasis (review of TA368)

NICE Technology Appraisal TA420 - Ticagrelor for secondary prevention of atherothrombotic events after myocardial infarction

"The Right Time, The Right Place": An expert examination of the application of health and social care governance arrangements for ensuring the quality of care provision in Northern Ireland

Criteria for Reconfiguring Health and Social Care Services

The Adoption and Children Bill

Individual Funding Request (IFR) process

NICE Clinical Guideline CG19 - Dental checks: intervals between oral health reviews

NICE Clinical Guideline CG65 - Hypothermia: prevention and management in adults having surgery - Addendum

NICE Public Health Guideline NG55 - Harmful sexual behaviour among children and young people

NICE Clinical Guideline NG57 - Physical health of people in prison

NICE Clinical Guideline NG59 - Low back pain and sciatica in over 16s: assessment and management (updates & replaces CG88)

NICE Clinical Guideline NG61 - End of life care for infants, children and young people with lifelimiting conditions: planning and management

NICE Clinical Guideline NG62 - Cerebral palsy in under 25s: assessment and management

NICE Technology Appraisal TA421 - Everolimus with exemestane for treating advanced breast cancer after endocrine therapy (review of TA295)

NICE Technology Appraisal TA422 - Crizotinib for previously treated anaplastic lymphoma kinase-positive advanced non-small-cell lung cancer (review of TA296)

NICE Technology Appraisal TA423 - Eribulin for treating locally advanced or metastatic breast cancer after 2 or more chemotherapy regimens (review of TA250)

NICE Technology Appraisal TA424 - Pertuzumab for the neoadjuvant treatment of HER2-positive breast cancer

NICE Technology Appraisal TA425 - Dasatinib, nilotinib and high-dose imatinib for treating imatinib-resistant or intolerant chronic myeloid leukaemia (review of TA241 & part review TA70)

NICE Technology Appraisal TA426 - Dasatinib, nilotinib and imatinib for untreated chronic myeloid leukaemia (review of TA251 & part review of TA70)

NICE Technology Appraisal TA427 - Pomalidomide for multiple myeloma previously treated with lenalidomide and bortezomib (review of TA338)

NICE Technology Appraisal TA428 - Pembrolizumab for treating PD-L1-positive non-small-cell lung cancer after chemotherapy

NICE Technology Appraisal TA429 - Ibrutinib for previously treated chronic lymphocytic leukaemia and untreated chronic lymphocytic leukaemia with 17p deletion or TP53 mutation

NICE Technology Appraisal TA430 - Sofosbuvir-velpatasvir for treating chronic hepatitis C

NICE Technology Appraisal TA431 - Mepolizumab for treating severe refractory eosinophilic asthma

NICE Technology Appraisal TA432 - Everolimus for advanced renal cell carcinoma after previous treatment (review of TA219)

NICE Technology Appraisal TA433 - Apremilast for treating active psoriatic arthritis (rapid review of TA372)

Delivery plan arising from Programme for Government 2016-21 indicators 2,3,4 and 7

<u>PFG Indicator 5 - Improve the quality of the healthcare experience – Development of Quality Health and Social Care Experience Framework</u>

PFG Indicator 6 – Improve mental health

PFG Indicator 10 - Improve support for Looked After Children