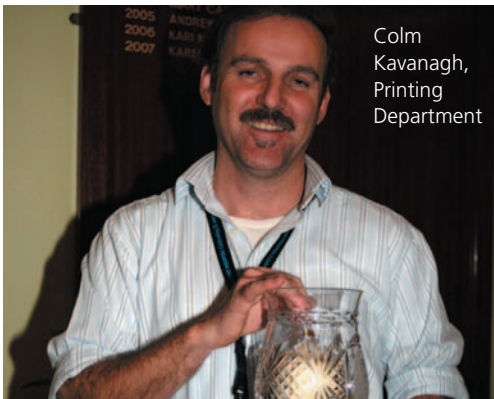




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### STAFF ACHIEVEMENTS AWARDS

# Beaumont Hospital CELEBRATES 21 YEARS

**Anne McNeely** looks back at how Beaumont Hospital developed over the last 21 years and what now lies ahead for one of the largest acute teaching hospitals in the city

**B**eaumont Hospital recently celebrated 21 years of excellence in the provision of services to a local catchment which has grown to 250,00 and ever expanding regional and national populations. Becoming-of-age at a time of such transformation and change in the wider healthcare environment provided hospital management with an opportunity to both acknowledge the commitment and contribution of all staff and to focus attention on creating a renewed vision and identity to secure the role and positioning of the hospital over the next 21 years.

Beaumont Hospital was formed by

the integration of two renowned institutions – St. Laurences Hospital – the

“We are committed to moving decision making closer to the point of service delivery”

Richmond founded in 1772 and The Charitable Infirmary – Jervis Street founded in 1718. All but a very

small number of the 2,000 staff working in Beaumont when it opened its doors to the first patients on November 29, 1987 had transferred from the Richmond and Jervis Street.

Today's workforce consists of staff from some 80 nationalities representing more than 30 different professions working across 50 specialities. Of the staff who were working in Beaumont when it opened, 270 are still there today and as you can well imagine the celebrations prompted the recounting of many stories and tales of the past. The sharing of these and reflecting back on the eco-

## celebrations

conomic and political environment provided a great back-drop from which to evaluate achievements and plans for the future. It's frightening how much truth there is in the old adage "the more things change, the more they stay the same". Beaumont Hospital lay vacant for four years between 1983 – '87 due to lack of funding and then was opened in an almost impossible turnaround time of six weeks. All of the 270 remaining staff, have their own experiences of moving lock, stock and barrel and commencing work in the new facility after the 'weekend'. The trends of incessant demand and high occupancy were set from the outset and the 600 beds were filled by the end of the first week, with the hospital taking its full part on

### Future

There is no doubt that Beaumont has taken its place as one of the largest acute teaching hospitals in the country meeting the needs of a much larger and diverse population in North Dublin and its environs and acting as a tertiary referral centre for a growing mix of services. The development of the hospital as one of the national cancer centres will play a very important part in shaping the hospital of the future. The proposals to establish a comprehensive cystic fibrosis out-patients centre on the lower ground floor also marks a new significant service milestone. The imminent Medical Assessment Unit (MAU) will play a vital role in freeing up much needed capacity to satisfactorily treat

tion and the movement of services in to the community. We are also conscious of the benefits of streamlining/reviewing processes and systems to improve our overall operational efficiency. We are committed to moving decision making closer to the point of service delivery and to the engagement of clinicians and the composite multidisciplinary team in the planning and delivery of services. We are striving to achieve the highest standards of quality and accreditation and we are pleased with our progress on improving standards of hygiene and the general environment. Notwithstanding immense funding pressures we aim to continue to dedicate resources to developing and supporting staff to improve the quality and quantity of services to patients and their families/relatives.

**In many cases we are getting commitment above and beyond the call of duty**

the A/E rota for the city. Bed utilisation has remained constantly high ie between 90 and 120 per cent and full participation on the A/E rota has inevitably continued.

The key themes of the celebrations were:-

- To reflect on the origins/early years at Beaumont and acknowledge the contributions they have made to the creation of the hospital today.
- To showcase and celebrate the milestones and achievements across all disciplines over the 21 years of the hospital's history.
- To highlight and celebrate the creativity, commitment and quality improvement initiatives of existing staff working together to build the hospital of the future.
- To utilise the weeks events to refine and clarify our future vision and values building on our past successes.

the appropriate patients. There is a strong desire on our behalf to improve the Renal Transplantation and Nephrology Services and the long awaited 44 station Dialysis Unit remains a key priority which would serve to reinforce our National Speciality role.

### Influence

It is also very clear that the future of healthcare in Ireland is changing rapidly and in order to survive as a large teaching hospital, Beaumont must both embrace and influence these developments. As an organisation we have heightened our awareness of the external environment. We have come to expect more national strategies/centres of excellence, some form of co-located private healthcare provider onsite, interfaces and academic alliances with other hospitals and educational institutions, integra-

### Tribute

The week of celebrations provided an opportunity to acknowledge and pay tribute to the efforts and commitments of all staff who, through often difficult and pressurised times have maintained the highest attainable level and quality of service. There is no question that in many cases we are getting commitment above and beyond the call of duty, from staff and indeed from external stakeholders and bodies. Even in the short space of a week, staff morale was raised and camaraderie revitalised.

The intensity and genuine passion of all staff who were involved was humbling and inspiring. So Beaumont, no more that most other similar hospitals, is not perfect, but the sheer dedication, commitment and competence of its staff will ensure a strong contribution to the health of the Nation for the next 21 years. **HM**

**ANNE MCNEELY**  
is Head of Organisational Development at Beaumont Hospital, Dublin