

**ORGANISATIONAL MODULES 2024**

**MUCKAMORE ABBEY HOSPITAL INQUIRY  
WITNESS STATEMENT**

**Statement of Neil McDaid  
Date: 28 April 2024**

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I, Neil McDaid, make the following statement for the purpose of the Muckamore Abbey Hospital (MAH) Inquiry.

The statement is made in response to a request for evidence by the Inquiry Panel.

This is my first statement to the Inquiry.

There are no documents produced with my statement.

**Qualifications and positions**

1. I was a member of the Chartered Institute of Personnel and Development. I hold a degree in Economic & Social Studies obtained in July 1983.
2. I have held the following positions. From 2009 to 2022, I was a Human Resources Manager (Band 7), initially employed in the Workforce Planning & Information Team and then the team was changed, and it became the Modernisation and Workforce Planning Team.

**Module**

3. I have been asked to provide a statement for the purpose of Module 7: MAH Operational Management.
4. My evidence relates to Questions for witnesses working in a senior HR position at MAH.

5. I have been asked to address a number of questions/ issues for the purpose of my statement. I will address those questions/issues in turn.

**Q1. Please explain your role and the responsibilities which you held in respect of MAH (including details of when you held such role/ responsibilities).**

6. I was employed by the BHSCT as a Band 7 Human Resources (HR) Manager from 2009 until I retired in March 2022. For the majority of my employment, I worked in the Modernisation and Workforce Planning Team. It was when in this team, in approximately 2012/13, that I was asked by the HR Co-Director for this area, to provide support to the management at MAH. The management in the hospital were working on a resettlement exercise, looking to resettle patients into the community, who had been in the hospital for many years, if not decades. My role was to provide HR advice on HR issues that may arise during the course of the exercise.
7. I attended the project group meetings, which were held every two/three months and staff briefings, which were held approximately twice a year, and were set up to keep staff informed of developments in relation to the resettlement exercise. Typically, I would advise on what staff would be entitled to regarding mileage and working patterns etc should a member of staff have to be redeployed into a new service.

**Q2. What training was provided for new line managers at MAH on staff management processes?**

8. This is not an area that I have any knowledge of.

**Q3. Please explain the performance management arrangements for all staff, including managers, at MAH.**

9. This is not an area that I have any knowledge of.

**Q4. Were line managers required to seek HR advice and/or inform HR if they undertook performance management meetings?**

10. I don't know if it would be a requirement to seek advice from HR on this issue and I believe this would fall under the remit of the Employment Law Team who may be able to respond to this.

**Q5. What processes were in place to provide career development opportunities to staff at MAH, to ensure that staff had the required specialist skills to deliver care in a learning disability facility?**

11. This is not an area that I have any knowledge of. There was a Nursing Development Team, within Human Resources in the Belfast Trust, who may be able to respond to this.

**Q6. Please describe the role of Human Resources in workforce monitoring, planning and implementation to ensure the appropriate staffing levels and skill mix (and thereby to ensure safe care) at MAH? Please also explain how any concerns about such matters were escalated.**

12. To my knowledge no workforce plan was ever created for MAH. At the end of the resettlement exercise I was advised the hospital was to become an Assessment and Treatment Centre and I was asked to review the staffing resources that would be needed for this. This piece of work was never completed.

**Q7. Do you wish to draw to the attention of the Panel any other matters not covered by the above questions that may assist in the Panel's consideration of the Terms of Reference?**

13. I can think of nothing further to add to the above.

**Declaration of Truth**

The contents of this witness statement are true to the best of my knowledge and belief. I have produced all the documents which I have access to and which I believe are necessary to address the matters on which the Inquiry Panel has requested me to give evidence.

Signed: ***Neil McDaid***

Date: 28 April 2024