

Our health in 2040

Investing for long-term improvement
in our health and healthcare system

Dr Ronan Glynn, Health Sector Lead, EY Ireland
Health Summit 2025



The better the question. The better the answer. The better the world works.

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Types of Change

Types of change

Incremental

Core questions

- How can we do more of the same?
- Are we doing things right?

Purpose

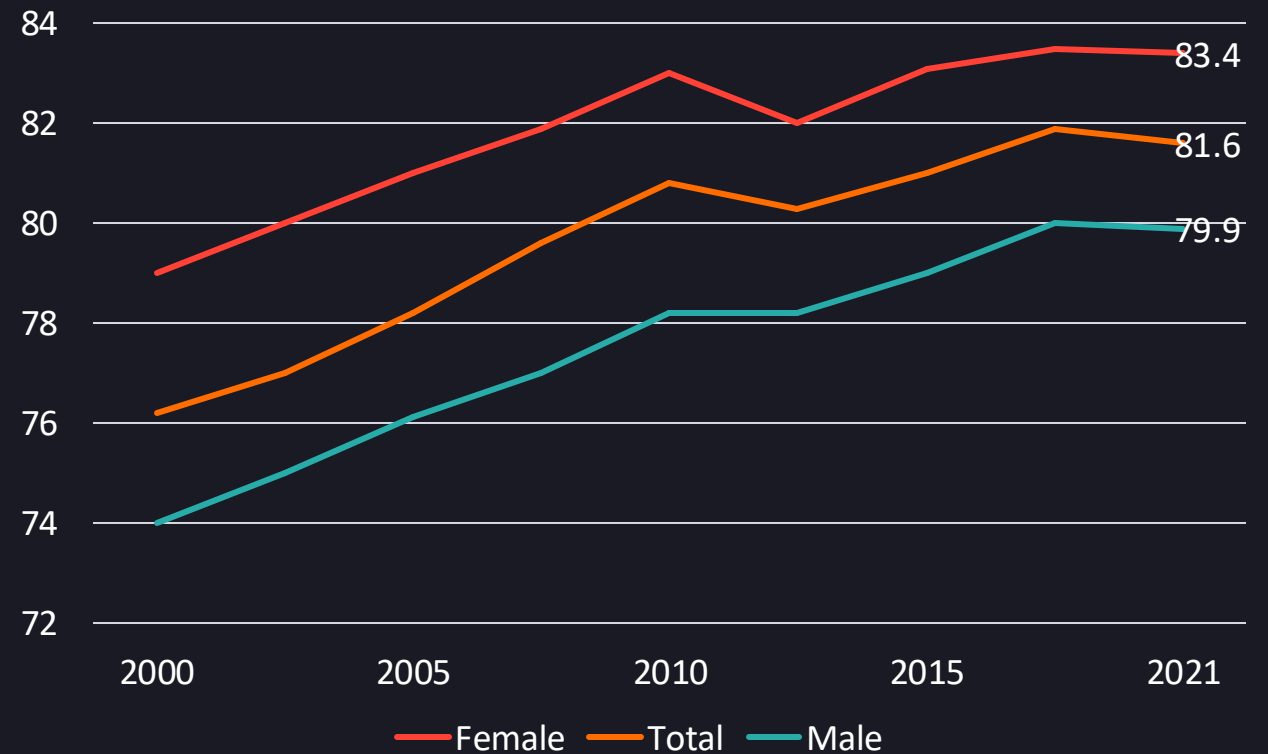
- To improve performance
- To optimise processes

Power and relationships

- Confirms existing rules

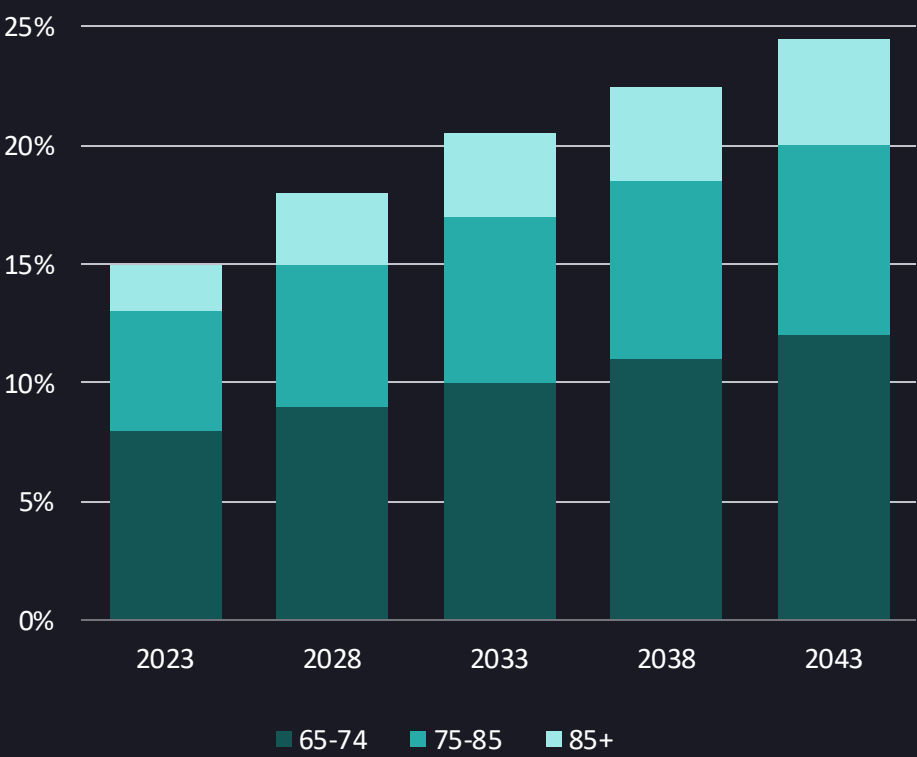
Archetypical actions

- Copying, duplicating, mimicking

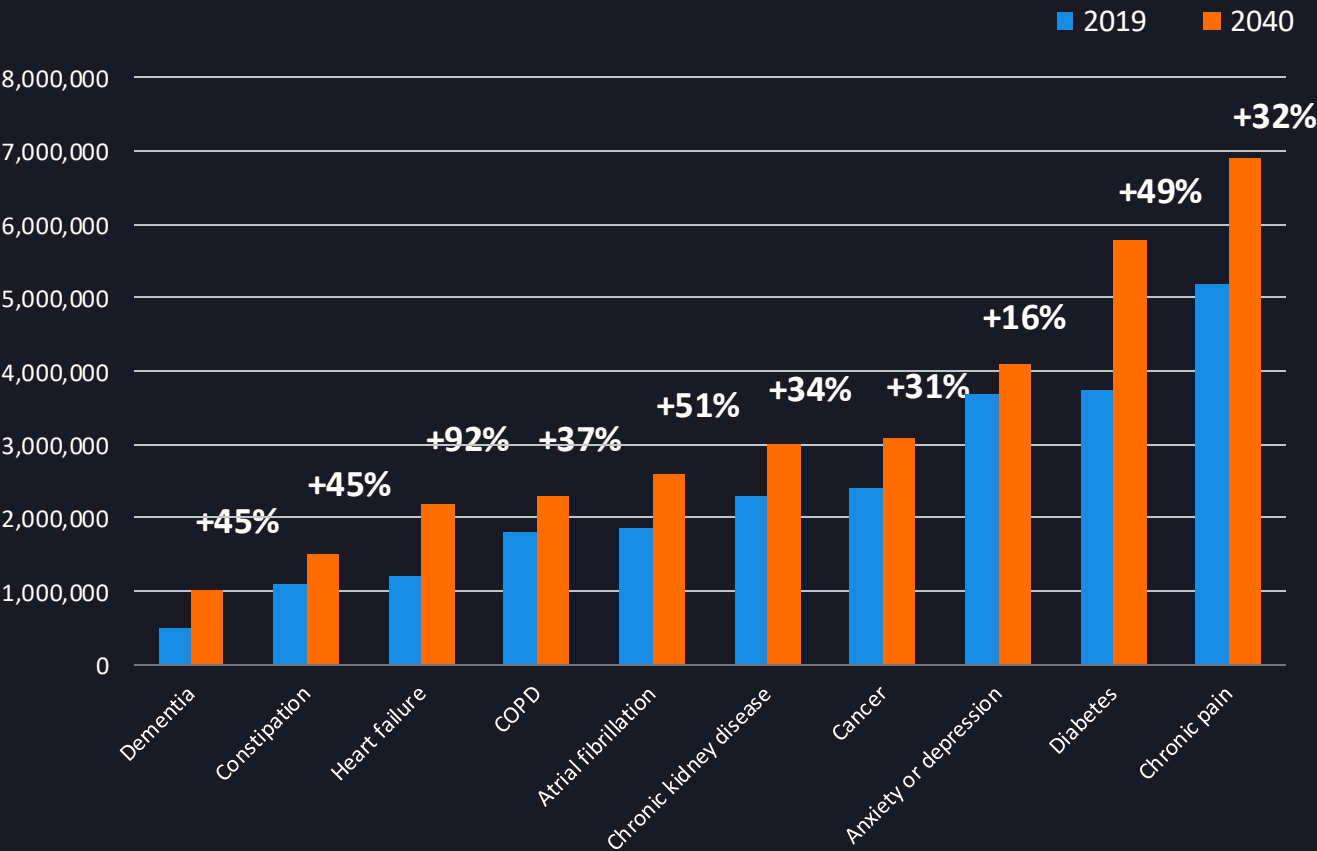


The case for transformation

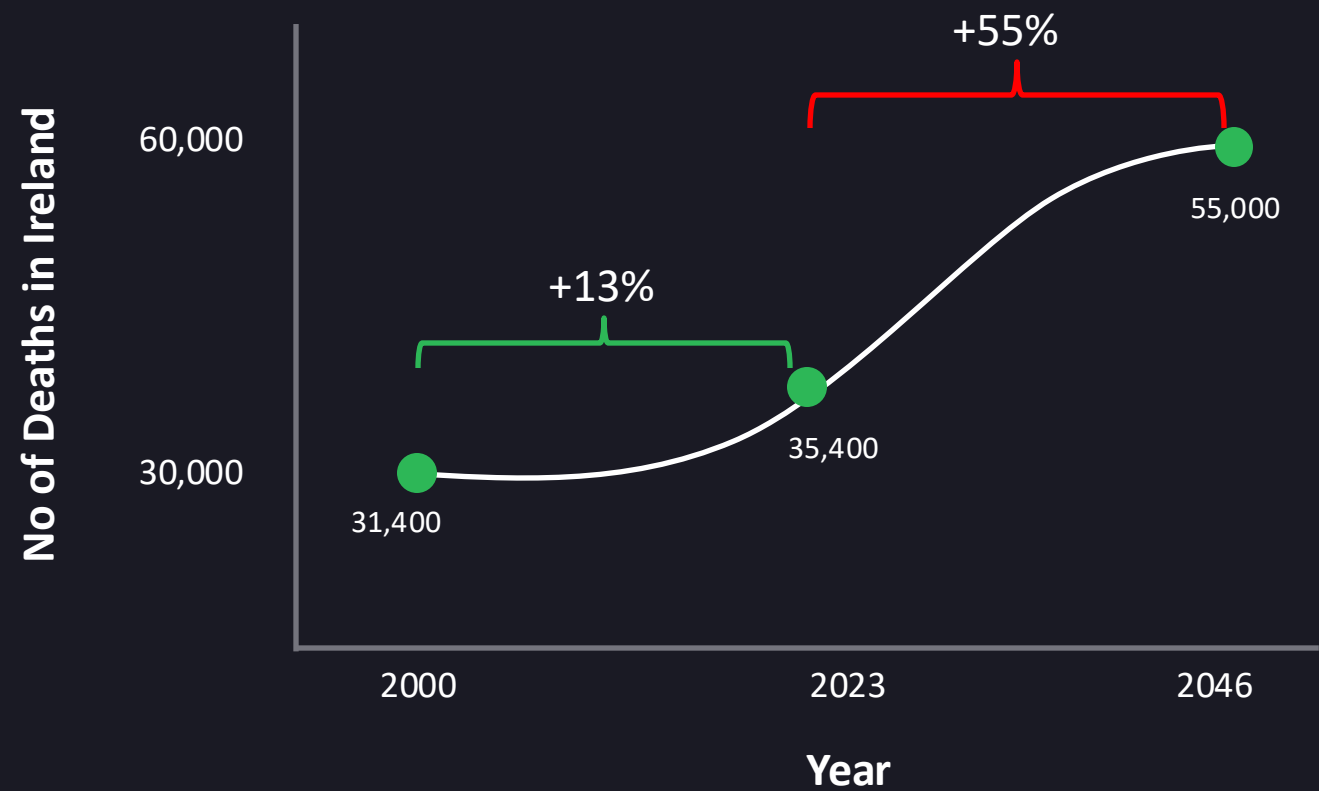
Older age groups: Population 2023 & projected 2028-43



Disease Case Projections England: 2019 versus 2040



The case for transformation

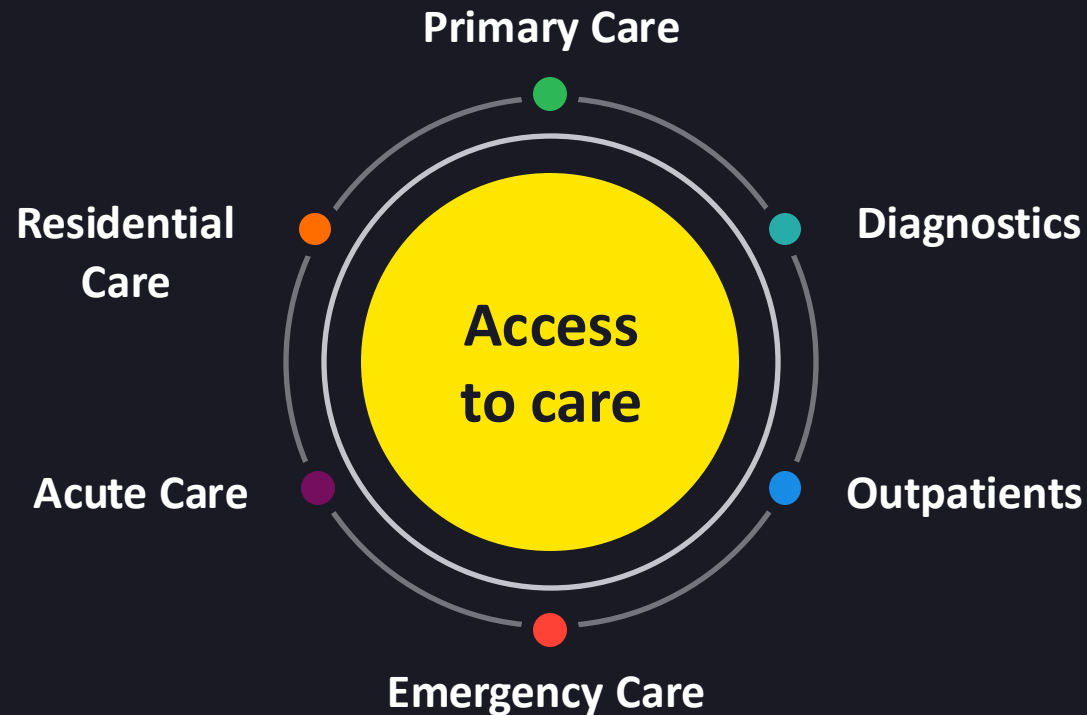


The case for transformation

Affordability

1 in 4
of all govt
spending in
2040

Access



Workforce

New entrants to the nursing register in 2024

78% educated abroad

Shortage of healthcare assistants

62k by 2036

The case for transformation

Our healthcare system was not designed for this future

Hence, a whole system transformation is required

Transformation

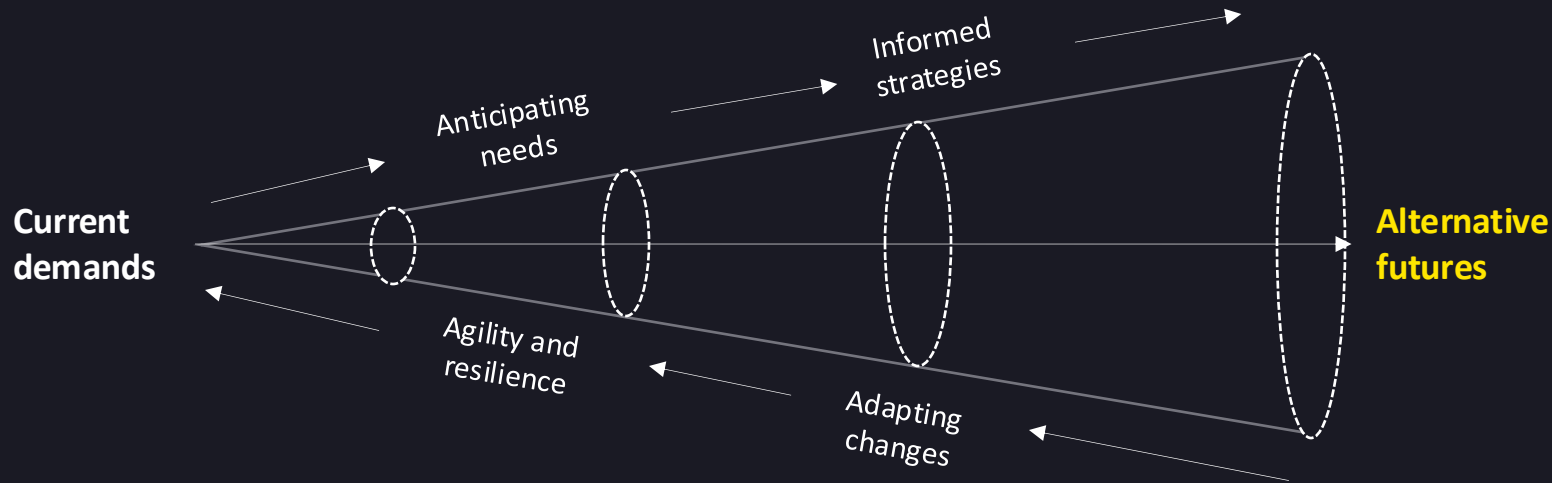
| Types of change | Incremental | Reform | Transformation |
|-------------------------|---|---|---|
| Core questions | <ul style="list-style-type: none"> How can we do more of the same? Are we doing things right? | <ul style="list-style-type: none"> What rules shall we create? What structures and processes do we need? | <ul style="list-style-type: none"> How do I make sense of this? What is the purpose? How do we know what is best? |
| Purpose | <ul style="list-style-type: none"> To improve performance To optimise processes | <ul style="list-style-type: none"> To understand and change the systems and its parts | <ul style="list-style-type: none"> To innovate and create previously unimagined possibilities Fundamental change in how we think about the problems we face |
| Power and relationships | <ul style="list-style-type: none"> Confirms existing rules | <ul style="list-style-type: none"> Opens rules to revision | <ul style="list-style-type: none"> Open issues to creation of new ways of thinking about power Rethink our professional identities |
| Archetypical actions | <ul style="list-style-type: none"> Copying, duplicating, mimicking | <ul style="list-style-type: none"> Significant adjustments to practices and structures Requires coordinated effort across multiple levels | <ul style="list-style-type: none"> Visioning, learning, experimenting |

A radical rethinking

What is we actually want for the **health of our population?**

We need to explore **alternative futures**

We need to consider **competing visions** of a better future



Strategic foresight

Understanding the dynamics of change and anticipating possible future **developments and associated risks and opportunities** through scenario planning, consideration of future trends, innovation and disruptions.

Lead questions

- What will future service users or workforce need?
- **WHY?** Anticipate risks and opportunities, build resilience and create future business models
- **HOW?** Analyse and monitor trends, weak 'signals' and explore alternative scenarios
- **WHAT?** Results in a more proactive, innovative and resilient health system that is better equipped to navigate future uncertainties and capitalise on emerging opportunities

Grounds for optimism

We are entering a great **digital transition**

We have access to more **computing power** than ever before

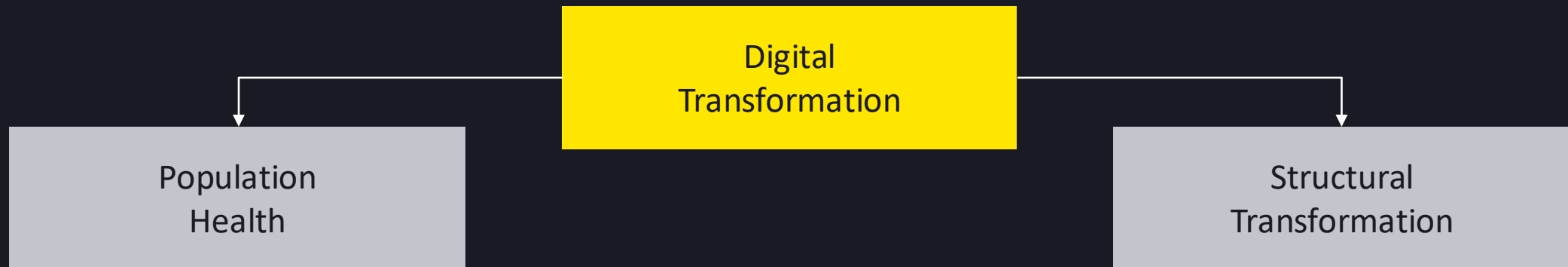
We have access to more **information and data** than ever before

We will be able to use information to **understand and reshape the future in multiple ways**

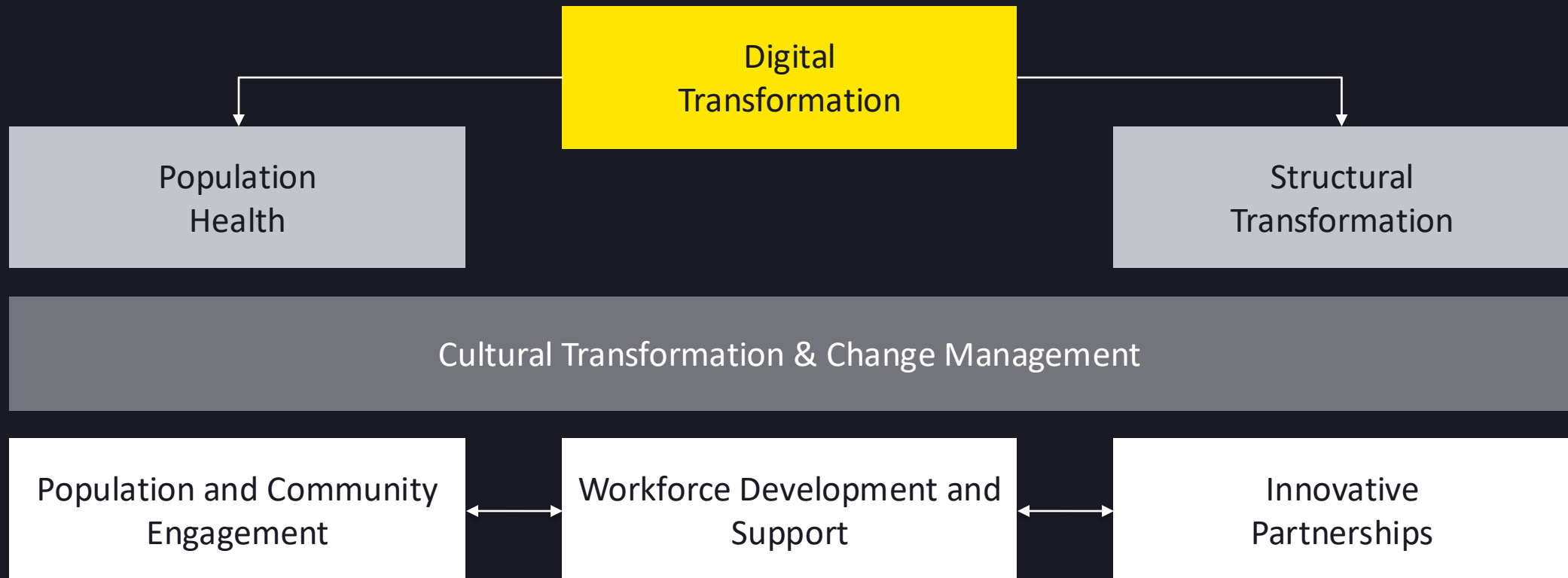
We have a more **educated and engaged** population than ever before



Transformation priorities



Transformation priorities





Optimisation and Reimagination



Optimisation Reimagination

Thank you

Dr Ronan Glynn

Health Sector Lead | EY Ireland

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