

WESTERN EUROPE PROVINCE MJP

<p>How many groups: 6</p>	<p>List of topics:</p> <ol style="list-style-type: none"> 1. Biodiversity & the climate crisis 2. Religion, spiritual needs and the thirst for meaning 3. Careers 4. Emerging Wellbeing Trends 	<p>Composition of groups (brothers, coworkers, clients/users, etc.): Attendees were able to choose the topics they found most interesting, resulting in well-rounded groups comprising individuals from various areas of our services. Attendees were all coworkers and 1 brother, service users did not take part. The coworkers were representatives from St John of God services in Ireland and UK, including people working in finance, research, mental health, operations and school roles.</p>
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Then a short summary should be provided for each topic that has been dealt with (no more than ½ a page for each topic), following the structure given below. If several groups have dealt with the same topic, the information must be grouped together.

Topic chosen for the group

Why did you choose that topic?

What surprised you about the experience and what it generated?

What did you discover? What have been your key insights on that topic?

What was confirmed for you?

What assumptions/biases did you have to let go of?

What key questions has it enabled you to surface for your Province in the future?

And for the whole Order?

Spirituality

What surprised you about the experience and what it generated?

We were initially hesitant to discuss the topic of spirituality, we anticipated attendees being uncomfortable however, we were pleasantly surprised to find that spirituality was a very popular topic, and the discussion was lively and engaged, people expressed an increased need for spiritual supports.

What did you discover? What have been your key insights on that topic?

The varied interpretation of the meaning of spirituality was an interesting element of the discussion. Some attendees felt spirituality was closely tied to religious beliefs, while others saw spirituality as individuals' personal beliefs or values. This was a new insight for many who viewed spirituality and religion to be heavily linked, many assumed with the decline of conventional religion the need for spirituality would decline also, which has not been the case. Another important feedback was that although there is a desire for spiritual needs to be met, attendees expressed reservations about the ethical/legal implications of providing spiritual care, such as respecting patient autonomy and respecting service users human rights, emphasis was placed on ensuring that spiritual care is inclusive and non-discriminatory.

What was confirmed for you?

Discussions underscored the necessity for a formal policy outlining how to sensitively address spiritual needs within our community, while still maintaining a human rights approach. Furthermore, there is a need for a practical guide or framework outlining how to effectively embed spiritual care in the services provided by our organisation.

What key questions has it enabled you to surface for your Province in the future?

Feedback caused several questions to be raised: How can we effectively integrate spiritual care into our daily practices and ensure it is a core element of our services? And how do we ensure that patients' spiritual care preferences are respected and that their autonomy is upheld?

And for the whole Order?

The discussions raised several important questions for our Order, such as: How can the Order balance its Catholic identity with the diverse spiritual needs of a multicultural population? And how can we upskill staff to address the spiritual needs of our service users?

Climate

What surprised you about the experience and what it generated?

A surprising element of the feedback was the link between climate change and migration/displacement. As more countries experience instability caused by resource scarcity and natural disasters, this increased migration could lead to a surge in demand for services and expose our services to problems which have previously not been dealt with such as human trafficking.

What did you discover? What have been your key insights on that topic?

Attendees noted the growing number of regulations surrounding sustainability initiatives, has left them unsure about how to engage with initiatives without violating local and EU regulations. Attendees were unsure how to proceed regarding environmental and social governance policy, noting a lack of an organisational or group policy. Throughout the discussion, opinions differed on the most urgent area of climate change for our organisation, some thought focus should be on retrofitting our buildings, others thought we needed to educate service users to avoid anxiety or catastrophising and others agreed we needed to collaborate with our community to empower individuals to become involved in sustainability initiatives. Another important insight was the emphasis attendees placed on utilising our organisation's values to dictate how we treat our environment, with one attendee stating, "Our values should enshrine how we treat our environment".

What was confirmed for you?

As expected, the discussion reaffirmed the notion that the largest barrier to addressing environmental challenges remains financial constraints. Attendees noted that many individuals worry if funding is allocated to sustainability initiatives, it will be taken from other areas of the service.

What key questions has it enabled you to surface for your Province in the future?

Several questions were raised; What are the most urgent areas of climate change mitigation and adaptation for the organisation? And how should the organisation allocate resources to support its climate change initiatives?

And for the whole Order?

For the whole order we should consider: What overarching strategy should the organisation adopt to address climate change across all its facilities and operations? And what metrics could the organisation use to track the effectiveness of its climate change initiatives and assess progress over time?

Careers and Recruitment

What surprised you about the experience and what it generated?

Surprisingly attendees noted that they find it unlikely that financial incentive alone would attract people to our organisation. Many suggested that it is our value-led approach and spiritual ethos that makes us stand out.

What did you discover? What have been your key insights on that topic?

We discovered that staff retention and recruitment remain the largest issue for staffing in SJOG. Individuals cited a negative association with a career in healthcare, accommodation costs and younger generations no longer considering “a lifelong career” as significant factors contributing to staffing issues. Immigration was also noted as a complex issue for staffing, particularly for SJOG UK, following Brexit, due to the end of the free movement of people. Additionally, it was acknowledged that the reputation of healthcare organisations is a significant factor in staffing issues. We need to increase visibility and highlight our value led approach to improve recruitment and retention.

What was confirmed for you?

It confirmed the need to foster a strong sense of belonging and community among staff members to encourage staff retention and attract new employees. We also need to invest in upskilling/training our staff to avoid the practice of recruiting healthcare workers from disadvantaged countries, potentially exacerbating a healthcare crisis in those regions.

What key questions has it enabled you to surface for your Province in the future?

Key questions raised include: How can the organisation strengthen its ties with the local community to increase awareness of job opportunities and foster a sense of belonging among potential recruits? Are there any measures that can be taken locally to address high accommodation costs that may be deterring potential employees from considering job opportunities in the area? And how can the organisation combat negative perceptions of healthcare careers locally, and what initiatives can be introduced to promote healthcare as an attractive career choice?

And for the whole Order?

For the order it is important to consider: What policies should be implemented at the organizational level to ensure ethical staffing practices globally, particularly regarding recruitment from disadvantaged countries? And What organization-wide initiatives can be developed to improve staff retention rates and create a supportive work environment that encourages long-term career commitments?

Health and Wellbeing

What surprised you about the experience and what it generated?

What was surprising about the outcomes was the overwhelming emphasis on acceptance as a key need for vulnerable individuals in our community. While practical needs such as financial support and housing were expected, the poignant acknowledgment of acceptance as a crucial societal issue was unexpected. This highlighted the depth of emotional and social challenges

faced by marginalized groups and underscored the importance of fostering a culture of inclusivity and compassion.

What did you discover? What have been your key insights on that topic?

Attendees identified migrants, homeless individuals and ageing people/carers as the most excluded members of our community. Timely access to appropriate support, particularly mental health support, and respite service, housing and inclusion were all earmarked as their main wellbeing needs. Their main sources of support were volunteer organisations/charities such as SJOG, family/friends and government support.

What was confirmed for you?

The feedback confirmed the fundamental need for people to have a sense of acceptance and belonging. Attendees noted an important difference between integration and tokenism, that meaningful inclusion options need to be provided. The discussions also confirmed the reliance many service users have on informal support such as family members, this highlights a large gap for many disadvantaged service users who may not benefit from family support and thus must rely on charities. It also confirmed the necessity of respite services, to reduce burnout among formal/informal caregivers.

What key questions has it enabled you to surface for your Province in the future?

How can we improve timely access to mental health support for vulnerable populations? And what local partnerships can we develop to address housing needs are an example of some questions raised.

And for the whole Order?

Questions such as how can we advocate for policy changes and increased funding on a broader scale? How can we train staff to recognise the unique challenges marginalised groups face? were raised.

The inclusion of the principals of SJOG schools provided a valuable insight into the pressing needs for all our community members. Principals identified children with additional needs, teacher shortages and increased funding for afterschool activities as crucial needs for their schools.