



Welcome to the June update on the sustainability impact assessment.

In this update more on –

The consultation process with individuals and families

Review workforce information

Work stream updates

Key project timelines

### **Core objectives**

The main objectives of the sustainability impact assessment are:

To co-design a high quality service which complies with legislation and national policy and is sustainable and aligned with agreed service delivery models.

To establish the cost of delivering this service and to obtain the funding required to deliver the agreed service models.

Sustainability Impact Assessment Report

The Sustainability Impact Assessment Report will be produced in September 2022 with recommendations for implementation over a three year period to achieve the development and delivery of high quality services.

### **Consultation**

St John of God Community Services (SJOGCS) and the HSE are committed to a meaningful consultation with the people attending our services, their families and staff. There is a clear commitment that all stakeholders will be fully consulted in the various processes outlined in this bulletin.

There is a limit on the number of meetings held, hence the concept of sitting at a table at long meetings is not a feature of this process, rather everyone is included at a point when it is appropriate, which will be determined by the Co-Chairs. The Co-Chairs of the various work streams will work together to gather information and develop plans, including key stakeholder voices.



### Consultation by Services and Supports work stream

The Services and Supports Co-Design work stream are working to ensure that services and supports meet the needs of people in line with current policies, standards, legislation and best practice and in particular align with the will and preference of individuals receiving supports.

They are beginning an engagement process with individuals supported by SJOGCS and their families about the future models of service plans. This is being delivered independently through Inclusion Ireland.

The scope of the consultation process is to

- Provide an objective opinion around the consultation process with individuals supported by the organisation by validating the mechanisms used by SJOGCS.
- Consult with individuals supported by the organisation in focus groups to gain a picture of people's views of their current services and supports as well as the future proposed direction of the organisation.
- Consult with families about the future models of service plans and gain an objective insight into their current thoughts and opinions.

### The approach

A mix of face to face focus groups, surveys and online events will be used. This approach will provide a platform where individuals supported by the organisation and their family members can express their thoughts and concerns.

A report of the findings will be submitted to the HSE and to St John of God Community Services in September 2022. An accessible version will also be produced.

# Sustainability Impact assessment

June Update 2022



This consultation is a moment in time with individuals and their family members to capture their current thoughts and feelings about the sustainability impact assessment process.

## Consultation framework

The nine quality of life outcome domains to support Quality of Life, will be the framework for the consultation.

The people with a disability supported by the organisation:

1. Are living in their own home in the community
2. Are exercising choice and control in their everyday lives
3. Are participating in social and civic life
4. Have meaningful personal relationships
5. Have opportunities for personal development and fulfilment of aspirations
6. Have a job or other valued social roles
7. Are enjoying a good quality of life and well-being
8. Are achieving best possible health
9. Are safe, secure and free from abuse

Principles include choice, individualisation, person-centredness and integration.

## Timelines

June - Meet with the family forum to design a survey for family members

Focus group - individuals we support

June /July - Send survey to all family members

July/August - Focus groups, surveys and online events

September - Report completed

Standardised assessments of a sample of individuals' support needs is to be conducted in collaboration with the individuals receiving those supports. The output of which will be discussed extensively with staff in SJOG-CS and local staff in the relevant CHO areas ensuring an appropriate consideration of the requirement.



### **Workforce and Organisational Structure work stream**

The workforce and organisational structure work stream are responsible for ensuring that there is a skilled and adequately resourced workforce, to lead and deliver services and supports aligned to the requirements of intellectual disability and mental health services national policies. They are also responsible for ensuring that the operational and Governance structures are resourced and planned to enable strong governance, accountability, transparency and decision making processes incorporating the repurposing of existing resources where appropriate.

They have completed a review of current workforce information by engaging with Regional Leads to gather information on workforce structures – numbers, grades, roles, reporting relationships etc. and have gathered feedback on what is working well and what is not working well in the current structures. They have also analysed the current structure to clarify and understand how and why services have developed to date and engaged with Regional Service Leads.

#### **Next steps**

Review the organisation structure in other similar agencies.

Provide HR support to develop a shared understanding of what needs to change and why - workforce analysis and mapping.

### **Finance Work Stream**

The approval of capital and revenue funding, which is responsive to the needs of the people we support, is a core part of the work of this group.

As previously outlined a review of the deficit is part of this work and this group is currently awaiting the appointment of a third party to complete the deficit review. We anticipate that this work will commence in mid July.



## Workstream updates

### Estates & Facilities

HSE estates and SJOGCS are currently completing a desktop review of property. This will establish the level of compliance with appropriate regulations, legislation and national standards.

#### Next Steps

Review potential models for the Estates structure and also finalise the statistics in relation to the transportation fleet.

### ICT

This group is focused on ensuring there is a fit for purpose, stable and secure ICT structure which is responsive to the needs and demands of SJOGCS.

#### Next Steps

Procuring an external consultant to conduct a gap analysis and costing of an implementation plan for ICT.

### Communication

A communications and stakeholder engagement plan has been developed. Family representatives are on the communications work stream.

HSE and SJOGCS are committed to providing regular stakeholder updates and to listen to stakeholders.



# Sustainability Impact assessment June Update



## Key project timelines

