



**THE MULTI-FAITH GROUP FOR  
HEALTHCARE CHAPLAINCY**

**BIENNIAL REVIEW 2003 – 2004**

## CONTENTS

Welcome	3
<i>Rabbi Martin van den Bergh, Chair 2005-06</i>	
The history of the Multi-Faith Group	4
<i>The Hon Barney Leith, Chair 2003-04</i>	
The work of the Multi-Faith Group in 2003-2004	7
<i>Revd Edward Lewis, Chief Officer</i>	
Annexes	
Membership of the Multi-Faith Group	9
Constitution of the Multi-Faith Group for Healthcare Chaplaincy	10

## WELCOME

I am delighted to welcome you to this first edition of the Multi-Faith Group's Biennial Review. Recorded here are the achievements and progress we have made together since the Group was formed in November 2002.

The Conference at which this review is published is part of the recognition that the delivery of chaplaincy and spiritual care is no longer a unitary, add on or optional service, but lies at the heart of patient-centred holistic care in a multi-faith/multi-cultural society. This recognition raises the challenge that spiritual and religious care providers should maintain the high standards expected across the whole healthcare spectrum, and that they should be sensitive to the needs of patients, staff and families.

MFGHC and its precursor the working party that resulted from Multi-Faith Joint National Consultation that took place in 1997, has worked to develop the NHS Chaplaincy Guidance and has brought together all the agencies involved in healthcare Chaplaincy and spiritual care services. Above all it has empowered faith communities to have a voice in an area that is valued by all faiths – the continued respect and support of the human spirit when faced with challenging and often life changing health scenarios.



For that voice to be authentic it also needs to be cognisant of the standards expected of all other healthcare professionals. Therefore the MFGHC is continuing to address issues of authorisation, training and standards. It also needs to ensure that multi-faith provision is both authentic and appropriate to the patient within his or her healthcare encounter.

The MFGHC is a unique forum bringing together diverse faith representatives in a common cause and out of a sense of true friendship and respect; representatives of those well established chaplaincy agencies to whom we owe a debt of gratitude for promoting and developing the concept of multi-faith chaplaincy; and representation from the South Yorkshire Strategic Health Authority which has strategic responsibility for NHS chaplaincy provision, and which is generously sponsoring this conference.

In closing these remarks, I wish to pay tribute to all those who have supported and sustained our development to the stage we are now. Particularly, Bishop Hewlett Thompson who chaired the inaugural conference in 1997 and enabled the working party to start; Barney Leith who lead us so strongly through our formation period and who contributes a note about our history to this review; and, finally, to all those unsung healthcare chaplains who have striven to ensure that their patients and staff of all faiths have been able to receive the chaplaincy-spiritual healthcare appropriate to them. All these are in our hearts as we go forward into our second biennial period.

Rabbi Martin van den Bergh  
Chair, 2005-06

## A little bit of history – the origins and development of the Multi Faith Group for Healthcare Chaplaincy

First moves towards establishing a joint consultation between faith community representatives to plan a common approach towards the future of spiritual care and healthcare chaplaincy were initiated by the Hospital Chaplaincies Council (HCC) in October 1994. At its meeting in October 1995, the HCC decided that the Autumn of 1997 would be a good time to hold such a consultation, after the General Election that would probably take place in the Spring of 1997.

A working party, set up to plan the agenda for the joint consultation first met in Church House in May 1997. They agreed that the main purpose of the 'Joint National Consultation on Spiritual Care/Chaplaincy in the NHS', scheduled for 20 and 21 October 1997 would be to seek a vision of society in 21<sup>st</sup> century Britain that would respect the philosophical and spiritual values of all communities, to confirm the government's objectives for spiritual care in the NHS, and to enable the faith communities to negotiate and co-operate in developing a common system for the provision of spiritual care for their respective communities.



The joint national consultation, with representatives of the major Churches and faith communities, opened in Church House with addresses from Baroness Flather, from Frank Dobson MP, then Secretary of State for Health, and from Alan Langlands, then Chief Executive of the NHS. The whole conference then moved to the All Saints Pastoral Centre, London Colney, where the major work of the consultation took place.

However, it wasn't until 4 June 1998 that the first follow-up meeting from the joint national consultation could take place and the prolonged series of discussions that eventually led to the launch by the Department of Health of *NHS Chaplaincy: Meeting the Spiritual and Religious Needs of Patients and Staff*, the guidance document that replaced HSG (92) 2.

The drafting process by the joint national working party was very carefully done. The then co-ordinator, the Revd Robert Clarke, who was also the Chief Executive of the Hospital Chaplaincies Council, ensured that every voice was heard and that every theme and concern from the faith community spokespersons was registered.

Through the drafting process the faith community representatives worked well together. We learned a great deal about the diverse needs of the different faith communities and particularly about the challenges faced by the smaller communities and those who were new to the field of chaplaincy provision.

But while the faith group representatives developed a real sense of solidarity through working for the common good, unfortunately the wheels of the NHS and the Department of Health ground more slowly than we would have wished and it proved difficult to get the draft documents approved. These difficulties were compounded by changes of Secretary of State and by quite radical changes in the approach of the Department to its oversight of the NHS. Directive language was no longer acceptable and the Working Party had to 'translate' its draft into the new, non-directive, language of guidance.

There were times when we felt that our work would never see the light of day and it really wasn't until the then Chief Nursing Officer, Sarah Mullally, put her authority and considerable energy behind the drafting and approval process that the Working Party could see genuine progress being made.

Following Robert Clarke's retirement as Chief Executive of the Hospital Chaplaincies Council, the Working Party welcomed the Revd Edward Lewis, the new HCC Chief Executive, as its Co-ordinator in the autumn of 2000. It is always challenging to come into the middle of something that has been going on for some years, but Edward rose nobly to the challenge at a time when the Working Party's morale was at a low ebb because of the lack of progress in obtaining approval for the new guidance document.

It is perhaps a sign of the commitment of all the faith group representatives to the importance of chaplaincy in the NHS that the group persevered through its dark moments and that it was able to come out the other side with its unity intact.

Tribute must be paid to the work of Liz Paffey, PA successively to Robert Clarke and Edward Lewis. Liz's calm and efficient administration enabled the group to give of its best. It also helped in the transitional period following Robert's retirement and as Edward took up the reins of the group. Following Liz's retirement the group has learned to rely equally heavily on Tim Battle, one of whose several hats is that of administrator to the Working Party's successor body, the Multi Faith Group for Healthcare Chaplaincy. Tim's excellent work has given us a constitution and has provided us with a framework within which the Multi Faith Group's output on education and standards is being developed.

In February 2002 Edward wrote to the spokespersons for the faith communities to say that he had agreed a 'final timetable' with Lesley Hilton, who had been appointed in the previous year as the Principal Officer for the NHS Executive with responsibility for Hospital Chaplaincy Policy. This was not the first attempt to establish a final timetable and that 'final timetable' was subject to a further year's slippage.

At the same time, the Multi Faith Joint National Working Party was giving consideration to what would happen next. There were suggestions that there could be a commission for multi-faith chaplaincy, but the discussions concluded that the Working Party should be wound up and that those on the Working Party would become the Multi Faith Group for Healthcare Chaplaincy.

The Multi Faith Group was inaugurated without ceremony in November 2002 and continued to work on the draft guidance document. With the support of the Chief Nursing Officer, the document as drafted was put through a further process of rewriting to make it acceptable to the Department of Health's requirements for such documents. The listening exercise for the final draft was launched on 25 June 2003 on the parliamentary estate at a reception, hosted by Peter Bottomley MP, to celebrate the formation of the Multi Faith Group.

The final version of the document, entitled *NHS Chaplaincy: Meeting the Religious and Spiritual Needs of Patients and Staff* was launched at an event in the Great Hall of Bart's Hospital on 5 November 2003 shared with the South Yorkshire NHS Workforce Development Confederation, who were launching *Caring for the Spirit*, their important and parallel document about the professional development of healthcare chaplaincy.

Chief Nursing Officer Sarah Mullally commented at the launch:

The modern NHS should be capable of responding sensitively to the diverse nature of the communities it serves. One way of doing this is for multi-faith support and guidance to be available to today's multi-cultural and spiritually diverse patients and staff.

She went on to thank the members of the Multi Faith Group and its predecessor body, the Joint National Working Party, for working with the NHS and the Department of Health in compiling the guidance.

Of course, this was not the end of the story and the work of the Multi Faith Group for Healthcare Chaplaincy continues.

Barney Leith (former Chair, Multi Faith Group for Healthcare Chaplaincy)

The MFGHC was launched formally at a small event in the Palace of Westminster in June 2003. **The launch event** was hosted by Peter Bottomley MP and the MFGHC was launched by Mrs Sarah Mullally, Chief Nursing Officer, Department of Health on behalf of the Minister of State (Health).



# The work of the Multi-Faith Group in 2003-2004

## The Work of Council

The listening exercise undertaken by the Department of Health to consider the **revised policy guidance** much of which was drafted by the predecessor body to the MFGHC was completed in mid-August 2003. More than 300 comments were received most of them from people working in NHS Trusts with the main areas of comment being on the section about confidentiality (25%) and those on the overall framework and on volunteers (10% each). A small group drawn mainly from MFGHC worked with Department of Health officials to revise the guidance in the light of these comments.

The Council contributed to the joint events with South Yorkshire WDC which launched the **new workforce strategy Caring for the Spirit** to NHS Trust Chairs. Five events took place across the country and the MFGHC involvement was well received and helpful.

The Council was much concerned by the report of the review of the Department of Health's **central allocation for chaplaincy** issued in July 2004. The Council had agreed an approach to funding priorities which suggested that their top priority was support for the development of a central office resource for healthcare chaplaincy in all world faiths but this aspiration was not met. The Council will press the South Yorkshire Strategic Health Authority to which responsibility for implementation has now been passed for equity in this allocation amongst the world faiths

The Council has been involved in meetings and correspondence concerning the relations between various chaplaincy bodies. It has supported the initiative taken by the Chief Nursing Officer to agree a modus operandi amongst several of these and subsequently it supported the proposals for **continuing personal and professional development** in spiritual healthcare put forward by South Yorkshire Strategic Health Authority. The Council has been disappointed that so much effort has been placed on organisational issues to the detriment of those which support delivering spiritual care.

## The work of the Education Committee

The Education Committee was asked to propose criteria which should be used to validate **education and training courses in healthcare chaplaincy**. The Committee suggested that support should be given to courses which were multi-faith and not limited to a single faith community and concerned with aspects of chaplaincy practice as defined in the current chaplaincy occupational standards. The Committee also looked for the involvement of other healthcare professionals; proposals for improving the quality of experience for healthcare users; and conformity with the advice in the SYWDC workforce strategy.

The Education Committee has agreed to **marshal the resources for world faith chaplaincies and multi-faith chaplaincy** already available. The Co-Chairs have written for help to NHS Trust chaplaincies and the results of this effort will be launched in 2005.

Two **study days** were held under the auspices of the Education Committee. The first was a general study day for those interested in world faith chaplaincy held at the Buddhist Society Offices in January 2003. The second was a study day for world faith chaplains held at Derby Royal Infirmary in March 2004. These days were well attended and useful. They were sponsored by the Department of Health and hosted by the Buddhist Society and the Chaplaincy of Derby Royal Infirmary to whom the Council is grateful.

### **The work of the Standards Committee**

The Standards Committee held a study day in Birmingham in March 2003 to begin the preparation of advice for NHS bodies about **standards for healthcare chaplaincy**. The draft standards were considered by the Council and subsequently modified to allow for more easy presentation. They are currently being further refined after informal discussion with a small groups of expert chaplains and will go for listening exercises with the NHS and with chaplaincies during 2005.

The Department of Health consulted on its own NHS standards during summer 2004 without including **any reference to spirituality**. After strong representation from the Council and from South Yorkshire SHA and from individual chaplains, all of whom argued for the inclusion of spirituality in these standards, reference to spirituality was included in the final version issued in July 2004.

### **The work in support of the Multi-Faith Group**

The administration work in support of the Council and its committees has been undertaken by Edward Lewis and his staff. This work has involved support to some 13 committee meetings, 7 bulletins, 5 launch events and numerous other involvements including an excellent website. The Council is grateful for this help in its start-up period which it estimates has a value of some £17K per annum. Despite applying for grant aid, no funds have been forthcoming as yet and the Council will persist in its efforts.

The work of the Council and its Committees would not be possible without the enthusiasm energy and hard work of its members, Chairs and Co-Chairs. They have attended, read, contributed and decided and the results reported here reflect their major contribution of which the Group is justifiably proud. The involvement of members is without expense and usually voluntary.

Revd Edward Lewis  
Chief Officer

## Membership of the Multi-Faith Group at December 2004

<b>Name</b>	<b>Sponsoring faith community/ organisation</b>
Ervad Rustam Bhedwar	Zoroastrian
Mrs Valerina Clark	Bahá'í
Mrs Joy Conway	Jewish
Mr Bimal Krsna das	Hindu
Revd Bob Evans	Free Churches
The Hon Barney Leith – Chair	Bahá'í
Revd Edward Lewis – Chief Officer	Anglican
Rev Robert Lloyd Richards (Observer)	College of Health Care Chaplains
Mr Sital Singh Maan	Sikh
Mr Ron Maddox	Buddhist
Mr Baldev Singh Mawi	Sikh
Mr Manhar Mehta	Jain
Mr Jayman Mehta	Jain
Mr Chowdhury Mueen-Uddin	Muslim
Revd Christine Pocock	Free Churches
HM Shafique Rahman	Muslim
Mr Kishor Ruparelia	Hindu
Mr Paul Seto (resigned October 2004)	Buddhist
Revd Preb. Peter Speck	Anglican
Rt. Revd Howard Tripp (resigned January 2004)	Roman Catholic
Rabbi Martin van den Bergh	Jewish
Mrs Barbara Walsh	South Yorkshire Workforce Development Confederation
Revd Peter Wells	Association of Hospice and Palliative Care Chaplains
Rt. Revd Tom Williams	Roman Catholic

# Constitution of the Multi-Faith Group for Healthcare Chaplaincy

## Object, Aims and Functions

1. The object of the Multi-Faith Group for Healthcare Chaplaincy<sup>1</sup> (the Multi-Faith Group) shall be the advancement of multi-faith healthcare chaplaincy in England and Wales
2. The Multi-Faith Group shall seek to further this object by facilitating a common understanding and support for healthcare chaplaincy amongst Faith Groups, chaplaincy bodies and users; providing a means of consultation between the Faiths about healthcare chaplaincy; and working in co-operation with healthcare and chaplaincy organisations, bodies and authorities.
3. In particular, the Multi-Faith Group shall seek the following:
  - To provide advice to the Department of Health about multi-faith healthcare chaplaincy on behalf of all Faith Groups
  - To enable those Faith Groups engaged in healthcare chaplaincy to formulate, agree and promulgate policy on healthcare chaplaincy in consultation with other chaplaincy bodies;
  - To promote the highest quality of healthcare chaplaincy through the development of agreed standards across all Faith Groups and within healthcare organisations;
  - To assist healthcare organisations in the appointment of appropriately qualified and suitably authorised chaplains through the development of the system of assessors at interview currently undertaken by the Panel of Assessors;
  - To promote the education and training of healthcare chaplains to meet agreed performance standards and to encourage wider learning and education;
  - To ensure that the departments, divisions and boards of the Faith Groups at national and intermediate levels work together as closely as possible.
  - To provide a forum for advice and support to healthcare bodies and organisations within and outside the NHS.
4. The Multi-Faith Group shall make no statement and produce no material which is not solely related to its object, aims and functions without the consent of the constituent organisations. No major policy decision shall be made by the Multi-Faith Group without reference through its representatives to their sponsoring bodies.

## Membership

5. There are three categories of membership of the Multi-Faith Group. Application for each category of membership set out below will need to be agreed by the existing members.
6. Full membership of the Multi-Faith Group shall be open to those Faith Groups in the United Kingdom which have agreed to participate as full members of the Multi-Faith Group, and also to chaplaincy bodies which are multi-faith in their purpose, membership, and governance. The current members at the date of adoption of this Constitution are listed in Schedule A (not attached to this version).

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<sup>1</sup> Throughout this document, reference to chaplain should also be taken to include spiritual care giver and reference to chaplaincy should also be taken to include spiritual care giving.

7. Associate membership is available for chaplaincy organisations which are not eligible for full membership. Associate members may be represented at meetings of the Council of the Multi-Faith Group at which they may speak but not vote. Associate Members shall be eligible to attend and take a full part in the work of sub-committees of the Council of the Multi-Faith Group.
8. Observer status is available to other bodies with an interest in healthcare chaplaincy. Those accepted may be invited to appoint observers to meetings of the committees of the Multi-Faith Group at which they may speak but not vote.

## **Organisation**

9. The Multi-Faith Group comprises the members of the nominating bodies for those Faith Groups and Bodies with membership of the Multi-Faith Group. The Multi-Faith Group shall meet from time to time as agreed by its members. The Multi-Faith Group undertakes the majority of its work through the Council and the council's sub-groups.
10. Each Faith Group nominates two members to the Council. The Council determines the membership and constituency of sub-groups on the recommendation of the Executive meeting. The current sub-groups are the Executive meeting, the Standards Committee, and the Education Committee
11. The Council of the Multi-Faith Group shall meet every four months or as determined by the Member Faiths through the Executive Meeting and will provide an opportunity for Member Faiths to make decisions together on matters pertaining to healthcare chaplaincy which are proper to them
12. The Council shall elect Honorary Officers as Chair, Vice-Chair, Chair - Standards Committee and Chair - Education Committee for a two year term of office not renewable and rotating between the Faith Groups.
13. The Honorary Officers will designate a Chief Officer to manage resources on its behalf and will agree and monitor a management contract for these activities.
14. The Executive Meeting comprises the Honorary Officers and the Chief Officer. Minutes of these meetings shall be kept by the Chief Officer and a summary reported to Council.
15. The Standards Committee will meet as necessary to advise Council on issues concerned with the setting and maintaining of healthcare chaplaincy standards. The Standards Committee comprises a Chair appointed by the Council and ten other members appointed equally between the Council and the College of Health Care Chaplains (or other body representative of healthcare chaplains).
16. The Education Committee will meet as necessary to advise Council on issues concerned with the education and training of healthcare chaplains. The Education Committee comprises a Chair appointed by the Council and ten other members appointed equally between the Council and the College of Health Care Chaplains (or other body representative of healthcare chaplains).
17. The Council shall appoint such other Committees/ Panels as it deems necessary for the general administration of the Multi-Faith Group.

## **Finance**

18. The work of the Multi-Faith Group shall be maintained through grant aid from other bodies and, where possible, through contributions from the Member Faith Groups.

19. The Multi-Faith Group shall approve an annual budget for its work which shall be monitored by the Council.
20. The work of the Multi-Faith Group shall be reported to constituent organisations in an Annual Report.
21. The Chief Officer of the Multi-Faith Group shall be responsible for ensuring that accounts and records of financial matters pertaining to the Multi-Faith Group's work are maintained in accordance with best practice.

### **Rules**

22. The Executive Meeting may make and amend all Rules necessary for the conduct and operation of the Multi-Faith Group. At least three months notice of change should be provided to the Member Faiths to enable full consultation to take place provided that such Rules shall not be inconsistent with the provisions of the Constitution.

### **Alterations to the Constitution**

23. This Constitution may be amended with the consent of not less than 75% in number of the Full Member Faiths provided that sufficient notice of the amendment (being at least two months) is given to the Member Faiths to enable their decision-making bodies to consider the amendment.

### **Dissolution**

24. The Multi-Faith Group may be dissolved by a Resolution passed by not less than 75% in number of the Full Member Faiths by their representatives present and voting at a Special General Meeting convened for the purpose of which at least six months notice shall have been given to the Member Faiths. Such resolution may give instructions for the disposal of any assets held by or in the name of the Multi-Faith Group .

Approved by Council on 4<sup>th</sup> November 2002