



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

BIENNIAL REVIEW 2007 – 2008

March 2009

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The Multi-Faith Group for Healthcare Chaplaincy was established in 2002 in order to advance multi-faith healthcare chaplaincy in England and Wales.

The Multi-Faith Group seeks to facilitate a common understanding and support for healthcare chaplaincy amongst faith groups, chaplaincy bodies and healthcare organisations. It provides a means of consultation between the Faiths about healthcare chaplaincy and works in co-operation with healthcare and chaplaincy organisations.

WELCOME

Welcome to the third biennial review of the work of the Multi-Faith Group for Healthcare Chaplaincy.

At the beginning of this review, I wish to pay tribute to members who are retiring and those who have lead us in this period. Mr Sital Singh Maan has been chairman since October 2006 and has guided us through a turbulent period for the NHS and for chaplains. His calm approach and wise council have greatly assisted our deliberations.

Other members of Council have moved on and I also pay tribute to George Cobb, Linda Coulter, Bimal Krishna Das, Bob Evans, Louise Morrissey and Jayne Shepherd. To all these go our best wishes and thanks.

In mid-2007, the development work on the chaplaincy workforce which had been lead by the NHS in Sheffield for six years ended. The development of multi-faith chaplaincy owes much to the inspiration and support of Barbara Walsh, [name] and Derek Thomson who have worked so hard on its behalf. We look forward to similar support as the advice to health commissioners about commissioning chaplaincy-spiritual care is implemented.

The achievements recorded in this review reflect the deep and active involvement of many people in the work of healthcare chaplaincy to whom the Group is grateful.

Manhar Mehta
Chairman

The progress made by the Multi-Faith Group is achieved through the hard work of many people in the Faith Communities, the NHS and in healthcare and chaplaincy. Their support is crucial to our success and I pay tribute to it here. The administration of the Group's work has been undertaken by Tim Battle and Mary Ingledew in Church House and by Fred Coutts for the Group's website at www.mfqhc.com. To them also go grateful thanks.

Edward Lewis
Chief Officer

THE WORK OF THE MULTI-FAITH GROUP IN 2007-2008

The work of Council

As indicated in its last review, the Council is keen to strengthen **relations between the various chaplaincy bodies**. Apart from the synergy this would achieve, the Council is conscious that chaplaincy is a small professional grouping within the NHS and that there is strength in unity.

The Council therefore sought to arrange a Conference of chaplaincy bodies in early 2007 to discuss how best the various leadership initiatives in chaplaincy could be endorsed and sustained. Regrettably, the College of Health Care Chaplains was unwilling to take part in this Conference which was subsequently replaced by a leadership seminar for Council members.

The leadership issues identified at the seminar in September 2007 included the need for a consistent approach to the allocation of the central allocation for hospital chaplaincy; the need to engender financial support for educational aspects of the development of world faith chaplaincies; the need to challenge NHS management as to whether the spirit and soul of the NHS was being lost in the turbulence of the management agenda; and the requirement to determine with NHS and Department of Health management what might be the appropriate emphasis on spiritual well-being in future plans.

The Council received a report in January 2007 that agreement had been reached between the various parties in Worcester to a settlement of the difficulties arising from the decision of the **Worcester Acute Services NHS Trust** to make its chaplaincy team redundant. The Council concluded that the DH policy guidance was not sufficiently strong enough to ensure that the policy was followed. They agreed to raise this officially in due course.

The Council reviewed the **categories of membership** allowed under its constitution in the light of concerns that bodies with an interest in chaplaincy but not necessarily espousing any particular religion might be unfairly excluded. It was agreed that the current membership categories were appropriate and that membership by those organisations of no particular faith/religion should not be granted full membership

The Council continues to pursue the task of preparing and facilitating the **development of authorisation processes** in all Faith Communities. In the Buddhist community, two groups had emerged which wished to be seen as the single authorisation body for their particular chaplains. Only one body wished to provide such a service to the whole community and the Council agreed that it wished to designate this body, the Buddhist Healthcare Chaplaincy Group to lead on these developments for the Buddhist community.

The Council had been kept up to date and had supported ***the project on informed consent*** lead by the Revd Susan Hollins. Council members were therefore disappointed to be told that the NHS Information Standards Board had decided to end the project because of the challenges facing its own work on consent issues. It is understood however that a standard containing the agreed list of religions will be published in the near future.

The ***national dress code "bare below the elbows"*** was published in 2007 without full discussion with faith communities as to the impact this might have on those in faith communities. Subsequent discussions about the impact especially for the Jewish, Muslim and Sikh communities have lead the Department of Health to achieve some clarification and coherence in the way the code is being implemented.

Mr Mike Penning MP visited the Council's May 2008 meeting to discuss the formation of ***the All Party Parliamentary Group for Hospital Chaplaincy*** (APG). The APG wrote to healthcare chaplains requesting evidence in June and the Council submitted evidence in October. This covered the importance or retaining chaplaincy as a directly funded NHS service; issues in the development of the multi-faith chaplaincy workforce and proposals for a development framework for chaplaincy.

There was a gap in ***the links to ministers and officials over health policy issues*** following the surrender by NHS Yorkshire and the Humber of its responsibility for operational leadership and the workforce development of chaplains in October 2007. Subsequently, Mr Barry Mussenden of the Equality and Human Rights Division was designated as the lead officer in July 2008 and the Council looks forward to building a fruitful working relationship with him and his colleagues over time.

The Council was surprised to be informed that the Experience Corps had been commissioned by the Department of Communities and local Government to develop ***standards for the engagement of chaplains in public institutions***. The Council has submitted all its up to date information about the recruitment and selection of NHS chaplains and was therefore disappointed to discover that another consultancy had been asked to pilot job descriptions for chaplains which were far removed from those in current use within the NHS. Members of both the Council and other chaplaincy bodies are involved in these continuing discussions.

The Council noted with approval the issue of ***further guidance on the use of assessors at chaplaincy appointments*** in July 2008. This was endorsed by the Chief Nursing Officer in September but appeared to clash with proposals by a new body, the UK Board for Healthcare Chaplaincy, to appoint professional assessors for interviews. No information was known about the new body and the Council has sought information from its sponsors the chaplaincy membership bodies.

The work of the Education Committee

The Committee has agreed a statement about the content and KSF levels for introductory training for new healthcare chaplains and visitors.

The Co-Chairs of the Education Committee had attended a meeting in December 2007 convened on behalf of the Caring for the Spirit NHS Project between chaplaincy bodies and Higher Education Institutions undertaking chaplaincy education to discuss ***the curriculum for healthcare chaplaincy***. The meeting had agreed that the HEIs should continue discussions about curriculum and that the Education Committee and the Chaplaincy Academic and Accreditation Board should meet to discuss the status of the competences and capabilities statement recently published by the Scottish NES.

The meeting of representatives had taken place in January 2008 when a generalised discussion had been held about the Scottish document with the Education Committee representatives not able to commit to its acceptance as ***a statement of National Occupational Standards*** as were the members of CAAB. It was agreed that the comments in detail should be discussed at a further meeting and MFGHC has collated these. Unfortunately, CAAB members were not able to meet on the agreed further date and have not committed themselves to any further discussion.

The Education Committee has noted the ***substantial progress in the Muslim Community*** with its first introductory course for aspiring Muslim chaplains being held in May 2007. The Committee noted also that the Joint Training Office had revised its approach to training courses which would in future be shorter and provided locally.

The Standards Committee has not met during this time.

The work on Finance

The Council relies heavily on the Department of Health for support via ***the central allocation for hospital chaplaincy***, as do most of the Faith Communities. This relatively small sum makes a great difference to the way in which Faith Communities work and its irregular payment causes great concern, particularly when staff salaries are involved.

The Multi-Faith Group has instituted ***banking arrangements*** with Lloyds TSB Bank in Waterloo, London. This ensures that the group has control over its finances and assets and is preparation for a more independent status over time.

In 2006, the Multi-Faith Group was successful in a **grant application to the Community Development Foundation (CDF)**. The sum of £5000 was made available for education and training and taken up in the Jain and the Sikh communities. Because the grant could not be carried over to 2008, some funds were returned.

As with all Government-sponsored organisations, the CDF set conditions for its grants which include publication of the grant accounts in the annual report and independent examination as a form of financial audit. The independent examination was carried out by Wood and Co. of Salisbury, SP3 6LD. The accounts included the income and expenditure for the period November 2006 to 9th March 2009.

Income	£5,000
Expenses	
- Allocation to Jain Faith Community	£1630
- Allocation to Sikh Faith Community	£1526
- Returned to CDF	£1844
Deficit/ Surplus	£0

Tim Battle
Administrator

ANNEX

Membership of the Multi-Faith Group at December 2008

Name	Sponsoring faith community/ organisation
Revd Anne Aldridge	College of Health Care Chaplains
Mr Kobad Avari	Zoroastrian
Ervad Rustam Bhedwar	Zoroastrian
Revd Nigel Goodfellow	Free Churches
Mr Simon Goulden	Jewish
Revd Stig Graham	Association of Hospice and Palliative Care Chaplains
Revd Debbie Hodge	Free Churches
Mr Peter Hulme	Bahá'í
Revd Derek Johnson	Northern Ireland Healthcare Chaplains Association
The Hon Barney Leith	Bahá'í
Revd Edward Lewis – Chief Officer	Anglican
Mr Sital Singh Maan – Chair	Sikh
Mr Ron Maddox	Buddhist
Revd Fr Paul Mason	Roman Catholic
Mr Baldev Singh Mawi	Sikh
Mr Jayman Mehta	Jain
Mr Manhar Mehta - Vice-Chair	Jain
Revd David Mitchell	Association of Hospice and Palliative Care Chaplains
Mr Chowdhury Mueen-Uddin	Muslim
Mr Keith Munnings	Buddhist
HM Shafique Rahman	Muslim
Mr Kishor Ruparelia	Hindu
Rabbi Meir Salasnik	Jewish
Pandit Madhu Shastri	Hindu
Mrs Deborah Wheeler	Anglican
Rt. Revd Tom Williams	Roman Catholic