



SACH

Number 13

March 2003

Soundings

Spiritual Care Guidelines

Work is now progressing all over Scotland to produce Spiritual Care policies for Health Board areas. Chaplains are being involved to a greater or lesser extent in the process. Three chaplains in the north and east are playing a lead role in their areas. In Highland, Iain Macritchie has been given a session and a half a week to work with a small team to work on the Guidelines. A similar pattern is in place in Grampian where Fred Coutts is leading the process. Tayside has been working on the Guideline process for a year and has advertised and now appointed a Head of Department (Gillian Munro) who will lead the next stage of preparing their Spiritual Care Policy.

Copies of the Spiritual Care in NHS Scotland Guidelines [HDL (2002) 76] can be obtained from Chris Levison (Address Page 4) or on the internet at [www.spiritualcare.org.uk/hdl\(2002\)76.pdf](http://www.spiritualcare.org.uk/hdl(2002)76.pdf)

News From Fife

In response to the launch of the new guidelines for Spiritual Care in the NHS we drew together a programme for a Trust wide Spiritual Care Study Day which took place on 2 October 2002- just before the guidelines were distributed to Trusts. Over 50 members of staff attended the day which was held across the Trust at Queen Margaret and Victoria Hospitals. The new Guidelines on Spiritual Care for NHS Trusts, published by the Scottish Executive, were introduced by Chris Levison, Chaplaincy Training and Development Manager, who also made a short presentation to the Trust Board. His colleague Andrew Moore spoke on Spiritual Aspects of Healthcare with the Chaplains illustrating spiritual and pastoral care situations by sharing some case studies.

Staff participated in a discussion on a presentation on "Cultural diversity and our common humanity" prepared by Salma Siddique from F.R.A.E. Fife (Fairness, Race Awareness, and Equality). The diversity of staff attending and the level of participation make an encouraging basis for future training sessions, particularly in the area of the diverse cultural and spiritual needs of

our patients.

The feedback received was positive and the following areas among those suggested for further study days on Bereavement Care, Staff Support, Role of Volunteers, Input from Patients/Carers and Input from leaders of various Faiths.

We are now in the middle of a Spiritual Care Audit which we are taking forward with the help of a Clinical Effectiveness Facilitator. The first phase of this audit is a staff questionnaire which we hope will help us assess how much recognition is given by staff to Spiritual Care and provide evidence to further develop Spiritual Care as an integral part of a multidisciplinary approach to patient care. We envisage exploring some of the issues raised by this assessment by working with staff in focus groups.

We would be pleased to hear from any colleagues who have experience of Spiritual Care audit and particularly, the focus group approach to issues.

Ian MacDonald and Isabel Whyte
Fife Acute Hospitals.

Are you a skimmer or a sinker?



Derek Brown

I'd love to know how you read your *SACH Soundings*. Are you a skimmer or a sinker? When the mailing comes in do you find yourself flicking through the pages at the headlines hoping to find something of interest before filing it reverently? Or, are you one to immerse yourself in the fine print looking for spelling (sic) mistakes, rolling each phrase around your mouth like a fine wine?

Either way, I hope there is something to appeal to you in this edition! There are certainly many topics of interest to chaplains the length and breadth of the country at the moment. The Executive has been monitoring these and I am pleased to say that we have had the first joint meeting with the Executive of the College of Healthcare Chaplains (Scotland Branch) at Perth in February. As you can imagine many of the issues current in our sphere of work can best be addressed by all parties representing the interests of chaplains. We are delighted at this opportunity to share with the College and look forward to co-operating on other matters.

At our joint meeting we discussed several items of common concern.

1. The Scottish Executive **Guidelines for Spiritual Care** have produced a welter of activity in some areas and much less in others. Progress seemed to be much slower in those places where Trusts employed only part-time chaplains. In Tayside there has been a move to direct NHS employment as a result of the Guidelines and this was likely to be the trend in the future. There was concern expressed about whether the current interest in spiritual care in the NHS would be maintained over the medium term.

2. Handbook for Healthcare Chaplains

This handbook has been produced by National Mission and is due to be presented to General Assembly in May for approval. Concern was voiced very strongly about the

lack of consultation with healthcare chaplains and the many inaccuracies contained in the text. No account seemed to be taken of the context in which chaplains work or the work that SACH and the College have been doing on Codes of Conduct.

While acknowledging that a handbook for employees was something to be desired both Executives agreed to write a joint letter expressing their strong concern over the content and presentation of the handbook.

3. Church of Scotland Pension Scheme

Concern was raised about the changes due to come into force in 2004 which will mean that parish ministers living in a manse will enjoy a much greater level of allowances than their chaplaincy colleagues who are also church employees. A joint letter was sent to the Board of National Mission pointing out this anomaly and asking for clarification.

4. Agenda for Change

This is a comprehensive document covering terms and conditions for all NHS staff. It will only affect those chaplains directly employed by Trusts but the Board of National Mission would of necessity need to consider its position regarding the changes.

A consultation day to be held in Glasgow on 24 March will help explain what it may mean for chaplains.

These are some of the major issues going on at the moment. But what are your concerns? Are there things that need addressing in your own hospitals? Please do let me know if you think there is anything that SACH can do, since that is why we're here!

I'm off to skim through *War and Peace*. See you sometime.

Wishing you every blessing in your work.

Derek Brown

President

Write to SACH

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Journal Update

The past year has seen significant activity nationally within chaplaincy and spiritual care in Scotland, not least of which was the publication of the long awaited *Guidelines on Chaplaincy and Spiritual Care in the NHS in Scotland*. In March this year the Church of Scotland's Board of National Mission is hosting a conference *Chaplaincy for Tomorrow*, at which the journal's editorial board will be represented. Add to these significant events the European

Network of Health Care Chaplaincy we have not been struggling for ideas to develop the breadth and content of the Journal, just the usual difficulty of encouraging people to have the confidence to write.

Through the grapevine we heard of a change of editor for our sister organisation's journal: The College of Healthcare Chaplaincy (CHCC). The editorial board decided to approach the new editor, Simon Harrison, to develop a working relationship. The response was

positive. We will begin by the editors exchanging copies of our respective journals. CHCC is likely to follow our model of an editorial board and once in place we can hopefully work to compliment each others work rather than compete, and so develop and fulfill our aim: to assist healthcare chaplains and healthcare workers as they strive to provide spiritual, religious, and pastoral care within the contemporary healthcare setting.

David Mitchell

Joint Editor

Comings and Going

Big changes are taking place in Aberdeen where **Bill Campbell** has retired from the Royal Cornhill Hospital. The advertisement for the post produced insufficient interest to interview and **Muriel Knox** has been deployed meantime, from the Grampian University Hospitals team to act as chaplain on a half time basis until July. **Gillian Munro** has been appointed to the Head of Department post in NHS Tayside and will leave Aberdeen at the end of March. **Sylvia Spencer** (the Aberdeen Episcopal Chaplain) and **Marian Cowie** (part time chaplain at the Aberdeen City Hospital) have been appointed to part time *locum* posts. The new chaplain appointed to the vacant post at the **Southern General** in Glasgow is expected to begin in July. At Easter time, **Lorna Murray** will be leaving the Royal Edinburgh Hospital and the Community Mental Health Chaplaincy to spend a year with her husband Derek at Bangalore in India.



Gillian Munro has been appointed at Head of Department of Spiritual and Religious Care in NHS Tayside

An invitation has been received from the College of Health Care Chaplains for members of SACH to participate in their Annual Study Course. SACH members will pay the same fee now as members of CHCC: £450. [See Below]

7-10 July 2003

**College of Health Care Chaplains
Annual Study Course 2003**

"Reflecting Together"

University Hall, Cardiff University

Cost: (members) £450.00

(non-members) £510.00

The theme will be based on "Reflecting together" and will build sessions around this important aspect of chaplaincy work. The study course will be lead by Rev Preb Peter Speck, Visiting Fellow, Faculty of Medicine, Southampton and Hon Research Fellow, Department of Palliative Care and Policy, King's College London.

Application form and programme from:

Rev Nick Flood, CHCC Treasurer,

Phone :01962 824906 (Direct Line)

E-mail: kammez@waitrose.com

Scratchings from the Training and Development Officer

The meetings are prolific and, we hope, productive. Health Boards all over the country are getting down to work on the Guidelines and trying to see what they will mean in practice. We will keep you informed through *Training Matters*, study days and conferences. It is our hope that chaplains and others will feel involved and able to make valuable contributions to the eventual policies and plans. Three recent days may be of some interest.

On 23 January Andrew and I were involved in a **study day for Roman Catholic chaplains** in Glasgow. This was set up at the invitation of Bishop Mario Conti who had hoped to be present but unfortunately was unable on the day. We looked at the Guidelines and the implications for those present. A major worry is the lack of priests to fulfil the work and yet this might be an encouragement for more lay people to be trained for chaplaincy service. There are on call issues with chaplains assigned to large hospitals having an especially heavy on call work load. In the afternoon Anne Harper spoke on her situation as a generic chaplain and the joys and tribulations of a somewhat under resourced team. Dr Sheila McGettrick, a consultant at the Prince and Princess of Wales Hospice spoke of their work and the need for chaplaincy and spiritual care in this context. It was a worthwhile day and I

hope made clear both the possibilities from the guidelines and the ecumenical, all faith and “no particular faith” responsibilities of chaplaincy today.

On 4 February the second “**Talking Spirituality**” course was held in Glasgow. Unfortunately Harriet Mowatt was snowbound in Inverness but Desmond Ryan led the day with Mary Thomas. This course helps chaplains to think about how to teach spirituality to staff and others and it does so in a variety of ways - talking, listening, group work and reflecting. I don’t think they will mind too much if I suggest that they are conveying that spirituality must be “felt and smel’t as much as it is tel’t” - an obvious title for next year’s health care spirituality best seller novel! The next “Talking Spirituality” is in Inverness on 6th May.

The 11 February saw a new **study day dealing with how and why we recruit, train and use volunteers**. There were around 18 present and in the morning we introduced ourselves and explained why we had come, looked at some basic issues and heard from Gillian Munro how the Aberdeen model of volunteering works. Following buzz groups which refused to stop on the first time of asking, we continued after lunch with input from Bryan Bannerman the Voluntary Services Manager from Glasgow South

Trust who told us about attitudes and regulations surrounding volunteering today. Four chaplaincy volunteers then made up a panel and talked on how they had got into such work, how they had been trained, what they did and how they enjoyed it. We looked at some of the material which has been produced as a “volunteers health care chaplaincy resource” by the Hospital Chaplaincies Council and discussed how we would improve it.

It was an interesting day and the evaluations were generally very appreciative. There was one however (isn’t there always) who had circled the number 5 in every case. (Totally irrelevant and unhelpful!) Was he/she having a bad day? Had he/she come to the wrong conference? Or as I like to think, had he/she read the options upside down and really intended to say that the whole thing was excellent? We’ll never know - unless, that is, you come forward and tell us!

Chris Levison

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STUDY LEAVE AT ROXBURGHE HOUSE, ABERDEEN

It was with a little trepidation tinged with facing the unknown that I embarked on a short attachment leaving the island and rural background for the 'big city' (outskirts to be exact) and to learn as much as possible about Palliative Care to assist me in my pastoral Ministry where more and more instances of Cancer was prevalent, and particularly to have 'hands on' with the Chaplaincy Work.

Roxburghe House is in fact a Specialist Palliative Care Unit with both a hospice and a Day Care Unit. I worked in close liaison with the Chaplain the Rev Gillian Munro, who allocated specific responsibilities. I gained much experience working alongside the patients, their relatives, staff, volunteers and ancillary services, who all made different kinds of demands and many required support.

It was the whole ethos and atmosphere that hit me when first visiting the Unit and Day Care Unit. The warmth, the humour, the fact that people worked as a team (right across the Board), the friendliness, a safe place to be. The 'openness' and 'honesty'. A place where 'people centred care' was very evident. People had time for each other. To be there for everyone, no matter their religious background

or not, to get alongside and to be available, helping in any way possible.

It was good to take or participate in the Weekly Services on a Sunday in the hospice and the Quiet Time each weekday (when possible) for 30 minutes in the Day Unit. To attend funerals, visit homes and to take a funeral when invited.

As a result of my Study Leave, I am sure I will be more understanding and equipped to deal with people with no religious background. To understand the progress of the disease a little better and to be able to equip others (members of my congregations) who have pastoral gifts and working with people facing terminal illnesses. I thank Gillian and others who made this attachment possible. As many staff and volunteers said to me, 'It was a great levelling experience' for me to have accomplished. The work within Palliative Care will always have a special place in my heart.

Tom Clark, Minister of Orphir & Stenness Churches of Scotland, Orkney spent Study leave at Roxburghe House, Aberdeen in August and September 2002.

Multifaith.....Multicultural.....

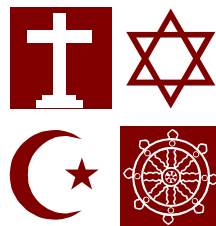
I may be behind everyone else, but in case I'm not, the Festival Shop in Birmingham is a great resource. They have a free catalogue of Multifaith, Multicultural and Citizenship Resources. I have found them very helpful and they have good material.

Two books that might be of particular interest to SACH members:

Neville A. Kirkwood: *A Hospital Handbook on Multiculturalism & Religion - practical guidelines for health care workers* Continuum International Publishing Group - Morehouse; ISBN: 081921793X £5.99

Yude Meryl: *Faith Facts - A multifaith perspective* Festival Shop; ISBN: 0953526909 £7.95

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One Scotland—Many Cultures
www.onescotland.com

Hospitals, Healthcare and University Sub-Committee

Meeting held on 21 January 2003

On-Call Survey

The findings of the on call survey were reported to the committee. The findings revealed a variety of methods for providing on-call cover from the provision of a list system to the provision of a 24 hrs 7 days a week service. It was noted that generally chaplains are expected to provide a 24 hrs 7 days a week service using both full-time and part-time chaplains. The most common experience for chaplains was that they were on-call either every 2nd week or every 3rd week. With regard to weeknight on-call cover, this varied from 6 days per week with no day free from 24 hr on-call cover to 7 nights every 4 weeks. This variation in practice was also carried over into the number of hours that chaplains were expected to be on-call. Some chaplains were on-call for 14 hours over a 2-week period while others were on-call up to 208 hours over the same period. The generally expressed view was that chaplains should be expected to be on call no more than 3 nights a week and that this should not include weekends.

Study Leave Reports

Reports were received from Rev Isabel Whyte who was examining Fair Access to Spiritual Care for people of all Faiths and Cultures in Acute Healthcare, and also from Rev Georgina Nelson who was participating in a course of Clinical Pastoral Education.

Patient Privacy

A letter was received from the Archbishop's

Council encouraging all chaplains working within the NHS to air their views on proposals which will determine who can see information held in patient medical records. The body which is leading this consultation process is The NHS Information Authority and can be contacted by phone 08453 660066 or by visiting their web site at www.nhsia.nhs.uk/confidentiality

Pensions

The issue of the housing allowance received by chaplains and the impact this is having on pensions is currently being pursued by the committee.

Healthcare Chaplaincy Training and Development Officer's Report

Rev Chris Levison presented his report and stated that he had completed his first year as The Healthcare Chaplaincy training and Development Officer. The objectives that he is currently pursuing are:

1. To help Trusts implement the Scottish executive Document on Spiritual Care.
2. Explore the possible development of a qualification in chaplaincy.
3. Provide support and supervision.
4. Provide study days for all chaplains.
5. Develop standards for healthcare chaplaincy.

Stuart J Macdonald

represents SACH on the Hospitals, Healthcare and



We have a wee service on Sunday
.....if you would like to come along.

SACH Soundings needs more jokes, amusing stories and pictures!

I am grateful to Melville Schofield (the former chaplain at the Western in Edinburgh) who showed me this cartoon.

The next edition of *SACH Soundings* will be published in June 2003. Send news, articles, stories, pictures and ideas by the end of May to:

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