



National Professional Committee



Annual Report 2006/7

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Introduction

The Revd Dr Chris Swift - President



I am delighted to introduce to members this annual report on behalf of the College's National Professional Committee.

It is the most detailed annual report ever produced by the NPC, reflecting the developing role of the College across a wide range of areas. A limited number of hard copies are available upon request in addition to the electronic version.

I hope that you will enjoy reading the reports contained in these pages, and share the sense of achievement felt by the members of the NPC for all that has been accomplished in 2006/7.

If you require further information about any aspect of this report please do not hesitate to contact myself, or any other member of the National Professional Committee.

Chris Swift

President's Report

Chris Swift

The start of my second term of office as President saw a period of intense activity in support of the chaplaincy team in Worcester. For a few days in September 2006 chaplaincy was in the media spotlight as never before. In radio interviews, on BBC News 24 and in print, the College represented the concerns of those threatened by potential cuts to chaplaincy services.

With the support of the College Executive I sought to ensure that no NHS Trust would see chaplaincy as a 'soft target' – removed with little fuss. While minor budget reductions are widespread, fundamental challenges to the existence of chaplaincy departments are still relatively few and far between. Where serious threats have emerged the College's policy has been to meet each one with a strategy combining local faith communities, Council health scrutiny committees as well as local and national press.

While these activities have taken much of my time this year, it has also been important to support longer term developments that strengthen the standing of professional chaplaincy. I have valued the opportunity to work closely with the presidents of the other bodies. Together with George Cobb (AHPCC) and Derek Brown (SACH) the College leadership has shared work of common concern. The greatest example of this in 2007 was the production and distribution of the CPD portfolio to all our members. I would like to record my thanks to Amicus for funding this major advance in continuing professional development, and to Derek Fraser/ CAAB for providing such clear guidance for its use.

Jayne Shepherd's election as Vice President at the November meeting of the NPC has made a considerable difference to the workload of the College leadership. Jayne has been an excellent VP, ably representing the College at a range of meetings. This is all the more remarkable given Jayne's other major College role as organiser of the annual study course.

In addition to the more routine duties of the presidency I have written for the *Journal*, *Amicus' Health World*, the *Church Times* and spoken at the annual conference of BRAKE, the road safety charity. In June I was invited as President to attend the launch of a new bereavement advice centre at the House of Commons. A highlight of the year was a trip to the USA at the invitation of the College of Pastoral Supervision and Psychotherapy (see report in Appendix B).

At the AGM and Annual Dinner the College will be able to express its thanks to the officers who have served it during the past 12 months. Carol English has continued to give excellent support to CHCC, despite an ever increasing workload. Nick Flood has once again overseen the complexities of another financial year, and all the Executive and Branch Representatives have served CHCC with distinction.

Following the AGM this year Chris Webber, our Registrar, will retire. Chris has been an invaluable source of support and advice in the last 8 years. I am sure that I am echoing the feelings of the past presidents when I say that Chris has performed his duties with ability, sensitivity and flexibility. The support Chris has given individual NPC members has been exemplary and, on a personal note, I owe a debt of gratitude to him for his (almost) constant availability and measured wisdom. At the April NPC meeting we held a dinner in his honour and were delighted to welcome Mrs Jean Webber to join us for that occasion. Without doubt, we will all miss Chris greatly.

As we look forward the 2007/8 Business Plan (contained in this report) describes NPC priorities and how they will be achieved. Given the cuts to chaplaincy resources that we see around it is excellent news that Unite has agreed to increase the hours for the new Registrar by 20%. This will enable the College to further develop its work, and I am sure that the successful candidate for the post will be invaluable not only to the current leadership but, at the end of 2007, for my successor and the Executive.

This is my last annual report as President. It has been an honour to work alongside colleagues on the Council and NPC for the past 9 years, and a privilege to serve as President for the last 3 years. The collegiality of CHCC has grown in recent years, and it has been a delight to work with officers who have demonstrated a passion for chaplaincy as well as a commitment to employ only the highest standards of integrity. I am confident that the College will continue to blossom with Unite, and in partnership with the other professional bodies.

NPC report on performance measured by 2006/7 Plan	
1. CHCC Business Plan 2006/7 - discussed and agreed	Achieved at AGM
2. CPD Folders sent to all AHPCC/ CHCC/SACH chaplains	Achieved in 2007
3. Review of Registrar post undertaken and published	Achieved in 2007
4. Training Schedule collated and published for 2007	Achieved in 2007 (included in Newsletter)
5. NPC proposal for Public Relations Officer	No successful applicants
6. Journal cost partly off-set by stand alone subscription	Deferred to 2007/8 for full NPC financial review
7. Fitness to Practice Group created and supported	See below item 9
8. Part-time chaplains training resource issued	Deferred to 2007/8 following NPC decision to develop e-learning
9. UK Professional Assessors Scheme established	NPC to consider in 2007/8 creating a joint independent panel for 7 & 9
10. CHCC Business Plan agreed for 2007/8	Achieved by AGM on 4 th July 2007

Hon Treasurer's Report – Year ended 31ST December 2006

Nick Flood

BRANCH FUNDS

Receipts

Proportion of Members' Subs	1288.28
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Payments

Web Site Maintenance	845.00
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President's Expenses	180.33
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Meeting Expenses	113.50
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Sub-Branches	288.02
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Consumables	125.60
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Miscellaneous	111.94
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1664.39

Excess of Payments over Receipts (376.11)

Cash & Bank Balances at 1 st January 2006	912.85
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<u>Cash & Bank Balances at 31st December 2006</u>	536.74
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BURSARY & TRAINING FUNDS

Funds generated by

Annual Study Course	5388.65
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MHRG Conference (see Note)	2110.77
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In-Service Training (MHRG)	1281.81
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Introductory Course (see Note)	100.21
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Fees recovered from earlier years	880.00
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9761.44

Payments

Publication of Journal	3584.95
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Code of Conduct	632.00
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International Conferences etc	1325.92
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Developmental Meetings	1902.19
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Bursaries	3498.00
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IT Equipment	593.99
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Other Training Costs (net)	1236.70
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12773.75

<u>Net Outgoings</u>	(3012.31)
Cash & Bank Balances at 1 st January 2006	17415.25

<u>Cash & Bank Balances at 31st December 2006</u>	14402.94
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Note – since 31st December 2006 fees of £920 in respect of the Introductory Course and £375 for the MHRG Conference have been received.

Registrar

Chris Webber

1. Membership

Membership during the year experienced a small initial decline, probably an effect of the ongoing staffing reductions and financial pressures in the NHS. However, for the past six months the figure has remained constant at around 940 subscribing members. The first six months of 2007 have seen a steady number of new members to whom I sent Welcome Packs, two-thirds of whom are whole-time chaplains, which is double the normal percentage.

2. Voluntary Register

The Voluntary Register continues to be maintained by myself, and is a key feature of the work towards Registration which is further detailed in the reports from the Registration Steering Group.

3. National Professional Committee (NPC) Elections

As a result of changed situations by Regional Representatives, elections have been held in the Wessex & Oxford and Trent Regions. The Wessex & Oxford election is still pending, whilst Roger Abbott has been elected for the Trent Region.

Elections will be an early work priority for my successor as Registrar, since the election programme for the post of President and for six Regional Representatives should begin in August 2007.

4. Communications with Members

I have continued to arrange and attend NPC, Executive, PIG and RSG meetings, together with attending Regional meetings and sub-groups as required. Contact with the President, NPC and Executive members, and, of course, Carol English, has been regular and frequent.

Direct contact with individual members and prospective members, by e-mail and telephone, remains a large part of the Registrar's work, and I hope that my input has given some help to members, not only in relieving some of their frustrations, but also helping in times of what are often situations of considerable personal pressure.

5. Conclusion

This will be my last report as Registrar, and I would like to thank all the membership for what has been a truly memorable and enjoyable nine years. It has been a pleasure and privilege to work with you all, and I shall carry many memories with me. It has been a period, as David Equeall quoted in his Presidential address "of good times and bad times", there have been instances of individuals and groups seeking to attack or disparage the work of CHCC, with heated reactions on both sides, but the good times have far exceeded the bad over the whole period.

Looking back over the past years I can see clearly how far CHCC and health care chaplaincy has advanced and developed to meet the challenges of a fast-changing environment. The greater acceptance of chaplaincy as an integral part of the professional health care team is due, in large part, to the efforts of CHCC and its members, and I would like to pay a particular tribute to those who have taken on the responsibilities as President during this time, to all Council and NPC members and to those who I am pleased to call my friends. Of all these, I would like especially to thank Carol English, who has not only provided tremendous support to all CHCC chaplains, but guided me through the mysterious paths of a trade union organisation.



Retiring CHCC Registrar Chris Webber

CHCC Professional Liaison Officer, Amicus Health

Carol English

New Union

From 1st May 2007 we have a new union. Amicus and the Transport and General Workers Union amalgamated to form the largest union in the UK – “Unite”. For the next two years or so the old Amicus will be known as the “**Amicus section of Unite**”. The merger brings the overall health sector membership up from approximately 80,000 to 100,000 members.

In General

I could almost write what I wrote for the 2006 annual report – “The NHS is in crisis and many chaplaincy posts are frozen or not being filled. Some redundancies are occurring as well as reductions to chaplaincy services. This has meant that CHCC membership has been static. It also means that trusts are cutting back on training budgets and chaplains have been finding it difficult to obtain funding to attend this and other courses that should be considered essential for their professional development.”

Most of the above is still true except that CHCC membership is now reflecting the fact that there are fewer health care chaplains doing the job. Feared redundancies have not materialised as such, but frozen/vacant posts are rife, as are proposed reconfigurations of services to re-define the position of health care chaplains. The Amicus section of Unite is active in supporting many CHCC members in defending chaplaincy services in trusts all over England

Pay

Most of you will now be aware that the PRB recommendation for a 2.5% pay uplift from 1st April 2007 has been rejected by government and by the health unions. For England, the government proposed a phased pay increase of 1.5% and 1%, which over the year would have amounted to a 1.9% increase rather than the PRB 2.5% which Scotland will be paying to their NHS employees!

Talks continue and it is likely that there will be a ballot of members on the possibility of industrial action. *CHCC members should note that they will not be required to strike – the CHCC can choose to take no action or limited action, but its “no strike” ethos will not be compromised.*

Agenda for Change

I and colleagues continue to address members' concerns about the application of AfC to chaplains in the NHS. NHS employers have had plenty of opportunity to get it right for chaplains. We are now looking at failures to pay for on-call etc in legal terms as "unlawful deductions from wages", and are prepared to take employers to an Employment Tribunal if necessary.

There has been a proposal that the two negotiating bodies under AfC should be amalgamated. At present we have the Pay Review Body which broadly speaking negotiates for Nurses and Allied Health Professions. And we have the Pay Negotiating Committee that negotiates for everyone else – including health care chaplains. It has been clear from the start that this is nonsense as, for instance, genetic counsellors and sexual health advisers who are nurses are not included in the PRB but instead have been put into the PNC category, along with electricians and other maintenance staff.

The NHS Employers' web site clearly categorises Chaplains as Allied Health Professions and we welcome the proposed amalgamation of the two negotiating bodies.

Wales

Wales is in the process of formulating a strategy for chaplaincy and spiritual care in its NHS, and CHCC has been involved in the discussions. Welsh Assembly Government (WAG) produced a draft paper ignoring all the points raised by Amicus/CHCC, including many matters of law. WAG have accepted that these matters need to be addressed and have withdrawn the draft document pending further discussions which will be held on 13th June 2007. CHCC members will be kept informed of progress.

Scotland

In Scotland the news is good. Full-time chaplains are being migrated from Church employment to NHS employment and it can only be a matter of time before all part-timers are also transferred in order to comply with part-time workers' legislation.

The result of these developments is that the Scottish Association of Health Care Chaplains (SACH) is looking at how they can work more closely with the CHCC, and the SACH Executive is due to consider available options in the autumn. Here again, members will be kept informed of developments.

Meetings

I have attended two meetings of the NPC, two Executive meetings, two PIG meetings, and two Registration Group meetings. I have attended the CHCC "Faiths" day, the Mental Health Conference, spoken to the NW "collaborative" and observed an HPC "investigation" committee as part of research on the registration process.

Regulation of Health Professionals

On 5th June I represented the Amicus section of Unite as a stakeholder at the "Regulation Implementation Conference" on how to implement the White Paper on regulation "Trust, Assurance and Safety – the Regulation of Health Professionals in the 21st Century".

Recruitment Material

We have recently worked to produce a new CHCC recruitment leaflet. These are available from the Registrar or from my office.

CHCC Registrar

The post of CHCC Registrar is being advertised as a three day per week post.

In Conclusion

As ever, it has been a great year working on behalf of the CHCC and in particular I must thank Chris Webber for being such a good colleague and applying his vast and valuable experience to the excellent work he has done for CHCC.



Faiths Representative on the CHCC National Professional Committee

Yunus Dudhwala

Report of the Faiths' Day Meeting – Leicester 31 January 2007

Yunus Dudhwala organised a meeting for members of faiths having a small representation in healthcare chaplaincy (i.e. excluding Christian and Muslim chaplains). The meeting, held at the Best Western Stage Hotel, Leicester was attended by Buddhist, Hindu, Sikh and Jain chaplains and chaplaincy staff.

Yunus opened the meeting by welcoming all and setting out the objectives of the day. Chris Swift, CHCC President, gave a presentation on the background and objectives of CHCC, emphasising the multi-faith membership and the lead being taken in initiatives moving towards professional chaplaincy in the UK-wide NHS and in non-NHS organisations for chaplains, paid or unpaid. Carol English (Amicus) made a presentation concerning salary, on-call and other payments, and conditions of service for those working in the NHS or elsewhere. Carol's presentation attracted a number of questions and queries, many of which were followed up in later discussions. After lunch, an open discussion took place, at which those present raised a number of their current issues and concerns.

Topics and issues raised of particular concern to those present included:

- establishment and input to be related to patient and community populations
- on-call - recording of events and use of "volunteers" for cover
- accessing equality and diversity information from individual Trusts
- specific faiths funding support
- greater awareness and understanding by managerial and clinical staff
- communications with line managers and others
- allocation and use of central (Department of Health) grants to faith bodies
- definition, preparation and use of minimum data sets

Enquiries

Yunus has received quite a few questions from different Trusts around the country relating to uniform, especially in relation to Muslim female staff covering their arms and wearing long tunics.

Yunus has advised the following:

- Staff are permitted to wear head covering for religious reasons
- Tunic and trousers may be worn instead of dresses. Longer length dresses should be available.
- Long sleeved uniforms must be provided where this is a religious requirement. However sleeves must be rolled back to facilitate hand washing/decontamination including the wrists and must be kept rolled back during patient care.
- Staff whose religion requires them to wear a religious symbol may do so provided that they are discrete and comply with infection control and health and safety policies and guidance e.g. staff who are required to wear a Kara (steel bangle) may do so provided that it is pushed up the arm and taped to enable effective hand washing/decontamination.



Registration Steering Group Report

Chris Webber

The Registration Steering Group met three times during the year - October 2006 (Edinburgh), January 2007 and April 2007 (each in London).

The Group remains a central focus for CHCC activity in its work towards professional registration/self regulation of chaplaincy, and at the same time is a practical example of the close level of working between the three professional chaplaincy associations. CHCC contributes 4 members to the Group (Bill Bazely, Peter Brignall, Nick Flood, Sarah Sewell) whilst AHPCC and SACH are each represented by two members. Derek Brown (SACH) acts as Group Chair, whilst the CHCC Registrar acts as Secretary, and also maintains the Voluntary Register on behalf of the Group.

In view of their ongoing work on issues directly related to Registration, Derek Fraser (CAAB) and Carol English (Amicus) have been co-opted as members of the Group.

The prime activities of the Group have centred around the development of actions required under the "Ten-Point Plan" as originally derived by John Birrell from discussions with the Health Professions Council. This plan sets out the requirements needed for an application to HPC for professional status. Although this may change in detail after possible changes to the structure of the Registration of health professions which are being recommended, it is still a valuable plan of action to be followed.

Work initiated and developed by CAAB has included consideration of Fitness to Practice and Routes of Entry to the profession, and members have been Observers at HPC Fitness to Practice investigations. It is hoped that some of these aspects will be demonstrated at workshops following this AGM.

E-mailed comment from a CHCC member following distribution of the CPD Portfolio:

"I just wanted to record my gratitude for the Folder! Please convey my thanks to all concerned in the professional bodies, especially those who developed and produced such a marvellous tool.

It will be a tremendous help".

Report of the Professional Interests Group (PIG)

Jim Linthicum

The Professional Interests Group first met in 2006 as a result of the reorganisation of the two CHCC subgroups PDEG and PSRG. PIG (as it is affectionately known) deals with any professional issues that are not covered by the Registration Steering Group giving it a large remit (the terms of reference of the group are available on request). Because of the size of PIG's workload, it was suggested to the NPC's April meeting that workstreams be developed and assigned. This was accepted by the NPC and the workstreams are as follows:

- Professional Development which is linked with CAAB and covers training events, supervision and monitoring
- Employment, Pay, Terms and Conditions in which Carol English obviously takes a lead through her work as liaison officer
- Communications, both internal and external, working closely with those involved with the website and Journal
- Resource Groups
- Grants and Bursaries.

Over the last year several of these workstreams have performed significant work or had work in process. Professional Development has been working on a questionnaire to distribute to Trust training departments in order to assess spiritual care training needs and how the College might be able to be involved. This questionnaire is completed and needs distribution to and approval by CAAB and the NPC before sending it to the Trusts. PIG was also involved with the CPD folders which all members should have and which mark a significant step forward in the partnership work accomplished by the three professional groups, CAAB and Unite (the union's new name).

Hopefully, by the time of this AGM a fact sheet on the make-up and expectations for resource groups will be available. Several resource groups already exist (Mental Health, Chaplaincy Research and Islam) and it is hoped that the theme of this year's conference will be used to launch a paediatric resource group. Members seeing a need and interested in the possibility of launching additional groups are invited to make suggestions via their NPC member, the Registrar or the PIG Chairman.

After several years of outstanding and dedicated service Hugh Priestner has stepped down from being Grants Officer and appreciation of his work will be noted at this AGM. Jonathan Perry has agreed to take on the role of Grants Officer and his contact details will be available through the website. Before leaving Hugh will be producing an "all you need to know about applying for a grant from the College" guide which should be available on the website and through the Journal.

Finally, the many employment situations which have been characterised by Worcester but have affected every region of England, Scotland, Northern Ireland and Wales have served to keep Carol English in particular and all those involved with Employment issues busy.

The work of the Professional Interests Group is ongoing, dynamic and exciting. The hard work of each member of the group deserves recognition and appreciation. It is hoped that all members of the College will continue to keep PIG informed of any issues they feel are pertinent to its work maintaining the democratic and representative function of both the College as a whole and PIG as a subgroup.

Mental Health Resource Group

Peter Richmond

This group serves a diverse field of people. There are number of whole time mental health chaplains, but the majority of our 'service users' either combine mental health chaplaincy with other forms of employment and occupation, or they are acute chaplains with an interest in mental health. The present database indicates there are 111 chaplains working for Mental Health Trusts.

Our purpose is to serve the needs of any who have some part in Chaplaincy Services for mental health, and to involve them in the process of building our group. We therefore need a responsive relationship with interested parties, one that has the means of two way communication and process for development.

The main outputs from the group are the annual study conference, local training days and the Newsletter. The quarterly newsletter is available by email to all who request it, members of CHCC or not. It is a good means of CHCC recruitment, and it is essential for the promotion of training and study events. The present circulation list is for 218 persons.

The annual study conference at Nottingham attracted a full hotel of delegates. The 2006 subject "Do you believe what I believe?" explored the relationship between assumptions in theology and psychology, and their impact on practice.

Local training days are held three times a year. The last year's round have been based on developing a working model of Transpersonal theory.

We are presently developing a database for mental health chaplains which will enable us to direct our services more specifically to the needs our group express.

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The activity and work of CAAB



Derek Fraser

Report to the Professional Associations (AHPCC, CHCC & SACH) July 2007

The following report is intended to update the professional associations of the recent activity of CAAB.

1. Introduction

The Board has progressed significantly in the past year. We have seen a greater degree of working together both in CAAB and the 3 professional bodies. It is recognised that CAAB is a catalyst for unity and the development of good practice across the UK scene. We are very appreciative of the very positive degree of support, interest and enthusiasm we have received from many quarters. It is very affirmative to see the increasingly high levels of cooperation and collaboration received from the three professional bodies and their keenness to activate CAAB's recommendations. The route to professional self regulation is clear and the level of cooperation to make sure that is accomplished soon, is heart warming.

2. CPD Accreditation

CAAB has considered a number of national and regional events for the accreditation of CPD points. A clear set of criteria are now in use for awarding points and the process is accessible on the web with applications turned round within 7 days usually. It is hoped that the application process will support organisers in achieving good practice in the planning and management of educational events and help chaplains in their pursuit of CPD.

CAAB has developed Professional portfolios for chaplains so that they have a tool that allows them to document their CPD. A hard copy of these portfolios was distributed by Amicus in the spring of 2007 to support chaplains in addition to the material being available to download from the CAAB web site. Guidance notes accompany them so it is straightforward to use. This will enable chaplains to handle appraisals within KSF more easily. There is also a section to aid non chaplain managers who are required to conduct appraisals within the KSF framework. The roll out has been viewed constructively.

We are in conversations with the Allied Health Professions branch of NHS Education for Scotland (NES) to pilot e-portfolios in the next year which will take these developments on to a further level. It is planned that by such tools the process will be easier to use and effective to document CPD for chaplains.

Concern was raised in 2005/6 about the role of the South Yorkshire Strategic Health Authority (SYSHA) in making proposals about Chaplaincy CPD. CAAB produced a detailed response to SYSHA's listening exercise on Chaplaincy CPD and consequently we were invited to discuss a constructive way forward. It was agreed by the representatives of CAAB and Derek Thompson (head of the SYSHA Chaplaincy project) that the SHA strategy and CAAB's CPD portfolio were complementary and that they should be cross-referenced on each organisations respective websites.

3. KSF Post Outlines

KSF outlines for all the range of posts (acute, mental health and palliative care) are on the web site.

They are being used to develop competences in chaplaincy alongside other work so we can develop new occupational standards in collaboration with Skills for Health. This work is spearheaded by NES in close collaboration with CAAB.

4. Nominations

Nominations for the board of CAAB are invited and the professional associations are asked to make this widely known within their networks.

5. Academic Reference Panel

The purpose of the Academic Reference Panel is to advise the CAAB on the quality of its work with reference to the standards accepted in higher education. Heather Walton of Glasgow and David Ford of Cambridge continue to help us with formulating the knowledge base for chaplaincy as well as watching over the current activity and advising appropriately.

6. Website

To continue the effective work of CAAB and to ensure good access to information the web site has continued to develop with a number of papers posted so there is transparency to our actions. Its address is: www.caabweb.org.uk.

7. Routes on entry

CAAB has wrestled for some time to define and clarify the routes of entry to the profession. It is recognised that this is complex because of the diffuse nature of chaplains entering the NHS and the lack of previously agreed and set out criteria. A map of entry and the different levels of chaplaincy according to Agenda for Change have been developed. The training programme for such an outline has been drafted and will be refined in discussion with the associations' ad through a symposium of senior or experienced chaplains (band 7 & 8) hopefully in the autumn of 2007.

Such work around levels of chaplaincy and assessment procedures will complement the regulation process and the need to develop an effective fitness to practice system for chaplaincy.

The process of supervision is being actively developed both with practitioners and academics so it allows chaplains to have an integrated and robust approach.

8. Other developments

CAAB continues to be a dynamic and creative group of practicing chaplains deeply committed to exploring with rigour the nature of chaplaincy in theory and practice. Through our discussions, critiques and explorations and with feedback from colleagues in the professional bodies, the nature of chaplaincy is being articulated although we recognize that this will be a lengthy developmental process. There have been some enormous encouragements in terms of resources and collaboration and we expect significant progress to be achieved in the coming year.

As chair I wish to record my thanks to the 3 professional bodies for their unstinting cooperation. It is a real privilege to lead such a creative, energized group where harmony and consensus emerges out of rigorous and passionate debate.

Healthcare Chaplaincy Research Network

Derek Fraser

A quick recap through the file reminds me that the Research Network began in October 1996, when Malcolm Masterman as the Training Officer drew together a number of people to explore the concept of a research network.

It faltered in the initial stages and then sited itself in Derby in March 1998 and has enjoyed a varied course since then. It is now a vibrant and developing network for chaplains interested in the research agenda. We are delighted at the regular response to the work of the network and are confident of the progress made will be sustained.

It meets twice a year in March and October on the first Monday of the month at Derby Royal Infirmary (5 minutes walk from the station)

The initial aims were: -

1. To be a resource for others.
2. To be a practical support and encouragement for research.
3. To theologially reflect.

Its key aspects are: -

1. To keep the conversation about research in chaplaincy alive.
2. To facilitate occasions twice yearly for those interested in the field to meet.
3. To develop links with academia.
4. To increase the information about the field of research in chaplaincy.
5. To recognise other strands in the web.

There is an interactive discussion site at: www.jiscmail.ac.uk/lists/chaplaincy-spirituality-health which the group uses to raise issues. The site was designed especially as "A network for chaplains, educationalists and researchers to share information, training, and research requirements and provision."

Speakers over the years have included: James Woodward discussing his paper on the role of the acute health care chaplain, Mark Cobb on the Spiritual Care Project from Derby, Peter Speck on the question, "Is empirical research in spirituality possible". Wilf McSherry on Spiritual Assessment, Michael Wright on Chaplaincy and Research. Tim Battle on a possible research strategy for chaplaincy. Harriet Mowatt on the efficacy of chaplaincy literature review.



It has been a varied and stimulating programme, which has attempted to fulfil the goals of those that come and maintain the vibrancy of the network.

To date progress has included:

- A database was formed and has been moved to the Research Repository on the jiscmail site of chaplaincy –spirituality- health
- A research standard has been produced and is part of the national chaplaincy standards document , thanks to Mark Cobb, Derek Fraser and Peter Speck (2005)
- There is regular input on research into the CHCC introductory course
- Inclusion of research into KSF outlines for chaplaincy has aided the work
- Research residential conference held in 2004 in Leeds
- Recent literature study on the efficacy of chaplaincy to be published in the autumn of 2007. We have been part of the project group for that work
- There is a move to make research methods a compulsory module in MA programmes so that dissertations are research based
- A Professional doctorate programme is now developed across several universities in the UK which should benefit serving chaplains keen on research

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Report on Annual Study Course 2007

Jayne Shepherd

All those at the AGM will be aware of the content of this year's Course – several aspects are covered including Spiritual Care in Paediatrics, Care of Self, Models of Reflective Practice.

In the planning for the conference careful consideration was given to evaluation forms from last year's conference and I trust that those attending both years will be able to acknowledge that.

With regard to practicalities, for the first time this year we introduced a surcharge for late applications and this replaced the 'early bird' discount. Whilst not eradicating the number of late applications this has had the desired effect of reducing them which has made my task as Organiser somewhat easier.

Numbers are down this year so in an effort to enable maximum participation we have again been very flexible in terms of delegates attending part of the conference and being invoiced accordingly – I have been especially grateful to Nick Flood in this regard as he has had the task of working out the finances. We have received more applications for bursaries (*) and have granted all – thus enabling chaplains to attend who might not otherwise be with us.

All information about the conference has been available on the CHCC website and on a daily basis during the conference a summary of the day's events is being uploaded for the benefit of those not here.

As we are here in Scotland it has been good to have the support of Chris Levison and Iain Macritchie in terms of publicity and Chris will be one of our special guests at the Dinner this evening.

There are of course other signs of Scottish participation! Our Chair is Blair Robertson and Chaplain to the conference and worship organiser is Sandy Young of Edinburgh Royal Infirmary. Judith Huggett has also assisted as Tourism Consultant!

Conference 2008

Provisional arrangements for 2008 are: Cardiff - June 30th–July 3rd
Consideration must be given, however, to all aspects of the conference in the light of the lower numbers attending. Please use your evaluation forms to make comments, but also please discuss with any member of the Executive.

We need a volunteer to take over as Conference Organiser – I would be pleased if someone could shadow me for the next one and then take over for the following year.

Website

Julie Cartwright

The CHCC Website is an invaluable tool for the College, keeping members informed about current issues, advertising forthcoming courses, and providing members with contacts and support systems to help in their day to day work.

For those who like numbers, to date there are an average of 24 users on the site each day, and although sounding small this means the site reaches in excess of 700 members/new users each month, which is a remarkable figure.

The site has pages devoted to employment issues and the professional agenda as well as training, education, and course reports, while the Presidents Page provides a fascinating insight into the 'behind the scenes' work of both the President and the College Executive Committee.

Thanks need to go once again to the Webmaster, Wilf Beeson, noting particularly the speed at which updates are regularly entered, meaning that members can be confident that they always have access to the very latest news and information. This is particularly evident during the Annual Conference of the College, where it has become the practice to maintain a daily Conference bulletin, allowing users the unique opportunity to hear the speakers, and share in the learning of the day.

While there is obviously much to applaud, there is also a need to guard against complacency, and to take advantage of further uses for the website, which may involve greater interactivity for users, and the need for the National Professional Council to look at the site in relation to its wider communications network.

I am particularly grateful for all who contribute regularly to the information displayed, among them Revd Chris Swift, who in his term as President has championed many of the changes to the Website, Chris Webber as Registrar, and Carol English in her role as Amicus section of Unite Liaison Officer.

Journal of Health Care Chaplaincy

Simon Harrison

Since the last AGM there have been three editions produced, a permanent version of the electronic reporting of the last conference, volume 7:2 and volume 8:1 (due for circulation just after the AGM date). It was decided, given the access to conference material achieved by pod-casting and web reporting that a conference edition does not merit the cost and effort of production, but some key papers may find space within the autumn/winter edition.

We are grateful to Amar Hegedus for leading on the quality and production side, and Meg Burton for the painstaking work proof reading and ensuring consistency of style. We value the support of the College in printing and meeting costs and Amicus with distribution.

All editions are now lodged with the British Library, and additional copies are produced so back copies are available.

Editorial issues

The year has seen two changes in the editorial team, Julia Head has joined us, and Mia Hilborn has left after several years' service. Mark Folland continues in his roving role encouraging submissions, especially from new authors. John Wood continues as book review editor and always values new reviewers and suggested books. The editorial team give their time for free and submit no expenses beyond travel to meetings.

We are currently looking to recruit some new members, especially those leading larger acute teams, working in a hospice environment or based in Wales/Scotland (please approach Simon Harrison in the first instance). The commitment is to support colleagues in submitting material, 2/3 meetings and taking a lead in managing one or two articles each edition.

Summary

The editor's inconvenient entry into double fatherhood has caused some delays in production, for which I apologize (it will not happen again, at least not for this reason). Quality of submission has increased, with contributions coming in peaks and troughs (we definitely have space left in the next edition). It has been good to see an increase in contemporary issue driven articles, such as an upcoming evidence based article examining whether chaplains are necessary to deliver 'spiritual care', and how mental health chaplains can justify closer working with local faith leaders.

Future plans

In the coming year we will progress plans to increase subscription and are considering a training event for potential article authors to increase quality.

The commitment is to support colleagues in submitting material, 2/3 meetings and taking a lead in managing one or two articles each edition.

Appendix A

Business Plan – 2007/08

CHCC/Unite will continue to lead the development of a chaplaincy profession so that those providing spiritual care are resourced with the best advice and support available

The year preceding this Plan was one of exceptional activity for CHCC. The crisis in the chaplaincy service at Worcester required a lot of attention from College officers for several months. During this time CHCC engaged in public debate across a wide range of media, and also worked to support chaplaincy departments facing similar but less public threats to service provision.

Throughout this the College's National Professional Committee, Executive and officers have remained committed to the progress of members' desire to see a rapid development of chaplaincy's professional standing.

While the majority of the 2006/7 Business Plan priorities have been met, the context of some developments has inevitably changed. To that end some of the 2006/7 objectives have been re-cast in the current Plan. A fuller analysis of the College's performance set against the 2006/7 is contained in the Annual Report.

1. Strategic fit

In the rapidly changing context of the UK health service CHCC and its partner organisations* need to maintain flexibility in order to be effective. The College's role is to lead professional development and support individual members and groups. It is vital for the College to be able to enter debate quickly, and use its resources with flexibility. This approach is supported by Unite, which has agreed that in 2007/8 the post of Registrar will increase from 2½ to 3 days per week.

Strong inter-organisational relations are key to the College's strategic objective of greater professional recognition for health care chaplains. It is intended that in 2007/8 even more work will be done jointly with the other professional bodies.

In order to play a full part in supporting chaplains CHCC has prioritised the following areas of work:

- | | |
|--|---------|
| 1. CHCC Business Plan 2007/8 discussed and agreed | July 07 |
| 2. CHCC sponsored research course commences | Oct 07 |
| 3. NPC reviews training requirements & CPE in the UK | Nov 07 |
| 4. NPC reviews proposals for Independent Professional Panel | Nov 07 |
| 5. Presidential and other elections held/transition managed | Dec 07 |
| 6. Registrar to produce new recruitment strategy | Jan 08 |
| 7. Website adapted for e-learning Introductory Course launch | Jan 08 |
| 8. Journal finances reviewed | Apr 08 |
| 9. Independent Professional Panel launched | Apr 08 |
| 10. Report to NPC on further use of e-learning | Apr 08 |
| 11. CHCC Business Plan agreed for 2008/ | Jul 08 |

2. Financial Projections and Priorities

CHCC funds its professional representation and staffing via Unite through the Union subscription. This has been highly effective for chaplains as the transfer to direct employment in Scotland has demonstrated.

In 2006/7 the College experienced a number of financial pressures. Due to the increase in conference bursaries, and the NPC decision to discontinue the residential introductory course in favour of e-learning, revenue has fallen. While projects such as the e-learning will become income earners they are likely to require investment at the start. In the light of these changes the priorities for CHCC spending in 2007/8 are set out as follows:

1. CHCC will earmark not less than £3,000 per annum for grant awards *either* to support the self-directed learning of individual chaplains *or* to designate as tenders for specific projects
2. The Journal continues to be produced at a cost of £5,000 for two hard copy issues and one e-edition. The cost to CHCC for each issue of the Journal is £2.50, with postage costs met by Unite. The financial position of the Journal will be reviewed by the NPC in 2008.
3. The NPC determined in April 2007 that there was an urgent need to raise the number of chaplains equipped to engage in effective research. To that end £4,000 will be set aside in 2007/8 for 12-15 chaplains to receive a 50% subsidy for a College sponsored research training course.
4. In partnership with the other professional bodies the College will continue to provide resources to support the work of CAAB and the joint Registration Steering Group. These resources are often in the form of facilities and the distribution of information to members.
5. £500 for this year allocated for website maintenance

3. Achievability: the project management case

- Current funding will enable these priorities to be delivered on time
- In order to safeguard the long term financial security of the College's professional development work either income will need to rise in 2008/9 or cost commitments will need to reduce
- The CHCC President, Executive and NPC believe that the objectives set out in this business case are achievable, and are committed to their implementation

Progress to be monitored by the CHCC Executive and National Professional Committee at all meetings in 2007/8.

* CHCC's main partner organisations are the Association of Hospice and Palliative Care Chaplains, the Scottish Association of Chaplains in Healthcare and the Chaplaincy Academic and Accreditation Board.

Appendix B

President's Supplementary Report –

Visit to the Plenary Meeting of the College of Pastoral Supervision and Psychotherapy, 28-31 March 2007

Raleigh, North Carolina USA

It was a great pleasure to be able to return the visit made by the CPSP's Perry Miller to the CHCC Annual Study Course in 2006 in Durham. While the focus of CPSP is different from that of CHCC, especially in the area of supervision and psychotherapy, most of those who belong to it are health care chaplains.

During the plenary I shared in a 'small group consultation' and was struck by the strong similarities between the participants' experiences and issues facing chaplains in the UK. The small groups appeared to be structured in a similar way to the CPSP's organisation throughout the USA, where local 'chapters' meet to reflect on specific experiences presented by members. While the problems are similar the style of approach is different, as most acute chaplains in the UK do not have this kind of structured case study reflection and group discussion.

It became apparent during the plenary that CPSP is a body that has grown considerably in recent years, but still strives to retain 'light' structures. It is clear that to date this has been an advantage, but as growth has occurred so the desire for more defined standards across the membership has also grown. CPSP validates CPE (clinical pastoral education) and authorises the work of CPE trainers and supervisors. In this regard it is in competition with some of the USA's more traditional CPE bodies – and the existence of some friction in the relationships of membership bodies was evident.

The plenary addresses were diverse and interesting, ranging from issues around the pastoral support of Latino/a communities to the place of pastoral wisdom in the connections between loss and personal vulnerability in conflict situations. One striking difference between CHCC and CPSP could also be seen in a much greater emphasis on history, and the role of pioneers in the field of CPE from the past. Hence an award presentation was accompanied by an historical reflection on the CPE movement in the US by Robert Powell.

Following a Presidential Lunch James Gebhart spoke in passionate terms about the challenges facing the USA. He covered a wide range of issues, including health care, Iraq, the economy and the environment. The CPSP President made connections between the traumas suffered by individuals and communities through the ripple-effects of macro economic policies and foreign involvement. It was a passionate address, perhaps not to everyone's liking, and a bold attempt to relate the insights from individual care to the wider concerns of society.

As with all such conferences, much of the benefit lay in the meetings and conversations outside the formal sessions. CPSP is widening its activity and it was good to have four Singaporean Anglicans present to collect their CPE qualifications. There is an evident interest within the CPSP leadership to expand this kind of activity, and I would encourage CHCC to continue its relationship with the organisation.

It wasn't long into the conference, after explaining aspects of chaplaincy life in the UK in response to friendly enquiries, that I began to wonder just why CPE has never gained wide use in England. There may be hesitations about the strongly psychological aspects of the programmes, but the current emphasis in UK chaplaincy on reflective practice seems to fit naturally with the CPE style. In the Republic of Ireland CPE is seen as a natural part of chaplaincy life and it is also developing more strongly in Scotland.

From the conference as a whole it is probably this final thought which remains as an important 'follow-up'. In my remaining 6 months in office as President of CHCC I will devote some time to exploring the pros and cons of CPE in the English context – and share the outcome of that work with the National Professional Committee.

In all events, CPSP is a growing force in US chaplaincy, and the links that have been strengthened through this visit will hopefully be maintained by CHCC in the future. I wish to record my thanks to Perry Miller, and General Secretary Raymond Lawrence, for their warm reception and excellent hospitality – which was found in equal measure throughout the plenary.

All the CPSP presentations at the conference can be accessed at: www.cpsp.org.

