

**CHCC
Annual
Report**

2019

This is a simple summary of College activity in the year since our 2018 AGM. We hope you find it useful. We are continuing with the less 'glossy' format as employed from last year. Do please let us know if you find this report helpful.

**CHCC
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[The Organising Professional Committee \(OPC\)](#)

The College of Health Care Chaplains (CHCC) is a semi-autonomous professional college within UNITE the Union that sits as a national branch within UNITE Health. Although CHCC retains some independence, it is in other ways wholly integrated into UNITE such that its membership is fully integrated. The good news is that all the benefits of being a UNITE member are combined with all the benefits of being a CHCC member for no extra cost.

The decision-making body of CHCC is the *Organising Professional Committee (OPC)* which is made up of the officers of the branch and elected representatives of the CHCC regions. Additionally, a general invitation is given to observers who report on various aspects of health care chaplaincy practice in the UK that they are involved with. Other observers are leaders in other health care chaplaincy bodies in the UK giving the OPC a comprehensive overview of health care chaplaincy in the UK.

The following people make up the OPC:

[Officers](#)

President: Simon Harrison

Vice-President: Tony Brookes

Registrar & Branch Secretary: Lance Sharpe

Treasurer: Phillip Staves

Equalities Officer: Stewart Selby

Faiths Coordinator Officer: Katar Singh Bring

Digital Communications Officer: Mark Burleigh

Lead Professional Officer: Jane Beach

Industrial Officer: *vacant*

[Representatives](#)

London: Tim Mercer

South-East: Stephen Baker

South-Central: Declan McConville

South-West: Mark Richards

West Midlands: Ricarda Whitcombe

East Midlands: *vacant*

North West: Giselle Rusted and Andrew Bradley

North East, *Yorks & Humber*: Tony Brookes

North East, *Durham, Northd, Tyne & Wear*: Graham Peacock

Wales: Euryl Roberts (South) & Wynne Roberts (North)

Scotland: Tim Bennison

Northern Ireland: *vacant*

Observers

Mental Health Chaplaincy Forum Chair: Jeremy Law & Ruth Bierbaum

Editor-in-Chief's *HSCC Journal*: Meg Burton

GP Chaplaincy: Elizabeth Baker

End-of-Life Forum (Ambitions, NACEL): Kevin Tromans

Advisors' Group (Recruitment): Cameron Langlands

Paediatric Chaplaincy Group: Claire Carson

Free Churches Group: Meg Burton

AHPCC Chair: Karen Murphy

UKBHC Chair: Mark Stobert

Research Advisors: Mark Newitt and Steve Nolan

For contact details please visit the website on: www.healthcarechaplains.org

President's Report

Hard to believe, as I write this report, that my term is now two-thirds done and I need to spend some time encouraging others to consider standing from 2021 onwards. Life, as they say, goes past in a blink; something that all Chaplains are probably acutely aware of but don't always apply to us. It was only my MS diagnosis that made me decide to bite the bullet and throw my energy into College life and stand for President- not really knowing how my health may be down the line. I have been very blessed to still be active and well, but I am glad I did not put things off till life was 'quieter' because, as we all know, this rarely ever happens. So, this is my first encouragement to others, particularly those who are hugely busy in their own Trusts and Boards, to consider standing and becoming busier from 2021-24.

Some thanks

I'm going to start my report proper with a few brief words of thanks. Thanks to Lance, who has stayed on as 'Branch Secretary/Registrar' despite moving house and work. I am also deeply grateful to our Professional Officer Jane, as we have been without an industrial officer and admin support for a while now- and she is helping both to carry the load and to negotiate resources within Unite. Now the general election is over- I hope there is the will to review resources and ensure we get what is needed. The good will is there, but it needs turning into capacity! During the year I have given particular thanks to our outgoing Treasurer, Nick Flood, and to Philip Staves who has stepped into the role. A vital and yet rarely lauded position. I have also made it clear how much we are indebted to Meg Burton over many years, both regarding end of life care and in building up the journal to its current international status. My final word of thanks is to all within the Organising Professional Committee (OPC), who bring their gifts and time to our ongoing work the support the profession.

Keeping focussed

Last year we revised the FOCUS of the college, namely:

1. To support the future of Chaplaincy as a Healthcare Profession (this covers issues such as raising profile, tackling barriers to entry into profession, addressing issues that hinder our profession such as the miss-application of data protection, supporting the UKBHC Register, encouraging academic courses, engaging in national consultations and so on)
2. To support individual members as professionals in their place of work (this includes providing collegial support for members in their work as Chaplains- enabling specialist networks for paediatric, mental health chaplains etc.- fostering local chaplaincy networks if none have grown naturally, recruiting members to ensure College is present across the UK).
3. To support individual members with employment issues (e.g. enabling members to access local unite reps, offering useful guidance/advice for Chaplains facing excessive on-call).

We then decided to focus on four achievable aims (on top of dealing with the issues that emerge)- which I have reported on during the year in monthly updates. These were equality guidance, on-call guidance, revising our bursary scheme and guidance on spiritual care policy formation. The outstanding piece of work being carried into 2020 is the On Call guidance- as this has stimulated considerably more discussion than anticipated and we want to get it right- and aim to begin the completion of this work by having it as the focus of our AGM.

The 2019 Annual Conference

Once more I am deeply grateful to the rolling conference organising group, not only delivering a good conference in 2019 but also planning for 2020 in Durham and beyond. It is a collaborative effort and enables a very professional Conference to be offered at a fraction of the cost of those offered by other professions- so thank you to them all. I have always found the Conference a key part of my professional development. It has always been worth the effort and juggling to attend.

Marking Health Care Chaplains' Week (#HCChaplainsWeek)

We did not do this much in 2019 - but members have asked if we might enable it to be a focus again in 2020- which seems sensible: it is a good excuse to shine a light on what we do.

Information Governance Guidance

Whilst this was not produced by us but by NHS England, both myself and Mark Burleigh invested considerable time and energy into supporting this work - and it offers a useful tool for Chaplains across the UK (as the law it relates to is UK wide) to ensure that they have adequate access to patient information required to carry out their role in the MDT in a way that is safe for staff and patients alike. I was particularly concerned to hear that one or two Mental Health Trusts in the UK still did not give Chaplains adequate access to provide a safe service (and also some hospices)- and I hope this guidance will enable this to be resolved. Anecdotally, it is already providing a basis for improvement in some less supportive organisations. The guidance requires Chaplaincy to operate in a professional and transparent way within the MDT, but there is no harm in that. We are not formally 'healthcare professionals' like our OT colleagues- but we are professionals working in healthcare- and need to work as such.

Meetings

Apart from chairing the AGM and OPC meetings, over the past year I have represented the College at several other Chaplaincy meetings, perhaps most significantly 'Chaplaincy Forum for Pastoral, Spiritual, Religious Care in Health', which has two CHCC members (myself and Kartar Singh Bring). Whilst this only directly affects members in England, both the College and UKBHC as UK wide bodies seek to ensure that decisions made in this Forum consider any impact across the UK.

The President is also automatically a member of the UK Board for Healthcare Chaplaincy (UKBHC) which has been working through the consequences of receiving accreditation by the Professional Standards Authority. This offers us a future in which healthcare providers now have formal assurance that the Chaplains they recruit are both competent and safe to practice. Health bodies cannot make UKBHC registration an essential requirement of a role- but over time it will increasingly become THE way in which Chaplains offer assurance of safe practice to potential employers- so not being on the register will become a real barrier to employment. Accreditation is one of the key building blocks that has been missing for many years in our profession, and we are working with the UKBHC to make sure it continues to evolve for the benefit of staff and patients.

Monthly Updates

Apart from an illness inspired hiatus in October/November- I have sent out monthly updates, so if for any reason you are not getting them- do get in touch.

Developments in Scotland

One final set of meetings to mention is the Short life working group to develop the Strategic Action Plan/Framework for Healthcare Chaplaincy and Spiritual Care in Scotland. I feel privileged to have been invited to represent the College on this group as it considers how things may evolve over the next 5 years. The Scottish situation is very different to England, and indeed different again from Wales and NI, but I am keen that their evolution is something which strengthens and offers breadth to the profession- without losing that which is essential, and it is good to be closely involved in the process. I will keep you all posted!

Simon Harrison

president@healthcarechaplains.org

Registrar & Branch Secretary's Report

The year 2019 was very significant for not least because of a personal change of direction. At the end of January, I left my post as *Head of Chaplaincy and Spiritual Care* with the now *Swansea Bay University Health Board* in South Wales to take up a post as a parish Priest in beautiful Mid-Wales. After nearly a decade in chaplaincy, I felt the time was right, having an increasing call to make the move. I have loved being a chaplain and the pastoral experience I've gained has already stood me in good stead in my new appointment. Thank you to all who have supported me both in my career as a chaplain and in my decision to return to church-based ministry.

The College membership continues to hover at around 600 with new members seeming to replace to retirements and relinquishments. With my predecessor William Sharpe moving on the Registrar role was merged with the Branch Secretary's role as the post was no longer a salaried employee of UNITE itself. From a three-day a week post, the Registrar receives payment approximately equal to around 3 hours of work a week. Obviously, this is a huge decrease in available time for the administration of the College. To mitigate this, administrative support had been given by an UNITE Health administrator. Sadly, a few months ago our administrator (who had been excellent) moved on just prior to the conference and we have been waiting since then her replacement. I am hoping that an appointment will be made in the very near future.

Much of the burden of the work of the 2018 conference fell on me which was a real challenge. Planning the logistics of a conference of 80-90 delegates is a lot of hard work and I was very happy that Alison Thorp and her conference team took on the vast majority of this work this year. The team did an excellent job for which I am really grateful. I trust this will continue with the delivery of the 2020 conference.

The new OPC elected in 2018 have settled in well with members old and new. At the start of 2019 we had an excellent residential at UNITE's College at Esher Place, Esher (now sadly closed). These events seem to 'turbo-charge' the output of the OPC since we can gather face-to-face over a period of a couple of days not worrying about catching trains out of central London. The workstreams started there can now coming to fruition and hopefully the OPC can focus on new lines of work to support the profession and members. Hopefully, residentials may be possible in the future.

Finally, 2020 brings the election year for the officers of the College. It is my intention to stand down as Registrar and Branch Secretary at the end of my term and stand back after 6 years on the OPC. I would encourage anyone who would think that this role could be something they could do and add value to then please consider putting your name forward.

I trust you will have a fulfilling and successful year in your chaplaincy practice.

Lance Sharpe

lance.sharpe@unitetheunion.org

Treasurer's Report

This is the first time I have prepared the CHCC accounts, having taken over from our previous treasurer, Nick Flood, in January 2019. My background is that I was originally a Mathematics Teacher, then a Baptist Minister, before being a Chaplain for over seventeen years, first at Addenbrooke's Hospital in Cambridge and then as Lead Chaplain at Kettering General Hospital. From 2013 to 2018 I was CHCC regional Representative for the East Midlands and was able to bring to the OPC experience of working in both larger and smaller hospitals. I retired in 2019 and since then have become a Trustee for a Homeless Charity in Kettering and a Director of the Association of Christian Teachers.

CHCC holds two accounts; the UNITE account and the TRAINING account. The UNITE account is funded from members subscriptions and pays for the running of the College. Our expenditure includes an Honorarium to our Registrar, Lance Sharpe, and covers expenses for our President, Simon Harrison. Although travel for Regional Representatives to attend OPC meetings is paid directly from Unite, we have to fund travel for the Treasurer and other Co-opted members and reimburse expenses to other meetings where we wish to have representation. We also pay for a CHCC Website and from advice following an unsuccessful hack in the autumn we have increased security and the amount we pay for web services. Unite requires us to bank with the Unity Bank and although the staff are extremely helpful their bank charges are expensive. However, during the year, we have gone onto on-line banking and am now able to pay most bills by bank transfer and thus reduce the bank charges.

The income in the TRAINING account comes from the profit we make on the annual College Conference. We are fortunate in that the last few year's conferences have been successful and this is reflected in the large balance we have in the account. The 2019 conference at the Hayes Conference Centre, Swanwick, was well attended and produced a profit of over £5,000. Having a training account enables us to provide bursaries to members and fund research.

J. Phillip Staves

INCOME

Balance Brought Forward	£ 2,094.41
Members' Contributions via UNITE	£ 6,637.49
Refund for delayed train	£ 65.85
Refund from Website hosting	£ 27.16
TOTAL	£ 8,824.91

EXPENDITURE

Registrar Services	£ 1,800.00
President's Expenses	£ 323.30
European Network of Health Care Chaplains *	£ 106.74
Journal - Equinox Publishing	£ 228.00
Website – Maintenance	£ 910.00
Website – Hosting	£ 328.05
Travel to OPC meetings – treasurer	£ 209.35
Travel to OPC meetings - other co-opted members	£ 256.55
Travel to End of Life meetings	£ 469.25
Travel to UKBHC meeting	£ 241.00
Travel to Mental Health Forum	£ 276.00
Travel to Joint Conference Planning meeting	£ 25.30
Delegate at Dementia 2020 conference	£ 116.40
Hire of Meeting Room for March OPC	£ 32.00
Postage – Treasurer	£ 13.92
Bank Charges	£ 40.05
TOTAL	£ 5,375.91

TOTAL INCOME £ 8,824.91

TOTAL EXPENDITURE £ 5,375.91

BALANCE CARRIED FORWARD £ 3,449.00

* includes a £20 Foreign Transfer Fee

INCOME

Balance brought forward	£ 30,344.66
2018 Conference Fees	£ 1,501.80
2019 Conference Fees	£ 21,304.17
Other Income	£ 89.25
TOTAL	£ 53,239.88

EXPENDITURE

Bursaries	£ 1,500.00
Research Grant	£ 100.00
Gift to Nick Flood (Retiring Treasurer)	£ 100.00
Travel to 2020 Conference Planning Meeting	£ 65.00
2019 Conference:	
Hayes Conference Centre	£ 12,240.48
Dead Earnest Theatre Company	£ 2,185.00
Speaker Expenses	£ 214.00
Workshop Expenses	£ 131.10
Refreshments for MH Group	£ 10.71
UKBHC re: CPD points	£ 75.00
Gifts to Conference Committee	£ 107.19
Postage / Stationery / Badges	£ 72.03
TOTAL	£ 16,801.41

TOTAL INCOME £ 53,239.88

TOTAL EXPENDITURE £ 16,801.41

BALANCE CARRIED FORWARD £ 36,438.47

Lead Professional Officer's Report

As you will all be aware it has been another busy and challenging year not only for those working in the health and care service but for society as a whole. By the time of the AGM we will have a new government and potentially an idea of what the future holds.

This year there has been a noticeable increase in the number of CHCC members seeking advice and support with concerns about their working environment, in particular in relation to service reorganisations and mergers. It is important that where there are concerns, members get access to the right support at the right time, so I thought it might be helpful to have a reminder of the process to follow;

- There should be a Unite representative/shop steward in your organisation. Whilst they may not be a chaplain, they are specifically trained to advise and represent on a whole range of issues and should be your first port of call. If you don't know who they are, you can look on the union notice board or you can ask your human resources department
- If there isn't a representative/shop steward you should contact your local Unite office. The easiest way to do this is by completing the online form; <https://unitetheunion.org/contact-us/>
- The Unite regional officer for your organisation will then be in touch. They are able to contact the lead professional officer and /or the relevant CHCC regional representative if specific chaplaincy advice or information is required.

The OPC has had another busy and productive year. We held a very successful 'strategy away day' earlier in the year and you will hear about some of the work that came out of this at the AGM. It proved to be a useful model that we intend to repeat, as it is often difficult to find the space in busy diaries to do the work identified in the strategy.

Leona Sanders, national sector secretary Unite health moved onto new challengers a few months ago. Leona provided additional administrative support to CHCC, in particular with membership and she is greatly missed. This has created some fresh new challenges and I am grateful to my OPC colleagues for bearing with us! We are working to have a replacement soon, together with a named industrial officer for CHCC.

Again I would like to extend grateful thanks on behalf of Unite and its members to the OPC for their time and commitment and to you all for the amazing work that you do, often in very difficult circumstances.

I wish you all a happy, healthy and peaceful 2020!

Jane Beach

Industrial Officer's Report:

Position vacant.

Equalities Report

2019 continued to be a busy challenging year, as you may have read or seen from our President - Simon and Registrar - Lance, however the OPC has worked constructively with UNITE to achieve a sustainable approach to these further challenges.

UNITE's Health Staffing has undergone a restructuring process. CHCC is currently without an Industrial Officer, since ours left early in 2019, it has not yet been possible to get a replacement. My sincere thanks go to our Professional Officer Jane Beach, who has tried to fill some of the gaps. UNITE's National Officer for Health are working to try to resolve this and may have do so in the early future. A 2nd Survey was planned and has been delayed in part by the above.

I have continued to work and progress the Equality and Diversity agenda, whilst representing CHCC both within Unite and attended several meetings with the NHS Employers Federation, and others on behalf of the College. Working with my OPC & UNITE colleagues the process of developing a new resource to address some of the issues raised by the first survey is now complete.

It has been sent to UNITE's Design and printing team and should be available shortly. The resource will be available both in leaflet form and online, giving us more flexibility for useful contact links and assists with regular updating. I have been dealing with Members concerns, as they have come in.

CHCC Membership Survey 2020/21!

This is planned to take place during 2020, but cannot go ahead, before we have an Industrial Officer in post, as the completed Survey Forms must be returned to a Unite Member of Staff, ensuring anonymity, and to deal with any Health and Safety concerns that may be raised.

This will assist the Collage in building an evidence base and enable us to compare results with the first Survey of 2017, allowing CHCC to see if we are meeting our Member's needs. If they are any issues you think I should be addressing or would like raised, please contact me via the website or at my email below.

Stewart Selby

equalities@healthcarechaplains.org

Faith's Coordinator's Report

No report received.

Digital Communications Officer's Report

It has been a busy time since my last report.

Our website has continued to be the subject of attempts to hack it, and during a short period in October 2019, when there was a problem with the security certificate, some malicious code was planted in the site. This caused users to see pop-up ads that were selling various stuff!

Because these files had been planted within the site, even after the malware was cleaned from the site, it re-infected itself. It took a couple of weeks to get to the bottom of this but it was soon sorted. We were supported by Morse-Brown Design who host the site for us.

As a part of this work the site we moved to a new faster and more secure dedicated server. You may have noticed that the site is now much more responsive and faster to load. It continues to be subject to attempts to breach its security most days but is well placed to repulse all attempts. It's a "Wild West" in cyberspace!

Just to remind you that no information is stored within the site except members' email addresses and passwords for the members' area (unless members have specifically added their names).

CHCC members can access the members' area using their email address. You will need to use the email address that the CHCC has as a part of your membership details. If you need to change your registered email address, please email the CHCC Registrar. The first time you want to log in please use the "forgot password" option. A new password will be emailed to you. When you have used that password to log in to the members' area you can change your password to something more memorable.

I am glad that the website is being well used and continues to serve the cause of Chaplaincy and the interests of the members of the College. If you spot a problem with the website, please do send me an email!

website.admin@healthcarechaplains.org

Mark Burleigh

Mental Health Chaplains' Forum: Chair's Report

This report covers the period from September 2018, when I became Chair of the Forum, to September 2019. I agreed to stand for one further year, this time as Chair, as I'm due to retire in March 2020. The Forum is a Task Group of the College of Healthcare Chaplains and members are elected at the Forum's AGM, which takes place during the College's Annual Study Conference in September.

This year we decided to hold two rather than three meetings in London but made the second one longer allowing us to take time to gather over a meal in a restaurant before we began our business. Looking after our own wellbeing!

We are especially pleased that, having been asked by Jessica Kingsley Publishers to produce a book on our work within mental healthcare, the book entitled "Chaplaincy and Spiritual Care in Mental Health Settings" was finally published in August 2019. This was put together by Jean Fletcher (editor) who previously chaired the Forum. It is divided into three sections: trends and themes of the wider scene, good practice in Chaplaincy and Spiritual Care and Case Studies. It can be purchased direct from the publishers:

www.jkp.com (use code Y19 to get 10% off the purchase price of £19.99)

Since 2017, the Annual Study Conference has been organised jointly by chaplains from both the mental health and acute, general sectors. On balance, this seems to be the right approach as the conferences have attempted to reflect the needs of both sectors in the choice of speakers and workshops as many chaplains now work in both areas. However, the main theme for the 2020 Conference is to be about mental health matters in particular. I think this shows the growing need to address mental health issues in healthcare and indeed, life in general.

Representatives from the Forum attended consultations on the review of the 2015 NHS Chaplaincy Guidelines. This was a general review and is unlikely to lead to a revision of the Guidelines at present. Since these consultations, NHS England have confirmed that it is to be left to each Trust to work out how much access a chaplain may have to patient notes.

A review of a different kind was held by UKBHC in Cambridge on the body of knowledge required for accredited UKBHC courses. This looked at aspects of academic, theological and practical requirements for chaplaincy. Perhaps the most significant item for me to come out of this review was the question posed to students on placement in a chaplaincy in Scotland: "So, what is it that healthcare chaplains do that is quite distinctive from any other healthcare professional?" A range of answers was given by the students but the one that stood out was: "We (re-)connect people to their own core values and beliefs in order to promote recovery and maintain wellbeing" (Iain Macritchie, NHS Education for Scotland). This fits well with the current thinking in mental health.

As chaplains, we are encouraged to make sure that there is a spiritual care strategy in our Trusts. This is about promoting the spiritual care that we believe is an essential part of healthcare as well as saying that we are the lead professionals in this area. One of the Forum members, Jeremy Law, shared how his Trust (Greater Manchester Mental Health NHS Foundation Trust) had embraced the spiritual care strategy that he worked on with service users and staff across the Trust so that it is now embedded into the corporate structure.

At our AGM in September 2019, Jeremy Law and Ruth Bierbaum (Kent and Medway NHS and Social Care Partnership Trust) have agreed to jointly chair the Forum. I've been grateful to them for their collegiality and believe the Forum is in very capable hands for the future!

Judith Gilbert

GP Chaplaincy Observer's Report

2019 was an exciting year for GP Chaplaincy. January saw a successful conference, 'Turning the Tide: establishing spiritual care in general practice,' at the University of Birmingham Medical School. Chaplains, doctors, psychologists, counsellors, pastoral workers and others attended to learn about current models of GP Chaplaincy, training, supervision, accreditation and research.

There are now chaplains in GP centres in nearly twenty different areas across the UK. This expansion includes both paid and voluntary chaplains. Accessing NHS funding for this valuable service remains a continuing challenge.

The Association of Chaplaincy in General Practice (ACGP) has produced a handbook to assist those interested in establishing and delivering a chaplaincy service in general practice. Accreditation, with annual reaccreditation, for GP chaplains has also been developed.

ACGP is delighted to be promoting a new Special Interest Group to discuss spiritual factors in primary care. This online Google group aims to bring together all those interested in holistic primary healthcare to

consider the implications of the GMC guidance regarding the importance of 'spiritual factors' in good medical practice.

Please see the ACGP website for more information on GP Chaplaincy and associated research reports.

www.gpchaplaincy.com

Elizabeth Baker

End of Life Group Observers Report

I represent CHCC on the NACEL and Ambitions for End of Life Care steering groups. The NACEL group meets for full day sessions three (sometimes four) times a year, usually in London, with two-hour teleconferences in the months between. Ambitions meets twice a year, again usually in London, for a full afternoon's meeting.

National Audit of Care at the End of Life

The purpose of the NACEL steering group is threefold:

- to review the questions and parameters of the national audit in order that as clear a picture of the holistic nature of care be provided.
- To review the raw data from the Audit and to "sign off" its publication
- To review relevant policies and procedures, notably that for raising concerns if any matters of negligence or consistently poor care are highlighted by the audit

NACEL has completed its first round of Audit (2018) from which a number of points emerge:

- Overall, End of life Care is good, and the majority of trusts have sound structures in place to ensure governance, training and palliative care team provision; though no care provider scored 100% in all aspects of care
- The importance of imminent death being identified and communicated to both the patient (if conscious) and to the family/friends of the patient.
- The importance of patient/family involvement in decision making as the end of life approaches – particularly in decisions regarding the role of life sustaining treatment and of DNACPR.
- The effectiveness of individualised care planning and the provision of uniquely personalised care plans which, amongst many other aspects include attention to the spiritual, cultural and pastoral.
- The importance of communication. This is crucial to all the above and is the area in which evidence is most lacking.

Spiritual/pastoral/cultural care, scored relatively lowly across the board in round 1; the question for round 2 have been sharpened in focus and more guidance to the case note reviewer has been provided in order that they may identify more accurately whether this domain of care has been met.

2019's audit is now underway.,.

Ambitions for end of life care

The Ambitions Framework (2015) is the national framework for action locally and incorporates NHS England's aims and objectives for end of life care. Ambitions was established in response to the issues highlighted in the Neuberger investigations 2014.

The partnership steering group meets to take an overview and receive intelligence/information from the membership groups on what is going well and what is going less well. It is also a valuable forum for the sharing of news and experience, though which the represented organisations may learn from each other. Five years from its inception the partnership has recently reviewed its Memorandum of Understanding and now looks to continuing its work to improve the quality of end of life care, through providing guidance and,

potentially, establishing a library of best experience examples from which carers, and care providers might continue to learn.

As CHCC rep on these two bodies I have learned much and find that the contribution of chaplains in the field of end of life care is much valued by those working at national level to ensure care is of the highest quality.

Kevin Tromans

HSCC Journal: Editor-in-Chief's Report

The journal is now in its eighth year of publication and we continue to publish articles of a high standard that are related to health care chaplaincy. Online readership access over the last 8 years has seen phenomenal growth towards 50,000 ($GR = 49331-3772/3772: 12.07 \times 100 = 1,207\%$). This is a tremendous result of which we should all be proud.

HSCC Online Readership Access Statistics

- 2013: 3,772
- 2014: 9,685
- 2015: 12,688
- 2016: 12,584
- 2017: 23,536
- 2018: 36,586
- 2019: 49,331

Also, this last year has seen HSCC, finally (!!) become accessible via CINAHL, the health care search engine and thus be eligible for an impact factor via SCOPUS Elsevier - which hopefully, over the years to come, will reflect the high quality of our journal.

In addition, as of 2020, HSCC will have 'Advance Access' for an increasing number of articles which means expedited publication times and allowing much earlier access to articles online while awaiting publication into a specific edition. Having articles published progressively online via 'Advance Access' will be advantageous to our editors (as it will reduce 'deadline stress'), as well as being beneficial for numerous authors (as their work will be published earlier) and most importantly it will be helpful for our readership (who will receive information about current topics much sooner than having to wait 6 or more months!).

These achievements are largely due to the efforts of Lindsay Carey, our editor in Australia, and I am delighted to announce that he will be taking over from me as Editor in Chief on 1st August 2020, when I retire from the role. Joining the Editorial Team is Linda Ross, the nursing and spirituality researcher who is based in Wales, thus completing our representation on the Editorial Team of all the countries in the UK. The other editors are Chris Swift (England), Daniel Nuzum (Ireland) and Duncan Maclaren (Scotland), with Mark Newitt as our Book Review Editor. We also now have an editorial board that covers eight different countries (UK, Ireland, Canada, Australia, New Zealand, Belgium, Holland and the US). I would like to thank them all for their support of me as EIC over the years and for their hard work in ensuring the continued high standard the journal has achieved.

Many of you have not registered with Equinox, our publisher, so that you can receive the journal free online (a benefit of membership of CHCC). You will all have received an email from Simon Harrison after

the CHCC Annual Conference in September 2019, giving details of how to do this or you can directly to the link, as per the instructions below. It is a very easy process but, should you have any problems, Ailsa Parkin (aparkin@equinoxpub.com), at the Equinox office, will be very pleased to help you.

Several of you spoke to me at the CHCC conference, asking about hard copies. It is possible to have them at the reduced price of £42 pounds per year for the two issues. Full price is £91 per year, so this is more than a 50% discount, and very generous of Equinox to give it. If you would like to order a hard copy, please contact Ailsa.

Meg Burton

Research Advisors' Report

Mark Newitt and Steve Nolan are non-voting members of the OPC who are seconded to advise the OPC in relation to issues around research. Our hope through the coming year is to encourage research literacy among CHCC members through a bi-annual research themed newsletter. The newsletter will provide information on developments within chaplaincy research alongside overviews of articles/papers that chaplaincy teams can use as a starter for further discussion within journal clubs/reflective practice.

Mark Newitt

English Regions, Scotland and Wales Reports

London

This year has been good in the London Region, with some very positive local meetings as well as contributions to major national workstreams. Three meetings took place, with two associated with conferences. Rev Claire Carson, Head of Chaplaincy at the Royal Free and London NHS Foundation Trust, who has chaired the planning group for the region until recently, has kindly reported on these.

Organ Donation Conference – 27th March 2019

The Organ Donation conference was on 27th March and The Royal Free. It was a joint conference for London CHCC and The Organ Donation Committee here in the hospital. I thought it would be good to get as many chaplains there as possible. We discussed deemed consent. We had a multi-faith and belief panel: Muslim, Jewish, Christian, Jain, Hindu and Humanist. We also had a transplant surgeon; specialist organ donation nurse and psychologist speak. It was well attended with 120 people registering.

Paediatric Conference – 11th June 2019

The Paediatric Network always holds an annual conference and there year it was held at the Royal Free London. I thought this would be a great opportunity again for a joint conference with London CHCC. Again, it was well attended from around the network. The theme was ethics. We had 2 consultants speaking from Great Ormond Street and we had case studies lead by Head of child safeguarding, the Trust lawyer and Clinical Psychologist.

26th Sept 2018 *we held a CHCC meeting and discussion on current issues at St John's Waterloo.*

London hospitals made contributions to the OPC instigated review of Chaplaincy and Spiritual Care Policies. After the OPC in Esher, in January, and further work, this resulted in the Introduction from President Simon Harrison and the slide set now on the CHCC website. (The slide set is **The Spiritual Care and Chaplaincy Policy Review for the College of Health Care Chaplains 2018-9 (Reviewer: Jo McCormick)**). It is NOT a single 'best fit' exemplar policy but gives a policy template and a variety of reference points, which would enhance any policy making, alongside a JISC mail trawl! It is based upon on the ground Trust policies delivered by industrious Managers, Heads of Service and collaborative teams.

As usual, members have taken up opportunities for education and support from UKBHC, CHCC, faith communities, educational establishments and the Network for Pastoral, Religious and Spiritual Care in Health and others. Supervision and peer support remain significant. It happens alongside the very important informal consultation with colleagues, either for human resources reasons, or to draw upon expertise in research and review, mediation, counselling and psychotherapy, finance and strategy, art and musical gifts, and so forth.

Our current membership is about 112. In the region, like others, we have been experiencing a number of changes in chaplaincy teams, including reductions in team size; challenges with recruiting support chaplains for the substantive teams and changes in leadership.

Here's hoping for **expansion in chaplaincy teams** with some proactive work to implement the numbers of chaplains seen as appropriate in National policy frameworks and guidance. **Many current discussions simply require some strategic investment in chaplaincy staffing and education of aspiring chaplains.**

I round off with a note of some of my work-related roles – I do have other aspects to my life - to illustrate how integrated work occurs in a variety of contexts, which is common for many chaplains.

Tim Mercer

South East

Not much to report from the South East but hopefully in 2020 I will be a little more proactive. It would be good to hear from members in the area about what they would like and expect (possibly opening myself up there to some work!) so do please contact me. – s.baker4@nhs.net

All the best in your ministries for this coming year.

Stephen Baker

South-Central (Dorset, Hampshire, Wiltshire, IoW)

It has been a privilege to have been elected to represent the South-Central Region on the Organising Professional Committee (OPC). The past year has continued to be a steep learning curve as I continue to learn and understand the wide and varied remit that our College undertakes. It has been wonderful to get to know better the other members of the OPC who work so hard on behalf of colleagues and the College and who are so passionate about Hospital Chaplaincy.

As always, I continue to be amazed how my colleagues on the OPC manage to do so much nationally on top of their busy and varied workloads back in their respective Trusts. I realise that there is much to be done in an ever demanding and changing landscape of Hospital Chaplaincy and the NHS. To date my focus has been very localised in Dorset and Wiltshire where we have a well-established Chaplaincy Gathering which brings together both Chaplains and Chaplaincy Volunteers to offer training and support. My hope, in the coming year, is to develop an effective communication system that enables me to be more available to support colleagues across the huge South-Central region and to raise your concerns or issues at national level. Please feel free to contact me for advice or support.

Declan.McConville@poole.nhs.uk

Declan McConville

South West

Time fly's when you are having fun, so the saying goes. Well I can say that my first year as the South West representative on the OPC has certainly flown by and it has been extremely enjoyable.

Personal highlights would have to be being part of the away break that the OPC took at the beginning of last year, where together we agreed a number of important work streams and projects for 2019. One of the areas we agreed to promote was in research. Throughout the past year we have not received any requests for grant funding to help with research projects, but the College remains keen to do so. Details of how you can make an application for funding can be found on the College website as well as the criteria for the awarding of grants.

Another highlight was being able to attend the annual CHCC conference at Swanwick which was entitled 'Opening the Black Box of Chaplaincy Interventions'- Exploring what we do and how we understand what we do. Feedback has shown that members felt that this year's conference was one of best in recent years. If you have not been able to attend the conference previously, I would thoroughly recommend it.

It is an excellent opportunity to network with fellow members, to be informed and inspired by a number of excellent speakers and to have some time out to reflect and hopefully to have ones batteries recharged. Attending the OPC means an early start for me , leaving home at 5.30 am for the commute to London and returning home at 10.30pm, however the journey is well worth it and I feel privileged to be part of a group of people who work so hard not only as healthcare chaplains in their local contest but also to support our members and represent healthcare chaplaincy nationally.

Mark Richards

West Midlands

I've enjoyed being the rep for the West Midlands for this last year. I was co-opted after the Conference in 2018 so am serving for a couple of years before either standing for election or stepping down! I have attended all the OPC meetings in London and enjoyed being part of the group looking at spiritual assessment while at the Unite House in Esher last January. I also attended the annual conference and am involved in developing local conferences for chaplains of all specialities in Coventry and Warwickshire. I have also worked on updating one of the pages of the College website. In my own hospital I attend the meetings of union reps whenever I can.

Apart from being a college rep, I'm lead chaplain at the George Eliot Hospital in Nuneaton and have been for the last six years. I love all of it (honestly!) but take particular pleasure in working with midwives and others to give the best spiritual and pastoral care to people who experience baby loss at any stage or in any way. I'm also passionate about working with people from other faiths and cultures and developing ways within the hospital institution to talk to each other – one of my favourite Christmas staff events is 'Mince pies and Samosas' when we gather in the chapel after Friday Prayers to eat lovely food and talk about how our faiths are different as well as how they are the same. And we have developed some beautiful gardens by the chapel as spaces of peace and beauty within the chaotic anxiety of our crazily over-stretched hospital.

Ricarda Witcombe

East Midlands

Position vacant.

East Anglia

Greetings! I am just completing my first year representing this region as the CHCC Regional Representative and it has been a privilege to do so. It has been a quiet year with a few calls from other chaplains about how to obtain a membership with the CHCC. I look forward to continuing to support colleagues in the region and on the OPC. My contact details are on the CHCC web-site – please feel free to contact me if you have matters of concern or questions.

Allison Cline-Dean

North West

Position vacant until very recently hence no report.

North East (Yorks & Humber)

No report received.

North East (Durham, Tyne & Wear, Northd)

During the course of the year, I took over as North Eastern representative from Rev Peter Webb. I have been a mental health chaplain for Tees, Esk and Wear Valleys NHS trust since March 2015 (my Trust's HQ is within the region, but I work largely in rural North Yorkshire). I'd like to acknowledge Peter's work for this region and his invaluable assistance during this period of handover. Since taking over the role I've concentrated on trying to familiarise myself with the CHCC: I now know almost the full extent of what I don't know!

This region is unusual in that we meet around 3 times a year for information gathering and study. I chaired my first meeting back in October: by next year's Annual Report, I'd hope to have a fuller description of what happens in this region.

Graham Peacock

Scotland Report

As CHCC Rep for Scotland I have attended meetings of the CHCC's Organising Professional Committee (OPC) over the year, including a helpful residential meeting in Esher in January 2019. It is always interesting to join in discussion with spiritual care colleagues from across the UK about issues facing the practice and growth of spiritual care. More than ever, this year, I've been conscious of the significant differences between the multifaith model of chaplaincy in the rest of the UK and our own generic model. This has led to some interesting and challenging discussions and, hopefully, learning for all.

In Scotland we are in the process of developing a spiritual care strategy and framework for the next few years. I'm delighted that, amongst other stakeholders, the CHCC is involved in this process with Simon Harrison, President of the CHCC, sitting on the Short Life Working Group set up to put together the new strategic plan.

Tim Bennison

Wales

The geographical spread for this region is large but we have had arranged a meeting to include a video conference facility each season. Wynne Roberts has utilised V/c and for every meeting the remainder of the Province has seen each University Health Board represented. We will hopefully to 2020 be able to visit Betsi Cadwaladr Health Board

During 2019 each University Health Board has eventually appointed a Senior Chaplain / Lead. Other vacancies and particularly the part-time has been challenging to appoint according to essential specifications and often candidate experience are not broad enough. During the conversations and with the restructure of two Health Boards there have been issues around on-call partly due to historical banding and the criteria of professional specification. It is important to be consistent and to offer the best care for patients, carers and staff. Conversations and support have been offered to individual chaplains.

As I am new in this role and it is only since November 2019 that my own Health Board has had all appointments met. Once the team are settled my hope is to visit other Health Board and meet chaplaincy staff.

One development within the region is that the WAST (Wales Ambulance) have in three Health Boards made a move towards piloting a Volunteer Chaplaincy Service and we have currently scheduled a meeting with WAST Managers to discuss and share their aspirations for the appointments and to consider areas of overlap. We may also in the future consider the role of Chaplain within the other Blue Light services. As healthcare professionals we are aware that these are volunteer posts and have concerns around accountability / training etc.

During one of the Lead meetings, Linda Ross, Professor of Nursing (specialising in spirituality) at the University of South Wales attended and shared information and advised us of work around best practice in spiritual care in nurse education initiatives in Scotland and Europe. She specifically mentioned the move in South Wales to approach for Welsh Government funding around an initiative with British Heart Foundation and using Community Volunteer Chaplaincy to support patients via home.

It is obvious from the meetings that the role and support of the Spiritual Care Department to staff is developing and growing and we must ensure that the departments are not 'over-stretched' and to prudently have a record of the time and efforts so that it is recognised by the organisation. It is a financial and difficult climate and the listening ear, practical support is of importance and of value to healthcare, psychologically and financially. However, the accounting and evaluating this positive difference and its impact on the service users and the workforce through passion, commitment and professionalism of the Chaplaincy Team remains largely a mystery to Health Boards.

Northern Ireland - *Position vacant.*
