



Introduction:


1. This presentation is a summary of the NHS Caring for the Spirit Strategy.
2. It will include
 1. An overall vision statement
 2. The basic elements of our work that can be enhance
3. It is a creative strategy.
4. It is a challenging strategy.
5. It is a necessary strategy
6. There will be a pause between slides to enable you to gather your thoughts and make notes.
7. **FIRSTLY THE OBJECTIVE**



The spiritual dimension

'A quality that goes beyond religious affiliation, that strives for inspirations, reverence, awe, meaning and purpose, even in those who do not believe in any god'

Murray and Zentner (1988)



Caring for the Spirit
 Workforce Development Commission

An NHS Strategy for Chaplaincy and the Spiritual Healthcare Workforce

– “To enable individuals and groups in a healthcare setting to respond to spiritual and emotional need and to the experiences of life and death, illness and injury, in the context of a faith or belief system.”


- Note that the **CARING FOR THE SPIRIT** takes its **OBJECTIVE** from the Healthcare Chaplains Standards document.
- A whole session might be devoted to analysing this statement. What do we mean by ‘**Spiritual and Emotional need**’?
- **CONTEXT** is key
- The setting of the response that we make is made within the **CONTEXT OF A FAITH OR BELIEF SYSTEM....THEIRS AS WELL AS OUR OWN**. This is a Theologically testing aspect of our work.
- **THE PLURALISTIC NATURE OF SOCIETY** in our age demands that boundaries are respected and understood as well as negotiated.



- "There's something wonderfully rewarding in being part of an effort that does make a difference."

Author: Brian O'Connell



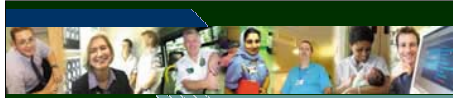


Caring for the Spirit
Workforce Management Consultation

A vision to be achieved by 2010

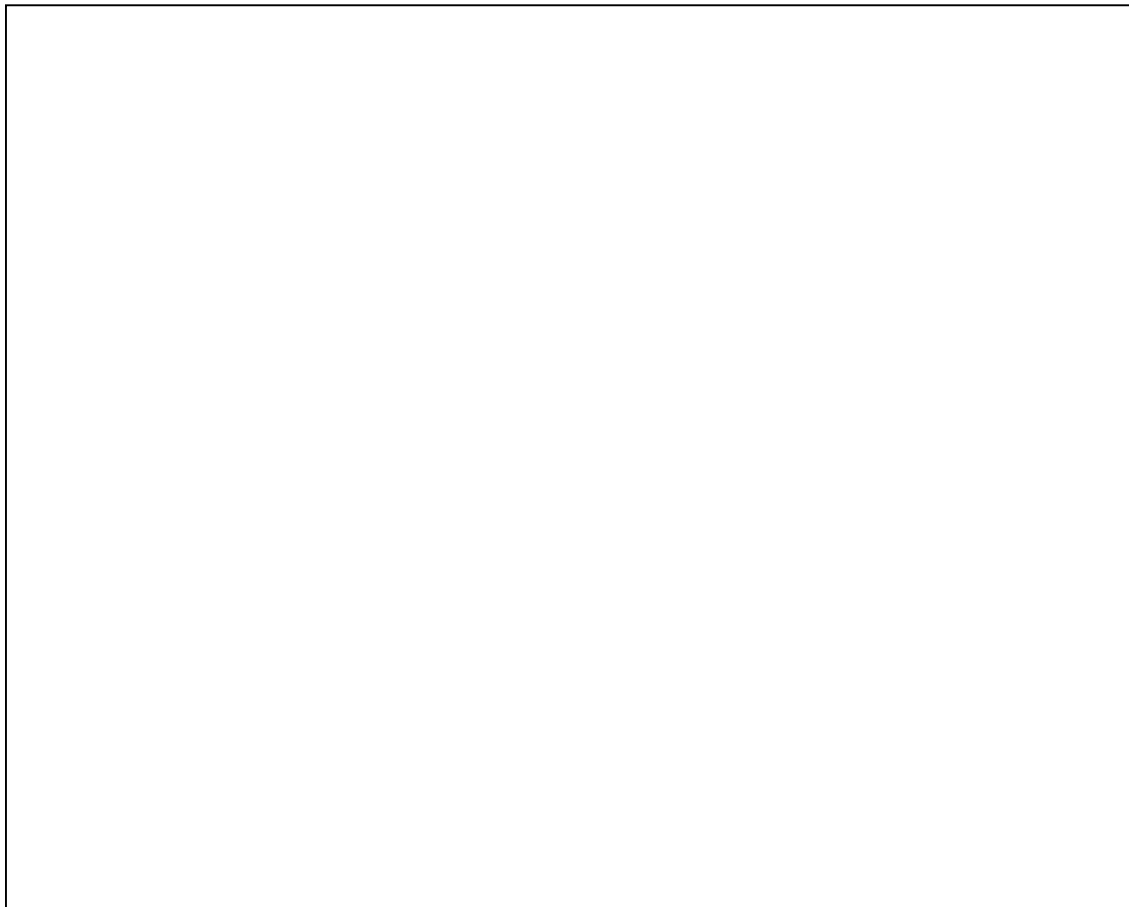
1. Using an Evidence Based system of Care.
2. Working as members of the Healthcare Professional Workforce.
3. Supporting Multi-faith working which respects all.
4. Demonstrating a Professional standing through education pathways.
5. Contributing to the leadership of healthcare services.
6. Making effective Links with community groups and faith groups local and national


- This is a **VISION STATEMENT**
- At a first glance this list could be dismissed as a **MANAGEMENT AGENDA**
- Serious thought will reveal that each statement **CAN BE EMBEDDED WITHIN A THEOLOGICAL JUSTIFICATION**. An incarnational theology can accommodate much of this work.
- Each statement also has a **raft of sub-agenda** attached and form the material for **KEY WORKSTREAMS and MILESTONES** within the project.



- "How does one become a butterfly?" she asked pensively. "You must want to fly so much that you are willing to give up being a caterpillar."

~Trina Paulus





Caring for the Spirit
Workforce Management Connections

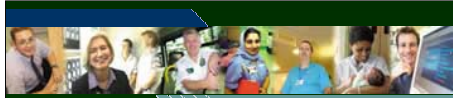
1. An Evidence Based system of Care

Know why we do what we do.

- Record what we do.
- Stand back – an objective view.
- Become Research Aware – read journals.
- Involve in Research Practice – Audit & study.
- Document and exchange good practice.
- Reassess practice in the light of knowledge.


SOME DETAIL

1. Evidence Base is linked to a **Reflective Practice**
2. Evidence comes from collecting the **DATA**
 1. We therefore need **RECORDS** that take two forms
 1. What we do in patterns of work
 2. What we do in detail
 3. What the outcomes might be
3. At some point we need **ANALYSIS** to think about what we do and why.
4. We gain insights from other's research
5. We gain experience from involvement in research
6. Sharing **GOOD PRACTICE**
7. **RE-ASSESS** what we do and why and apply to our work patterns.



- The most beautiful thing we can experience is the mysterious. It is the source of all art and science.
-Albert Einstein





Caring for the Spirit
Workforce Management Considerations

2. Work as Members of the Healthcare Professional Workforce

- Working as part of a Multidisciplinary Team (MDT).
- Sharing the care.
- Sharing information.
- Respecting others' skills and gifts.
- Working amid a pluralistic network of care.
 - Chaplains are not the only fruit!

1. There is a distinction to be drawn here between Registered Healthcare Professionals and Working as a member of the Healthcare Professional Workforce.
2. To work as members of the workforce in a professional manner to the benefit of the patient care is the primary aim.
3. Most of us are PROFESSIONALS as ordained ministers of religion.
4. Our quest to seek a status of Professional Registration is another and long term agenda for our professional organisations.
5. Working as part of the professional workforce means
 1. **SHARING CARE**
 2. **SHARING INFORMATION**
 3. **RESPECTING** others' gifts and ability
 4. Working amid a **PLURALISTIC** provision



- A disciple having asked for a definition of charity, the Master said: Love One Another.

—Confucius





Caring for the Spirit
Workforce Development Connections

3. Supporting Multi-faith working which respects all

- Knowing who comes to your hospital. How?
- Establishing relationships with local faith groups.
- Identifying the needs of minority groups.
- Recognition of the pluralistic nature of our society.
- Recruiting and training spiritual health carers of all faiths and beliefs.

MULTI-FAITH working

1. Firstly we need to know **WHO** attends the hospital and what their individual **NEEDS** are
2. **RELATIONSHIPS** are dynamic and involve our active participation.
3. Knowing **NEEDS** demands some **ASSESSMENT** is made formally
4. We cannot live in the island of our own value systems
5. We must **involve representation** from faith groups, include them and provide them with **appropriate training**.



- "Do all the good you can. By all the means you can. In all the ways you can. In all the places you can. At all the times you can. To all the people you can. As long as ever you can."

Author: John Wesley

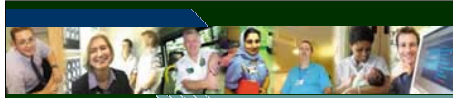




4. Demonstrating a Professional standing through education pathways.

- Defining things a chaplain should know.
- Participating in Annual Appraisal.
- Sourcing theological and professional training.
- Calling & vocation vs. Profession & training.
- Recording our achievements.


1. **NHS CHAPLAINCY** is a distinctive work.
2. **Cfs** proposes a tiered approach where that is possible
 1. **Entry Level**
 2. **Chaplain**
 3. **Chaplain Manager or Team Leader**
 4. **Specialist Chaplain/ Consultant.**
3. Each Level demands new Knowledge and Skills to be acquired.
4. We need to source training and study both locally and nationally.
5. There is a real difference between Calling and Vocation, Profession and training. Both elements are necessary to work in Chaplaincy.
6. **RECORD** what we know and work within the **APPRIASAL SYSTEM.**



- One person with belief is equal to a force of ninety-nine who have only interests.

-John Stuart Mill



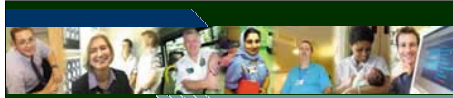


5. Contributing to the leadership of healthcare services.

- Engaging positively with the NHS Agenda for healthcare.
- Bringing spiritual insight to the workplace
- Social issues of justice and equality
- Ethical issues, contributing to ethical committees.

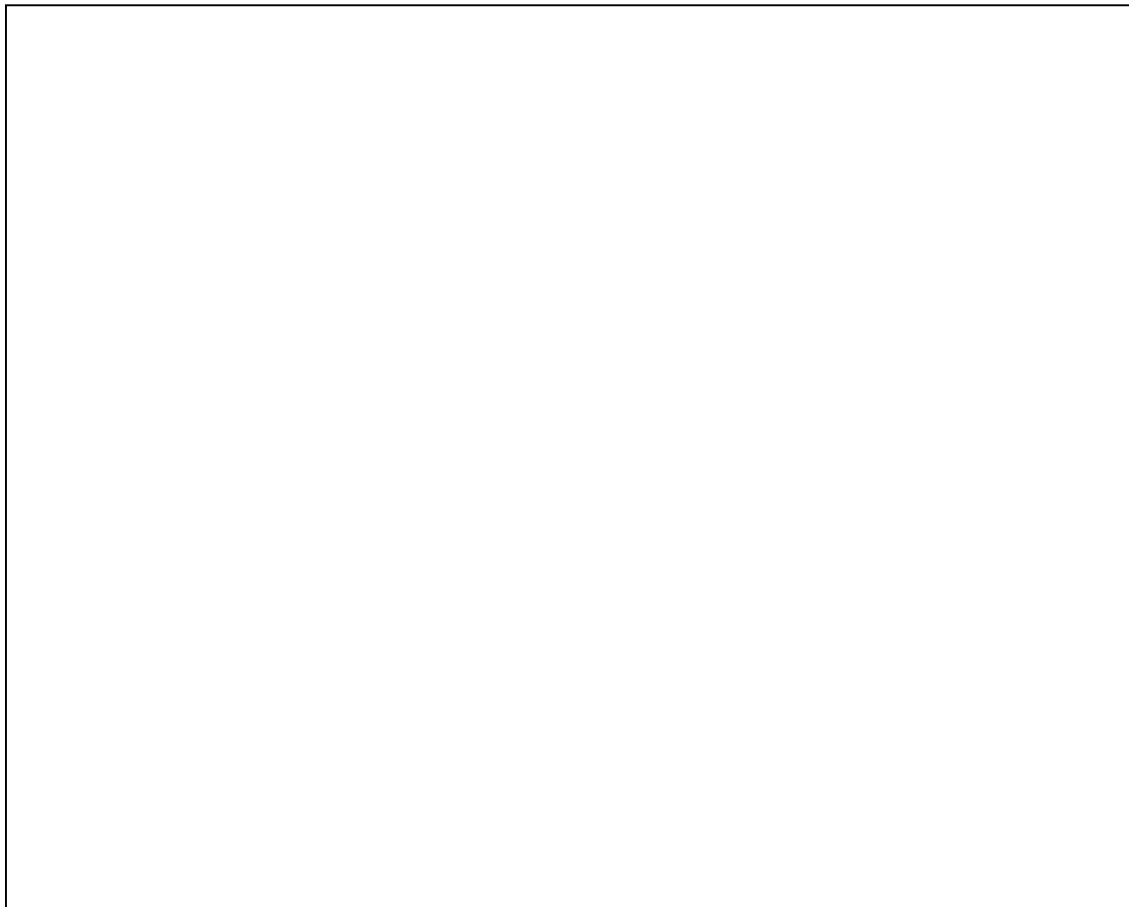
This theme will be covered by our speaker today and I will just give an introduction to this

1. Its about engaging positively with the **NHS Agenda**.
2. It has three components
 1. Developing our **PERSONAL QUALITY** of Leadership
 2. Engagement with **NHS AGENDA and SETTING** Direction
 3. **DELIVERING** a service
3. We have a unique component to offer to the **SPIRITUAL issues** and agenda.
4. They are **ETHICAL and about SOCIAL JUSTICE**



- Imagination is the beginning of creation. We imagine what we desire; we will what we imagine; and at last we create what we will.

-George Bernard Shaw





6. Effective Links with community groups and faith groups local and national

- Recognition of the validity of all faiths.
- Respecting our own boundaries – brokers, agents or fellow team members?
- Converting our contact lists to working relationships.
- Forging and belonging to spiritual networks

How do you relate to the communities of your areas?

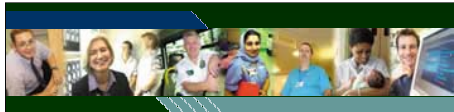
1. **PPI Links**
2. Recognising all **GROUPS**
3. **RESPECTING** boundaries
4. Developing **RELATIONSHIPS**
5. **BELONGING** to Spiritual Networks



- "There's something wonderfully rewarding in being part of an effort that does make a difference."

Author: Brian O'Connell





- If three of us travel together, I shall find two teachers.

– Confucius

