

**Minutes of the Spiritual Care Committee
Thursday 12th September 2019 2.00pm
Seminar Room, Summerfield House**

Present:

Amy Anderson, Non Executive Board Member, Grampian NHS Board (Chair)
Carole Clarke, Healthcare Chaplain, ARI & Roxburghe House
Gillian Douglas, Lead Chaplain, Mental Health
Ann Ewing, Chaplaincy Volunteer
Sue Kinsey, Public Partner
Kirsty Lamond, Practice Educator
Ian Pallett, Healthcare Chaplain, Dr Grays, Elgin
Mark Rodgers, Head of Spiritual Care and Lead Chaplain
Liz Tait, Head of Clinical and Care Governance, Dr Gray's Hospital (by VC)
Maggie Whyte, Parish Minister, St. Stephen's Church of Scotland
Yvonne Wright, Chief Nurse, Acute Sector Clinical Support (by VC)
Chantal Wood, Business Manager, MHLDS

Attending:

Delaine Kennedy, minute taker.

1 Welcome and Apologies.

Chair welcomed members of the Committee to the meeting and read apologies from Louise Ballantyne, Patient Services Manager; Mervyn Barr, Humanist Society Scotland; Nigel Firth, Equality and Diversity Manager; Kimberley Menzies, Location Manager, Aberdeenshire Health and Social Care Partnership; Terry Taggart, Honorary Episcopalian Chaplain; Angie Wood, Area Manager, Aberdeenshire Health and Social Care Partnership.

Introductions were made around the table and the Chair thanked everyone for attending. Chair requested permission and no objections were made to recording meeting for accurate minute purposes. Chair extended special welcome to Maggie Whyte who gave a brief background introduction of herself to the Committee. Liz Tait and Yvonne Wright introduced themselves and joined the meeting by VC.

2 Minutes of Meeting held on Thursday 9th May 2019.

The minutes of the previous meeting were then confirmed as a full and accurate record of the meeting.

3 Matters Arising.

None arising.

4 Focus on Chaplaincy Training with Staff, with particular focus on Healthcare Support Workers Training by Carole Clarke, Healthcare Chaplain. (Presentation: "Spiritual Care: Staff Training").

Carole thanked committee for invitation to present, explaining she was new to Aberdeen and Chaplaincy, with a relatively recent role in Roxburghe House also. She highlighted that she was part of a team who are actively involved in training other members of staff, which fits in well with person centred care. At present, 50% of her job is delivering staff support which has resulted in increase of patient referrals. This should not be seen as competition to Occupational Health and Chaplaincy will always aim to see someone on the same day if they are struggling. Carole is working increasingly with new graduate nurses and midwives and a large contingent of Australian nurses at present. Carole spoke about music for the wellbeing of

staff, mindfulness and how staff do not need to have a religious belief to take up Chaplaincy resources. Mention was made of many staff changes; Healthcare Support Workers and nurses are very good at making referrals but unsure how to do so and are encouraged to speak with their Ward Manager. Carole spoke of how Spiritual Care can be delivered just by being 'alongside' – best tool. 3 things to remember: Spiritual Care is not just delivered by Chaplains, but by all staff; Chaplaincy Department is a 24/7 service and Spiritual Care is there for staff as well as for patients, relatives and carers.

Chair thanked Carole for her presentation.

The following areas were covered in subsequent discussion: how it is very important for Chaplaincy to be there for staff; the natural process of the circle of life and how death should be dignified; quality of life and not length of life; expression that a patients' family may feel a lack of control which produces fear, anger, aggression; reluctance of close relatives to let the patient go and importance of family acceptance; ; value of staff knowing they have Chaplaincy support; discussion of difference between bigger scale staff training with minimal engagement and Healthcare Support Worker Training which is more interactive, less academic and very responsive. Chair invited Carole back to speak in the future.

5 Focus on W.R.A.P. - Workshop to Raise awareness of Prevent by Kirsty Lamond, Practice Educator (Handout: "UK Protect National Bulletin, Counter Terrorism Policing").

Kirsty explained how she is a NHSG WRAP facilitator and works with the Police Scotland Counter Terrorism Advisory Unit, outlining what we already know about society, the key things to look out for in relation to terrorism, that there is a narrow perception of terrorism and that terrorism is not all about religion. Kirsty asked all to look for key trigger points i.e., staff, patients, relatives and groups attended.

NHSG aspect: Should we be concerned about someone? Who should/can we report this to?

Police Scotland aspect: how Police Scotland counteracts terrorism. Created in 2017, a short film which is used across Europe called "Run, Hide, Tell", highlights what to do in the unlikely event of a terror attack – and can be accessed - <https://www.scotland.police.uk/keep-safe/280693/stay-safe-firearms-and-weapons-attack> If a terror attack was to happen within a hospital, what is the protocol for a bomb threat? Part of NHSG staff role is to support Police Scotland if they invite a search.

Chair thanked Kirsty for her presentation.

The following areas were covered in subsequent discussion: at a stage of transition of training with depleted teams, waiting for trained staff to be in place before delivering training again; WRAP facilitators and training in place in Elgin; 3 examples of people at risk of radicalisation within last 18 months in Elgin; how Midsocket Church, Aberdeen would be used in a Mass Casualty Plan for a relatives reception area as the hospital would be in lockdown and Chapel would not be available; Kirsty explained she had 'wrapped' over 800 people in 2018; pointer given where to access information on Prevent on NHSG Intranet.

6 Sector Reports.

6.1 Aberdeenshire.

Rev John Duthie resigned as Chaplain to Glen O'Dee and Aboyne Hospitals as of 31st August 2019. John has been very diligent in this post but on account of deteriorating health, has decided to resign. As an interim measure, Judith Pirie will cover this vacancy along with her

two other Aberdeenshire hospitals i.e., Inverurie and Stonehaven. Steps to be taken to cover vacancy and compliments were made towards John from the Committee.

Joint discussions in Oldmeldrum with Westbank Team and local funeral directors who offered the staff training with them to enable the care staff to support families during residents' end of life care and bereavement support. Chair commented this was helpful, cross-organisational working.

6.2 Mental Health.

Hospital has been issued with a notice of contravention by the HSE after an event in January. Plans to purchase plastic beds with no anchor points and removal of fixtures and fittings – also working with Ward 4, Elgin colleagues to go up to Board approval for funding. 8 wards are having interim work carried out in order to create safer, therapeutic spaces. Invitation extended to Ian Pallett and Yvonne Wright to visit Fraser Ward, RCH after his concerns that removing anything that could cause harm may contradict a safe/therapeutic/spiritual environment – explained working with furniture companies at present to source furniture specifically for challenging environments but aesthetically pleasing.

Lead Chaplain (Mental Health) will be involved in the Adverse Events (AE) process through shadowing an AE journey. This should result in greater support for staff, patients and relatives.

There continue to be challenges with the recruitment and retention of nursing and medical staff. There are ongoing recruitment strategies to address this.

1 Adult and 1 older adult admission ward remain temporarily closed along with Lochhead day Hospital - part of an ongoing review.

The MH&LD strategic review document is still out for consultation. Senior staff hosted corridor information events and open discussions in the Staff Lounge. Consultation period ended on 31st August 2019.

Ongoing ligature reduction works across the hospital and Crathes Ward patients and staff will move to Fraser Ward in October.

New signage across the hospital is to be commended with all signs including direction to the Chapel and Chaplaincy Offices.

2 chaplains continue to offer staff support using Values Based Reflective Practice (VBRP(R)) in 7 wards. Discussions are ongoing to offer VBRP(R) to a group of Occupational Therapists working with older adults in RCH and out in the community.

All volunteers at RCH will be invited to a thank you event at High Hilton Church on Thursday 10th October. In addition, all RCH volunteers will be invited to an event at RCH to be arranged during December. Lead Chaplain (Mental Health) gave a presentation at a support session for students due to qualify this year which should help greatly due to staff shortage.

6.3 Moray.

Support to managers and staff in mental health teams locally due to a number of recent significant adverse events. Hospital Chaplain aware of the difficulties experienced by staff

currently and is supporting the Service manager and the team, in addition to other options for support provided by NHSG. Continual awareness raising of Chaplaincy support across Moray.

Downgrading of Consultant led Obstetric unit and changes to the paediatric service within Dr Grays Hospital. Continued visibility and engagement of staff with Chaplaincy team due to numerous anxieties. Chaplaincy support continues as we move into another planning phase towards sustainability.

DGH is 200 years old during 2019 and planning is well underway for 200 year anniversary service to be held in Elgin Town Hall supper room on 6th October at 3pm. All welcome. Service programme printed free of charge by local firm of funeral directors and Walkers produced commemorative Shortbread.

Recommendation for the Committee to acknowledge the continuation of effective Spiritual care support to staff and Patients across Moray.

Chair enquired re SANDS bench situation – bench is now in Sensory Garden at DGH - funds have been offered back by NHSG.

6.4 Acute.

Sue Rayner, Healthcare Chaplain, will be leaving NHS Grampian in Mid-September to take up a Chaplaincy post with NHS Tayside. We are very grateful for her contribution to the department over the past 3 years and wish her the very best in her new post. The vacancy process will commence in the coming weeks with interviews to take place on Monday 28th October.

There will be a Senior Management Walkabout visit to the Chaplaincy Department on Thursday 24th October, during “Chaplaincy Week”. The Chaplaincy team will take the opportunity to showcase the breadth of work that they are involved in, not only in the Acute Sector but across each of the sectors within NHSG.

The Chaplains have been updating aspects of the Major Incident Plan in recent weeks, creating Chaplaincy Action cards. During the summer months, they hosted 5 Oil companies in the Chapel as part of wider “tours” that take place in order to familiarise them with the site should there be an Oil related activation of Major Incident Plan.

A second Staff Well-being day entitled “all about me” was planned, led and facilitated by Sue Rayner (Chaplain) and Carolyn Annand (Nurse Manager) with input from Carole Clark. 20 staff working within the Anchor Unit at ARI attended. The programme included emotional well being, relaxation, resilience, stress management, hydration, sleep and looking after yourself and others whilst in and out with the workplace. The evaluations were very positive, staff appreciative of time to reflect about their well being and it was great fun!

6.5 Aberdeen City.

Evonne Llewellyn has started in her post as CCL Volunteer Co-ordinator. This 18.75 hour pw post is funded by Aberdeen City Partnership and is a fixed term post for 23 months. Her role is to further rollout the CCL service in the Aberdeen City Partnership. Evonne will be present at the SCC meeting in November to give us an update on her plans, aspirations and progress.

We are hoping to train a new cohort of volunteer CCL listeners in October/November this year.

7 Any Other Competent Business.

7.1 Chaplaincy now falls within Nursing, Allied Health Professional and Midwifery Directorate (where most of Chaplaincy Departments in Scotland sit). Meeting to take place within next few months with Nursing Director.

(Mark Rodgers)

7.2 Religions and Cultures in Grampian (4th Edition) – Chair spoke (in Nigel Firths absence) about the recently published 4th edition – and that it is a useful and culturally competent document.

8.0 Date of Next Meeting.

The next meeting of the Committee will be on Thursday 14th November 2019 at 2pm in **Seminar Room 2, RACH.**

Chair thanked all for attending and closed the meeting.

2020 Meeting Dates (all 2pm):

Thursday 27th February – Seminar Room, Summerfield House

Thursday 14th May – Fulton Clinic, RCH

Thursday 17th September – Conference Room, Summerfield House

Thursday 26th November – Seminar Room, Summerfield House

Action: Mark Rodgers