

2018 Chaplaincy Services Review

Following the survey of chaplaincy services in 2015, the HEA wrote to all HEIs (on 21 July 2016), requesting that institutions:

- ✓ Ensure value-for-money for any expenditure on chaplaincy services and regularly monitor and evaluate the use, value and impact of these services from a student perspective.
- ✓ Ensure that chaplaincy and other support services are available to students of all faiths in keeping with their responsibilities under the Irish Constitution and that the use of lay chaplains could be considered as a means to address that.
- ✓ Ensure that there is no discrimination between the appointment of lay and clerical chaplains.
- ✓ Ensure that public-sector appointment criteria and procurement guidelines are followed in the process of providing chaplaincy services.
- ✓ Address any with 'legacy' arrangements in place which did not involve a formal process of appointment or procurement in line with public-sector rules or guidelines should seek to do so as a matter of priority within the next 12 months.
- ✓ Ensure that there are robust agreements or contracts in place with chaplaincy services that clearly set out their services and responsibilities to the entire student base and accountability arrangements for delivering on this remit.

It was stated that the HEA would monitor ongoing implementation in this regard and would request an update from each HEI in due course. Therefore, we now invite you to complete the table overleaf.

Please submit this information to grantpayments@hea.ie no later than close of business on Friday 13th April 2018.

| Survey of Chaplaincy Services (2018 Update) | |
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| Institution: University of Limerick | Response |
| a) Current arrangements for chaplaincy services in the institution | 2 Chaplains (1 male: priest, 1 female: lay sister). |
| b) Number of Chaplains engaged/employed in the institution | UL has 2 fulltime chaplains (Sr chaplain: 12-month contract, other chaplain 12-month contract). |
| c) Costs attached to the provision of chaplaincy services for the 2016/17 academic year (or other available information) | - Pay Costs for Chaplaincy = €151,000 -Non-Pay costs for Chaplaincy = €6,700 |
| d) Source of Funding for posts (details to be broken down by denomination) | Core Grant |
| Progress in Implementing Recommendations arising from 2015 Review of Chaplaincy Services in the HE Sector | |
| 1. Describe how the institution ensures value-for-money for any expenditure on chaplaincy services and monitors and evaluates the use, value and impact of these services from a student perspective. | <p>The 2 chaplains provide a range of religious and ecumenical <u>services</u> (sometimes in partnership with external providers) for students (also their families when appropriate) and staff of the University in the Contemplative Centre (UL). They also manage a daily Drop-in Centre (Teach Fáilte) for all students (and staff if they wish) specifically to meet and greet students, provide ongoing <u>support, advice and pastoral care</u> to the very diverse student groups in UL, in particular to International students. The chaplains promote a no. of Outreach Programmes for students to engage in community and volunteering initiatives.</p> <p><i>Examples of these are as follows:</i></p> <ul style="list-style-type: none"> -Managing the meet and greet hosts at Teach Fáilte and Milford Choir. -Supporting volunteers with the different Sports and Clubs and Societies. -Promoting volunteers especially at Orientation and putting them in contact with Presidents Volunteer Award Programme and engaging in the wider community. -Orientation for Erasmus and Study Abroad students in September and January each year. -Over 100 students use Teach Fáilte, the Chaplaincy hospitality and support centre, weekly after hours. <p>Chaplaincy contribute and collaborate on a daily basis to UL processes, strategic priorities of the University and of the Student Affairs Division within which they are managed.</p> |
| 2. Outline how the institution ensures that chaplaincy and other support services are available to students of all | Chaplaincy is available to students of all faiths in the following ways |

faiths in keeping with responsibilities under the Irish Constitution, including consideration of the use of lay chaplains.

* an Interfaith Directory is available on the Chaplaincy website and hard copy.

*Interfaith, Intercultural calendars are on display in the outdoor Contemplative Centre Notice boxes. One is also on display in Teach Fáilte, the Chaplaincy hospitality and support centre.

*the Contemplative Centre in the student courtyard is an oasis of peace and tranquillity for students of all faiths and none. This space is available for booking for specific Worship, Reflection, Prayer or Discussion groups during opening and out of hours. Various groups such as the Buddhists, Baptists, Unitarians, Elevate, Christian Union and Catholics avail of this space. Throughout the Academic Year, various Interfaith Services are held and the Director of the Mid-West Interfaith Group visits the UL campus and keeps in touch with the chaplains. The chaplains collaborate with staff and students from the Irish World Music Academy and UL Arts Officer in providing some of these Services.

*At present there are ongoing negotiations for a larger prayer space for the Muslim community.

*Teach Fáilte, the Chaplaincy Drop In Centre in the student courtyard is a space for hospitality that is frequented daily by students of all faiths and none. This too is available for booking out of hours.

*During Orientation, incoming students meet the chaplains and visit Teach Fáilte and the Contemplative Centre as part of their guided tour of the campus. Teach Fáilte is one of the required sign in venues for the Orientation Guides. As well as visiting the above, a chaplain or chaplains meet the International students and First Year Medical students as part of their bespoke orientation. A chaplain is in regular contact with the IED (International Education Department) Support Officer in the following areas...

-Chaplaincy promote different religious celebrations and services available for International students both on Campus and off Campus at the beginning of each semester.

-The relationship with the IED is individual, offering pastoral support to students at a time of crisis or when personal needs arise. This varies for both Chaplains throughout the year

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| | <p><i>and different services or supports are offered depending on the situation.</i></p> <p><i>-International students join the Christian Union at Teach Fáilte, which is a very active Society and the IED promotes the Interfaith Directory.</i></p> |
| 3. Confirm that the institution ensures that there is no discrimination between the appointment of lay and clerical chaplains. | <p>Not applicable in UL.</p> <p>Both chaplains have been in post for a considerable no. of years. Both have CID entitlements.</p> |
| 4. Detail how public-sector appointment criteria and procurement guidelines are followed in the process of providing chaplaincy services. | <p>The requirement to appoint a chaplain in UL has not arisen for a no. of years. The services and supports provided by both chaplains are relevant and necessary services to both students and staff of the University and are 100% fit-for-purpose.</p> |
| 5. Note any 'legacy' arrangements that did not involve a formal process of appointment or procurement in line with public-sector rules that have been rectified since 2015. | <p>See 3 above.</p> <p>There has been no recent recruitment process engaged in with regard to chaplaincy posts in the University. These are diocesan appointments based on specific requirements as outlined and required by the University at the time.</p> |
| 6. Set out how the agreements or contracts in place ensure that the requirements of the service are delivered with adequate accountability arrangements. | <p>Both posts have standard UL contracts of employment. The contracts issued include a Job Description outlining the Job Purpose & Context, Key Accountabilities and Job Boundaries. Also the Knowledge, Qualifications, Skills, Experience and Competencies, both essential and desirable in the chaplaincy role. The Sr Chaplain reports directly to the Director, Student Affairs, UL. As necessary, the other chaplain also reports to the Director or Sr Chaplain. The Sr Chaplain is a member of the Student Affairs Management Team and other UL Committees (e.g. I-Grade Committee, Student Assistance Fund Committee). The Performance and Development of both chaplains is reviewed on an ongoing basis via the University's PDRS.</p> |
| 7. Provide any other comments/observations in relation to the role of the Chaplain(s) in the institution. | <p>UL has a chaplaincy service that can be considered best-in-class. Both chaplains go away beyond the call of duty in both their servicing and supporting of all UL students and staff. They are valued by all students who make contact with them, their empathy, kindness, support (and of sport), practicality, follow-through, 24/7 approach, is remarkable. Both are irreplaceable members of UL staff.</p> <p><i>-There is a footfall of 120 – 150 students, per day, dropping into Teach Fáilte.</i></p> |

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| | <p><i>-An average of 10-15, meetings per week re: Financial Aid or other supports around fees and costs.</i></p> <p><i>-90% of the chaplain's work is supporting students and staff offering Pastoral Care face to face or over the phone.</i></p> <p><i>-The chaplains meet or speak to an average 30 staff per week by phone or in a one-to-one meeting.</i></p> <p><i>-Regular contact with staff members by email in relation to student needs or permissions. This is particularly busy at exam time (I-Grades/process) and Financial Aid and the Student Assistance Fund.</i></p> <p><i>-This would be higher at a time of crisis e.g. a student death or university tragedy.</i></p> |
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