

## 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](mailto:grantpayments@hea.ie) no later than close of business on Friday 13<sup>th</sup> April 2018.**

<b>Survey of Chaplaincy Services (2018 Update)</b>	
<b>Institution: [insert Institution name here]</b>	<b>Response</b>
a) Current arrangements for chaplaincy services in the institution	<b>The institute employs a chaplain who provides a wide range of services to students and staff of all religious denominations and of none. (See attached details of services from our website)</b> <a href="https://www.wit.ie/current_students/on_campus/chaplin">https://www.wit.ie/current_students/on_campus/chaplin</a>
b) Number of Chaplains engaged/employed in the institution	<b>There is one chaplain employed directly by the institute on a fulltime basis.</b>
c) Costs attached to the provision of chaplaincy services for the 2016/17 academic year (or other available information)	<b>All chaplains originally commenced duty on the College teacher scale. The current chaplain has progressed to the lecturer 1 scale due to his length of service (16 years) in accordance with the provisions of the PCW Agreement (1998).</b>
d) Source of Funding for posts (details to be broken down by denomination)	<b>The post is funded by way of the recurrent grant received from the DOES/HEA</b>
<b>Progress in Implementing Recommendations arising from 2015 Review of Chaplaincy Services in the HE Sector</b>	
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.	<b>The chaplain forms part of an essential multi-disciplinary student support team which also comprises doctors, nurses, counsellors, access and retention officers and a disability support officer. Students will invariably approach this team in different ways and the critical issue is that they meet someone on the team and are then directed to the most appropriate support person/service.</b>  <b>The Chaplains Group have also developed a code of Best Practice and a Memorandum of Understanding which demonstrates the evolution and enhancement of the service at national level in recent years.</b>
2. Outline how the institution ensures that chaplaincy and other support services are available to students of all faiths in keeping with responsibilities under the Irish Constitution, including consideration of the use of lay chaplains.	<b>As stated in (a) above, the institute employs a chaplain who provides a wide range of services to students and staff of all religious denominations and of none. (See attached details of services from our website)</b> <a href="https://www.wit.ie/current_students/on_campus/chaplin">https://www.wit.ie/current_students/on_campus/chaplin</a>
3. Confirm that the institution ensures that there is no discrimination between the appointment of lay and clerical chaplains.	<b>All WIT Chaplains to date have been appointed by the institute on the recommendation of the Catholic Bishop of Waterford &amp; Lismore. This practice has existed since the foundation of the college in 1970.</b>

<p>4. Detail how public-sector appointment criteria and procurement guidelines are followed in the process of providing chaplaincy services.</p>	<p><b>See 3 above. The institute will abide by public sector appointment criteria/procurement guidelines for all future vacancies in the post.</b></p>
<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>	<p><b>See 4 above. The institute will abide by public sector appointment criteria/procurement guidelines for all future vacancies in the post.</b></p>
<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>	<p><b>See 1 above. The Chaplains Group have also developed a code of Best Practice and a Memorandum of Understanding which demonstrate the evolution and enhancement of the service at national level in recent years.</b></p>
<p>7. Provide any other comments/observations in relation to the role of the Chaplain(s) in the institution.</p>	<p><b>As stated above, the chaplain forms part of an essential multi-disciplinary student support team which also comprises doctors, nurses, counsellors, access and retention officers and a disability support officer. Students will invariably approach this team in different ways and the critical issue is that they meet someone on the team and are then directed to the most appropriate support person/service.</b></p>