

Rachel Connolly

From: Adrian O Murchu
Sent: Wednesday 24 July 2024 12:08
To: Eoin Murphy
Subject: FW: WRC Decision - Chaplaincy service
Attachments: image001.jpg.htm; image002.jpg.htm; image003.png.htm

From: Paschal Hanrahan <paschal.hanrahan@defenceforces.ie>
Sent: Thursday 9 March 2023 15:03
To: Adrian O Murchu <adrian.omurchu@defenceforces.ie>
Subject: RE: WRC Decision - Chaplaincy service

Adrian,

Ack all, and many thanks for sight of the email trail and be assured of the confessional seal!

I think our Review into the DFCS has been timely and we will have a report to you by the end of this month. I believe that the recommendations will form a clear pathway for the selection, recruitment and training of chaplains to serve with the Defence Forces.

We have looked at the following:

1. Entry Process
 - a. Letter of Recommendation from an approved body
 - i. Sending Church (For Christian Denominations)
 - ii. Endorsing Authority (For World Faith Religions)
 - iii. Panels of Reference (For non-religious representatives)
 - b. Competency Framework
 - i. Educational Requirements
 - ii. Previous experience
 - iii. References
 - c. Open Competition
 - d. Interview
2. Role of the Chaplain – Caring for the Defence Force Personnel – Agent to Improving the Defence Forces Culture and Behaviours to enable us to 'Be More'
 - a. Pastoral Care
 - b. Spiritual Support
 - c. Moral Guidance
3. Office of the HCF
 - a. Command and Control of the DFCS
 - b. Governance and Assurance
 - c. Training and Professionalism
4. DFR A3

There is much to be done, not least in the amendment/rewrite of DFR A3 but we believe that getting it right now will both serve the DF and be a trailblazer for how chaplaincy can be delivered and set us on our way to becoming "The best little Chaplaincy Service in the World!"

Good to hear you speak so honestly and positively at the International Women's Day event yesterday.

Blessings,

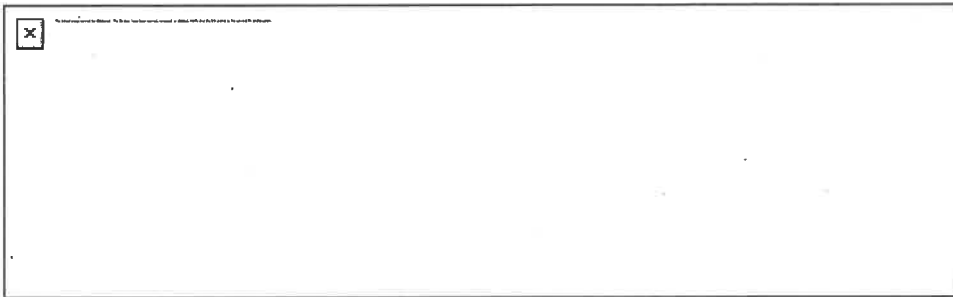
Paschal

Paschal Hanrahan - HCF
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From: Adrian O Murchu <adrian.omurchu@defenceforces.ie>

Sent: Thursday 9 March 2023 09:22

To: Clare Tiernan (Defence) <Clare.Tiernan@defence.ie>

Cc: Carol Bourke (Defence) <carol.bourke@defence.ie>; Paula Kelliher (Defence) <Paula.Kelliher@defence.ie>; Ann Howard (Defence) <Ann.Howard@defence.ie>; Paschal Hanrahan <paschal.hanrahan@defenceforces.ie>; Rossa Mulcahy <rossa.mulcahy@defenceforces.ie>; Adrian O Murchu <adrian.omurchu@defenceforces.ie>; Phelim Carroll <phelim.carroll@defenceforces.ie>; Richard Brennan <richard.brennan@defenceforces.ie>; Rory Sheerin <rory.sheerin@defenceforces.ie>; 'Sarah Kelly (Defence)' <Sarah.Kelly@defence.ie>

Subject: RE: WRC Decision - Chaplaincy service

Clare,

The mail below and decision attached refer.

I see that the same Mr. Hamill is in the news this morning in relation to the hosting of multid denominational services in the Mansion House during Covid. His case in relation to Chaplains is hampering our ability to appoint any chaplains, including lay / female chaplains, as part of the planned transformation / modernisation of the Chaplaincy Service, being led by the HCF and his working group. In other words, this attempt (as I presume Mr. Hamill sees it) to hold the provision of Chaplaincy services to account is directly impeding our efforts to make improvements in that space.

In that context I am keen that we proceed to either appeal or implement the decision with all possible speed. I am asking both A/DLS and the HCF to examine and revert with input to your efforts in that regard.

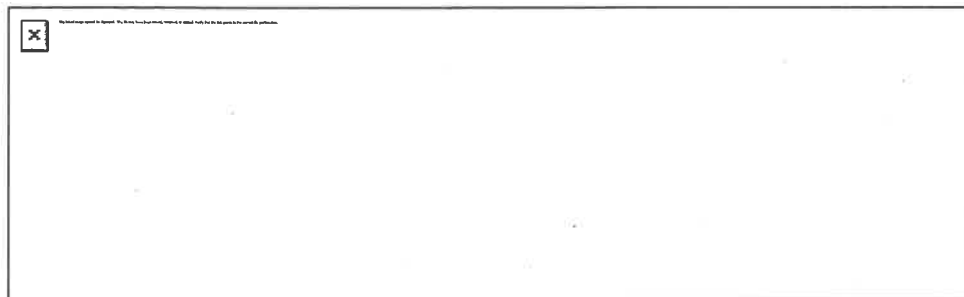
Finally, I am mindful of the work that Carol, Sarah and others in DOD have done to expedite this matter – grateful if you could pass on my thanks and appreciation.

Regards,

Adrian

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From: Sarah Kelly (Defence) <Sarah.Kelly@defence.ie>
Sent: Wednesday 8 March 2023 13:20
To: Adrian O Murchu <adrian.omurchu@defenceforces.ie>; Rory Sheerin <rory.sheerin@defenceforces.ie>; Richard Brennan <richard.brennan@defenceforces.ie>
Cc: Clare Tiernan (Defence) <Clare.Tiernan@defence.ie>; Carol Bourke (Defence) <carol.bourke@defence.ie>; Paula Kelliher (Defence) <Paula.Kelliher@defence.ie>; Ann Howard (Defence) <Ann.Howard@defence.ie>
Subject: WRC Decision - Chaplaincy service

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Hi Adrian, Rory, Richard,

Further to Carol's email below, I am forwarding to you a copy of the WRC Adjudication Ruling in the case taken by Mr. John Hamill on the Military Chaplaincy Service (attached) .

[REDACTED]

We will be in touch shortly on the matters relating to implementing this decision where required.

Kind Regards,
Sarah

From: Carol Bourke (Defence) <carol.bourke@defence.ie>
Sent: Thursday 2 March 2023 10:59
To: Adrian O Murchu <adrian.omurchu@defenceforces.ie>
Cc: Rory Sheerin <rory.sheerin@defenceforces.ie>; Jacqui McCrum (Defence) <Jacqui.McCrum@defence.ie>; Clare Tiernan (Defence) <Clare.Tiernan@defence.ie>; Sarah Kelly (Defence) <Sarah.Kelly@defence.ie>; Ann Howard (Defence) <Ann.Howard@defence.ie>; Paula Kelliher (Defence) <Paula.Kelliher@defence.ie>
Subject: FW: Chaplaincy service

Good morning Adrian, I promised to inform you as soon as the WRC Adjudication Ruling on the Chaplaincy was made.

The ruling came in yesterday evening.

In summary, the Adjudicator found that **the complainant was discriminated against on grounds of religion, and we have been directed to review the process of appointing military chaplains to ensure compliance with the Employment Equality Act and to ensure that suitably-qualified candidates can apply for military chaplaincy roles in order to reflect and foster the diversity of members of the Defence Forces.** No compensation has been awarded to the complainant.

In terms of next steps, we will be engaging with Counsel in the first instance, in the coming days, to review the ruling in terms of identifying next steps. Secondly, with reference to the body of work already in train in the Defence Forces on the chaplaincy service which you referenced some time back, it would be useful if this could be shared with us in the near future. Finally, to inform the way forward, we will be reviewing what other sectors have done in this domain, notably the Irish Prison Service. We look forward to work with military colleagues on these steps and in implementing the direction of the Ruling and will be in touch in this regard very shortly.

I will forward the ruling separately for your awareness.

Regards,
Carol

Carol Bourke

Principal, Defence Forces Personnel Policy.

An Roinn Cosanta

Department of Defence

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From: Carol Bourke (Defence) <carol.bourke@defence.ie>

Sent: Monday 5 September 2022 17:34

To: Adrian O Murchu <adrian.omurchu@defenceforces.ie>

Cc: Rory Sheerin <rory.sheerin@defenceforces.ie>; Jacqui McCrum (Defence) <Jacqui.McCrum@defence.ie>

Subject: RE: Chaplaincy service

Good evening Adrian, our phone conversation refers, thanks for taking the call.

The WRC Adjudication ruling has not come in yet and in terms of deviating from current procedures including around nominations as discussed, it would be prudent to wait for that outcome and consider reviewing the processes and the regulatory underpinning, as and if required.

In the meantime, I note that you mentioned that there is a body of work underway within the Defence Forces on the chaplaincy service and that is very good to know. We look forward to you sharing that with us when you are ready.

We will of course, inform you once the Ruling is received.

Regards,
Carol

Carol Bourke

Principal, Defence Forces Personnel Policy.

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From: Adrian O Murchu <adrian.omurchu@defenceforces.ie>

Sent: Monday 5 September 2022 12:22

To: Carol Bourke (Defence) <carol.bourke@defence.ie>

Cc: Rory Sheerin <rory.sheerin@defenceforces.ie>; Adrian O Murchu <adrian.omurchu@defenceforces.ie>; Jacqui McCrum (Defence) <Jacqui.McCrum@defence.ie>

Subject: RE: Chaplaincy service

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Carol,

The mail string below refers.

We continue to carry a vacancy in the Chaplaincy Service (currently in Cathal Brugha Bks, which as you know is one of our biggest installations). We have also had a strong expression of interest from a quality

candidate, and we are confident that this candidate will receive the backing (i.e. nomination) of the Archdiocese, as required.

I was wondering if there was any update on the adjudication? Happy to take a call to discuss when you get a moment – my mobile number is below.

Thanks,

Adrian



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From: Adrian O Murchu <adrian.omurchu@defenceforces.ie>
Sent: Wednesday 3 August 2022 10:05
To: 'Jacqui McCrum (Defence)' <Jacqui.McCrum@defence.ie>
Cc: Carol Bourke (Defence) <carol.bourke@defence.ie>; Adrian O Murchu <adrian.omurchu@defenceforces.ie>
Subject: RE: Chaplaincy service

Jacqui,

Your mail below and the note attached refer.

Many thanks – I will discuss with Carol and DJ1 as you suggest. It seems prudent that we should then await the decision of the Adjudicator before discussing again.

There is a certain irony that an atheist (or member of the Church of the Flying Spaghetti Monster in Ireland/Atheist Ireland) who believes that there is no God should complain about not being included in a competition for the appointment of a Chaplain, who by definition is specifically appointed to cater for the pastoral needs of those who do believe in God. What would an atheist chaplain do all day to earn their pay? Would an atheist 'Chaplain' then spend their time trying to convince serving members who do believe in God that they are barking up the wrong tree...?

Though a lapsed/nominal Catholic myself (like most of the population and indeed the DF), I fail to see the logic in this approach. We shall see if the Adjudicator agrees.

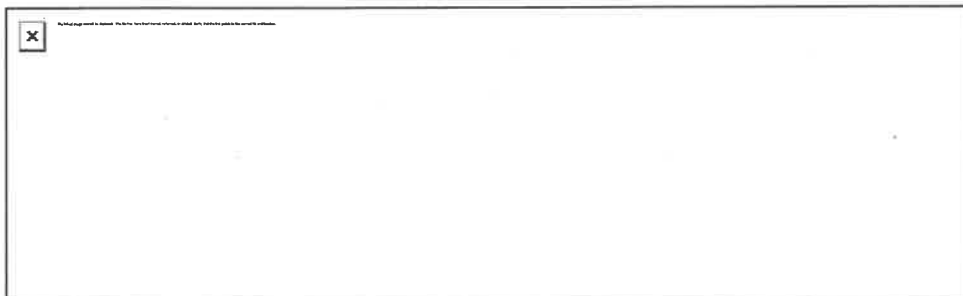
Regards,

Adrian

AdMurchu

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From: Jacqui McCrum (Defence) <Jacqui.McCrum@defence.ie>
Sent: Wednesday 3 August 2022 09:44
To: Adrian O Murchu <adrian.omurchu@defenceforces.ie>
Cc: Carol Bourke (Defence) <carol.bourke@defence.ie>
Subject: Chaplaincy service

Adrian

Regarding our informal discussion about thoughts re forthcoming chaplaincy appointment, I have touched base with Carol who is back from leave today and she reminded me about an upcoming WRC adjudication ruling on Chaplaincy Service, which is imminent.

J1 are fully advised of this and I would suggest that you discuss this issue with them or alternatively please discuss with Carol who will be happy to talk to you. I have attached her note to me in this regard for information

Kind regards

Jacqui

Jacqui McCrum
Secretary General

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