



Provision of Chaplaincy in the Workplace

Who is Workplace Matters?

WM is a partnership supported by all the mainstream Christian denominations (Anglican, Baptist, Roman Catholic, Methodist, Salvation Army and the United Reformed Church).

What is its Aim?

WM offers a Christian presence that contributes to the whole of economic life.

WM does this by building on over 50 years of specialist expertise and in a modern diverse society by working with other faith communities to create coordinated faith centred responses to issues and needs.

What is Chaplaincy?

"Chaplaincy provides an independent listening ear and builds bridges of understanding and trust between work, faith, leisure and society."

Chaplains are invited to work in factories, offices, shops, leisure centres, shopping malls, police, fire and ambulance stations, in fact, anywhere where people work and where their contribution is seen to make a positive contribution to the well being of employees and customers.

What does a Chaplain do?

Chaplains visit people in their workplace on a regular basis with the agreement of the management and staff. As such they are totally independent and keep all confidences shared with them. Confidentiality covers all aspects of a chaplain's work, including individual conversations and information about the company. The Chaplaincy service is open to all without discrimination and the chaplains are available to all regardless of religion and should be regarded as being a complement to the companies existing Human Resource and Occupational Health provision and services.

How does it work?

In the first instance, an experienced senior Chaplain will be introduced to work with the company and set up and introduce chaplaincy into the workplace.

The Chaplain identified will live locally and will start their role following meetings arranged with the appropriate responsible members of the management team. During this period a regular pattern of visits will be established and maintained and the basic framework for a chaplaincy established. If required the chaplaincy will also be available to cope if there were to be any sort of emergency. WM has links and networks with all the emergency services (Police, Fire and Ambulance.) This will also include providing for regular visits and continuity as well as appropriate training and induction.

It is normal for every new Chaplain to be supervised by a senior colleague who will be on hand after the set up period to advise should there be any difficulties or problems.

How long is the commitment?

Initially for six months. However, in many situations the Chaplaincy has been seen as so beneficial that this has been extended to an open ended commitment by both WM and the Company involved.

Regular visits are crucial to building relationships and trust between Chaplains and employees and the frequency of visits will be agreed and monitored on a regular basis.

What support will the Chaplaincy receive from WM?

The Director of WM or Deputy, in consultation with the Chaplain, will be in regular contact with the Company to find ways of adding value to the chaplaincy arrangements and to ensure that WM is fulfilling its role.

Chaplains in WM are all commissioned and their work authorised by their respective denominations through WM. All Chaplains can expect regular training opportunities, supervision and development provided by WM and their respective denominations.

Induction, supervision, shadowing and regular appraisal is provided on an individual basis by a senior member of the WM Chaplaincy Team.

What will be the cost to the Company?

The costs of providing chaplaincy are modest compared to the benefits received. The time associated with full or part time chaplains is negotiated with the company but there are opportunities for chaplaincy to be provided on a voluntary basis in the first instance with the company sometimes covering expenses and making a donation to support the work of WM.

Evaluation and monitoring?

A framework for evaluating and monitoring chaplaincy will be agreed with regular opportunities for a review between all parties concerned built into the agreement at set times to be determined.