

Workforce Planning and Development  
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# Purpose

- Developing new Strategic Action Plan/Framework for Spiritual Care and Health and social care chaplaincy in Scotland
- Enable discussion, elicit views and opinions around workforce planning and development issues to ensure that we are able to consider all relevant aspects and include within the plan what is required for the future

## Background

- Spiritual Care teams have an ageing workforce profile
- Going by current retirement age alone, almost half of the current workforce will be retired in 10 years time
- Currently approx. 48 whole-time and 54 part-time health and social care chaplains within NHS Scotland
- Approx. 80 volunteers working with Spiritual Care Teams (including delivery of Community Chaplaincy Listening service)
- Increasing demand on Spiritual Care teams from both service users and staff
- Healthcare chaplains now taking on more roles that are away from the traditional models of spiritual care service delivery

## Background (cont.)

- Still a requirement to provide 24/7 at the bedside, where possible or facilitate visits from faith and belief communities to support these requests
- There are no structured/formal workforce or succession planning arrangements in place across Scotland
- No formal structured CPD available nationally for health and social care chaplains
- UK Board for Healthcare Chaplains are setting standards for revalidation and CPD which will have to be met in order to maintain registration

## Questions to consider

- How do we plan for a future Spiritual Care workforce?
- What does succession planning look like?
- How do we know what service we require for the future?
- How do we ensure that health and social care chaplains are able to meet the requirements for UKBHC registration and revalidation?