



Position Description

[ALL CALVARY SERVICES/SERVICE]

Version: [Version]

Position Title:	Pastoral Care Practitioner Level 2		
Position Number:		Cost Centre:	Pastoral Care
Site/Facility:	CAH		
Department:	Mission		
Enterprise Agreement	Allied Health EBA		
Classification:	Level 2		
Reports To:	Pastoral Care Manager		
Date of Preparation:	30/5/16	Date Updated:	11/05/2021

Primary Purpose

The Pastoral Care Team is available to provide a ministry of spiritual care for patients that is responsive to, and respectful of diverse spiritual beliefs. Spiritual Care is provided by practitioners to appropriately meet the individual's spiritual and emotional needs. It may include presence, conversations, ritual, ceremonies, and the sharing of sacred texts and resources. Pastoral Care Practitioners work alongside medical, nursing, allied health and other staff to provide this comprehensive approach to healing. The Level 2 Pastoral Practitioner is experienced in spiritual care provision and works in high acuity areas of the hospital.

Organisational Environment

At Calvary our vision as a Catholic Health, Community and Aged Care provider, to excel, and be recognised, as a continuing source of healing, hope and nurturing to the people and communities we serve. We put the person at the centre of care in all that we do. Calvary continues our mission focus in providing high quality care to the sick and vulnerable and in particular to those people approaching and reaching the end of life, their families and carers in all our services.

Calvary's Services include public and private hospital care, acute and sub-acute care, community care and retirement and aged care services, in both rural and metropolitan areas.

Accountabilities and Key Result Areas

People and Culture:

- Work in accordance with the philosophy, mission, vision, values, policies and procedures of Calvary and actively participate in developing a culture that promotes Calvary's values of healing, hospitality, stewardship and respect.
- Practice in accordance with relevant Government Health policies and procedures, the position description, Code of Conduct and industrial agreements.
- Work collaboratively with other clinical practitioners, team members and volunteers to meet the holistic care needs of individual patients, ensuring accurate and timely information sharing according to Calvary's policy and procedures.
- Promote a department culture respectful of relationships and whole team participation to enhance service delivery toward consistent integrated care strategies.

- Assist in the orientation and supervision of denominational chaplains and Extraordinary Ministers of Holy Communion

Excellence in Care:

- Provide compassionate, professionally informed and confidential spiritual care support to patients; their families and carers', addressing their emotional and spiritual needs, respectful of diverse, beliefs, culture and values, especially in times of crisis and towards the end of life.
- Work consistently with the *Code of Ethical Standards for Catholic Health and Aged Care Services in Australia* and seek supervision from manager for complex ethical issues in accordance with service guidelines and protocols.
- Prioritize and respond to complex referrals, perform spiritual assessment for patients with complex needs to implement agreed spiritual interventions, which may require further input from other service providers.
- Demonstrate familiarity with current evidence, theory and knowledge for spiritual care and apply to practice.
- Demonstrate awareness and acknowledge difference in practice across professional disciplines.
- Use feedback from patients regarding effectiveness of care plan in relation to overall healthcare experience.
- Identify and present case studies for self-development of professional pastoral practice for team reflection, seeking advice from experienced team members and supervisors as required
- Provide and participate in prayer, hospital liturgies and reflection times with patients, families and staff.
- Arrange for denominational chaplains' visits as required.
- Provide mentoring to Level 1 practitioners and students regarding routine service matters.
- Contribute to the development of resources and support for Level 1 practitioners (e.g. self-care, ethical guidelines)

Service Development & Innovation:

- Demonstrate and record best practice pastoral care by meeting required hospital accreditation standards and guidelines together with CHA and SCA guidelines and standards of practice.
- Contribute to quality improvement programs to meet Service/Accreditation Standards and offer experience-based solutions towards strategic planning goals.
- Contribute to team research, professional development and service evaluation programs
- Contribute to equity and diversity initiatives in the context of spiritual care.

Wise Stewardship

- Attend and evidence staff orientation and all mandatory training sessions required by the organization and be actively involved in other training and development as requested.
- Participate pro-actively in regular supervision and annual performance reviews.
- Demonstrate understanding of all relevant external legislation and internal policies and procedures that relate to this position and key organizational goals.
- Contribute to initiatives supporting responsible and efficient use of organizational resources.

Community Engagement:

- Coordinate initiatives that enhance staff contribution to and engagement with the poor and the vulnerable in the wider community.
- Positively promote the organization both internally and externally.

WH&S Responsibilities:

- Take reasonable care of your own health and safety and the health and safety of others in the workplace;
- Comply with relevant Calvary WHS policies, procedures, work instructions and requests;
- Report to your supervisor any incident or unsafe conditions which come to your attention;

- Observe any additional requirements as outline in Calvary’s WHS Responsibilities, Authority and Accountability Table (published on Calvary intranet)

Key Relationships

Internal:	<ul style="list-style-type: none"> • Pastoral Care Manager; • Pastoral Care Practitioners; • Regional Director of Mission; • Department Managers; • Staff; • Patients/families/carers
External:	<ul style="list-style-type: none"> • Chaplains & Faith Tradition Representatives

Position Impact

Direct Reports:	
Budget:	<i>EBA allied health level 2</i>

Selection Criteria

- Minimum of 2 units of CPE with preference for 1 advanced unit OR 2 years full time training at tertiary level in any of the following disciplines: Pastoral Ministry, Theology, Pastoral Counselling;
- Minimum of three years’ relevant experience in Pastoral Care in high acuity areas;
- Experience in quality improvement activities;
- Ability to prioritize and undertake spiritual care assessments. care planning and interventions for complex referrals
- Ability to effectively collaborate in a multi-disciplinary team
- Ability to practice within scope of pastoral care role
- Effective verbal and written communication and interpersonal skills;
- Sound pastoral and theological reflection skills.

Approvals

Job Holder’s signature:	Date:
Manager’s signature:	Date: