



Job Description

Job Title	Grade/Salary
Spiritual, Pastoral & Religious Care Practitioner	£23,810 FTE
Accountable to	Responsible for
Director of Nursing and Quality	N/A

Job Purpose and Role

This job exists to provide spiritual, religious and pastoral care as required to all hospice beneficiaries, staff, and volunteers. The post holder is expected to pursue development opportunities and registration with the UK Board of Healthcare Chaplaincy.

- To provide person-centred kind and compassionate spiritual, pastoral and religious care and support across the Hospice.
- Be enthusiastic and a role model for the Hospice values in delivering pastoral, spiritual and religious care.
- Work with patients, their relatives and friends, staff, volunteers and students, whatever their cultural and faith tradition, for the purpose of pastoral, spiritual and religious care.
- To prepare and deliver high quality awareness training, and information for clinical colleagues on the nature of spiritual, pastoral and religious care and reflection.
- To facilitate and evaluate regular reflection sessions with Hospice staff and volunteers.

Main Duties and key result areas

General duties	• Ensure appropriate person-centred spiritual, religious and pastoral support for dying patients and their families. • Respond, when requested, to the needs of the recently bereaved. • Record all encounters with patients/guests on to <i>SystemOne</i> and provide verbal handovers/feedback to relevant staff as appropriate. • Collaborate with other members of staff across the hospice. • Communicate with local faith leaders ensuring an established network of faith leaders is accessible to hospice beneficiaries. • Administer appropriate rites and ceremonies on-site at the hospice only that are congruent with the practices of the patients and those who are important to them. • Hold fortnightly <i>Pause and Reflect</i> sessions for clinical staff.
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- As needed facilitate spiritual/pastoral clinical reflections when there has been a complicated death, several deaths close together, or a serious event (such as death of a member of staff or one of their family members).
- Provide spiritual, pastoral and religious support to staff following complex and demanding clinical situations.
- Prepare and deliver high quality awareness training, and information for clinical colleagues on the nature of spiritual, pastoral and religious care and reflection.
- Be conversant with NHS and professional protocols, guidelines, and competencies for NHS chaplaincy services.
- To take an active role in promoting understanding and application of spiritual, pastoral and religious care
- Undertake regular supervision and relevant CPD in line with the Hospice Clinical Strategy.
- Flexible working in accordance with workload needs to provide efficient and timely service at all times.
- Always dress and act in a professional manner adhering to IPC policy.

Delivering to our Values

Accountable

- Able to justify actions or decisions
- Takes personal responsibility for their actions
- Able to describe the impact of their work in a way others understand
- Welcomes feedback as an opportunity to grow and develop

Trustworthy

- Working collaboratively with beneficiaries, colleagues, partners and supporters
- Being authentic and transparent
- Trusted to respond to needs and deliver what is expected of us
- Projecting a professional image that engenders trust

Principled

- To adhere to professional and clinical standards
- Maintain appropriate boundaries and relationships which are built on trust and honesty
- Avoid and speak out against any actions, or behaviours, that conflict with our values or could cause harm to any stakeholders
- Demonstrate strong moral principles which embody Teesside Hospice's vision and bring our values to life
- Do the right thing even in difficult situations, and always endeavour to work effectively and efficiently to maximise results and service

Skilled

- Having and showing the knowledge, ability or training to work well
 - Seeking opportunities to learn from a wide range of sources
 - Contributing to the provision of excellent, safe and effective care no matter what your role is in the organisation
- Ensuring that the treatment, support and services we offer are effective

Compassionate

- *Feeling or showing kindness and concern for others*
- *Able to empathise with people who dealing with a terminal illness*
- *Being kind in use of language and behaviour*
- *Caring for others who need our support and help*

All employees are expected to:

- Live the Hospice's values so that the highest standards of patient and customer care can be achieved.
- Be committed to diversity and inclusion of all, promote and improve service standards, so that excellence in all that we do is perused through continuous improvement.
- Contribute to development of and strive to meet departmental, team and individual targets
- Participate in the staff appraisal and development scheme, one to one performance discussions and attend identified training to ensure continuous learning and improvement

- Comply fully with the Code of Conduct, health and safety requirements, legislation, regulations, policies and procedures
- Attend meetings or provide services outside of the usual working hours where reasonably requested to do so
- Have an overall understanding of the risks and implications associated with the requirements of the role and takes appropriate action to mitigate any potential consequences.
- Embrace digital ways of working to help improve efficiency and save costs to the Charity.
- Respect privacy and dignity at all times.

The duties outlined in within this document are not exhaustive and other duties may be expected in line with the level of the role at the discretion of the Head of Service. Teesside Hospice reserves the right to amend the job description at any time.

I have read and understand the duties required for the role.

Signed **Date**

Print name

Person Specification

Attribute	Detail	Essential or Desirable
Skills & Abilities	To be able to lead services or rites of passage in differing circumstances	E
	Ability to work positively in sometimes stressful situations with exposure to highly distressing or emotional circumstances	E
	Highly developed interpersonal, communication and concentration skills	E
	IT literacy and familiarity with Microsoft Office software	E
	High level of organisational, planning, communication, and collaborative skills	E
Knowledge & Experience	An understanding and acceptance of spiritual, religious, and pastoral care in a hospice context.	E
	Ability to demonstrate respect for people regardless of difference including faith, belief, and values	E
	Experience in spiritual/pastoral care in a health setting	E
	Knowledge and experience in supporting people with spiritual problems encountered in sickness, dying, death and bereavement	E
	Knowledge of other world faiths	E
	Knowledge of NHS guidance and standards for delivering spiritual, pastoral and religious care	E
	Experience of collaborating with leaders of other faiths	D
Education & Qualifications	Relevant higher-level qualification	E
	A high standard of training relating to faith, belief, pastoral care, and theological understanding	E
	Authority to perform the duties of an ordained cleric, trained lay minister or recognised belief community representative, e.g., Bishop's licence, denominational accreditation, letter of authority and good standing from a group recognised by one of the governing bodies for healthcare chaplaincy.	E
	Further qualification(s) in pastoral theology or health care chaplaincy	D
	Accredited with the UK Board for Healthcare Chaplaincy	D
	Accredited counselling qualifications and practice	D
Personal Attributes/ Key skills	Ability to maintain a professional, calm, empathic, sensitive, and respectful approach when working in stressful and emotional situations within a busy environment	E
	Self-motivated with a positive attitude	E
	Demonstrating an open, mature, and disciplined spirituality	E
	Ability to work as part of a supportive but diverse clinical team within a multi-disciplinary environment	E

	Ability to work with those of all faiths or beliefs and none without prejudice or proselytising.	E
	Commitment to demonstrating personal standards that conform to the Health Care Chaplains Code of Conduct and Hospice Values	E