

Position Description

Position title	Spiritual Care Practitioner
Department / Division	Social Work and Spiritual Care Services / Division of Allied and Digital Health
Classification	Grade 4 Level 5 (A045) Award 10
Position reports to	Spiritual Care Services Coordinator
No. of direct & indirect reports	Nil
Location	The Royal Children's Hospital, 50 Flemington Road, Parkville
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is <i>"A world where all kids thrive"</i>. RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts. RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/. RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact. Further information on RCH is available at www.rch.org.au

ROLE CONTEXT
Spiritual Care Services is an Allied Health discipline within the Allied and Digital Health Directorate. The service is led by a Coordinator who reports to the Manager, Social Work and Spiritual Care Services. Spiritual Care Practitioners at RCH work within a diverse paediatric healthcare environment, delivering care that is inclusive of all people. They work collegially with members of the interdisciplinary healthcare team and with spiritual care providers in the wider community. The Spiritual Care Program aims to enable individuals and groups to respond to spiritual and emotional needs, and to the experiences of life and death, illness and injury, within the context of a faith or spiritual belief

system and/or a person's unique spirituality. Spiritual Care is understood as a person-centred, relational, and holistic approach to the care of individuals.

ROLE PURPOSE

To provide professional spiritual care that is sensitive, responsive, and appropriate to the diverse spiritual needs of patients, families/carers, and staff. The role provides direct spiritual and emotional support to patients and families experiencing illness, injury, trauma, and bereavement, and facilitates liaison with community faith supports as required.

KEY ACCOUNTABILITIES

Provision of Care

- Respond in a timely manner to requests for Spiritual Care to the after hours on call services
- Deliver excellent evidence-based Spiritual Care assessments and interventions when required
- Maintain clinical documentation, records and data as per Spiritual Care Services guidelines and RCH procedures
- Provide handover and referral to other spiritual care providers, formulate plans of care, refer to other appropriate resources when required
- Actively contribute to continuous improvement

Lifelong Learning

- Participate in professional development activities to ensure that best clinical practice is maintained
- Identify personal and professional development needs, and plan and implement strategies for achieving them

Collaborative practice

- Provide child centred, family focused care through partnership with parents/ families
- Work in collaboration with other members of the multidisciplinary health care team as well as with Spiritual Care colleagues.
- Cooperate and work well with others in the pursuit of team goals
- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement

Communication

- Apply well-developed verbal communication and interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions
- Act to remove personal barriers to effective communication
- Take collective ownership of problems
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus

Continuous Improvement

- Actively contribute, as an individual and as a member of a team, to the continuous improvement of health care quality and patient safety
- Act to reduce error and sources of risk in own practice
- Escalate risk appropriately within the healthcare team
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role
- Participate in regular clinical supervision with a suitably qualified professional supervisor

Supervision, Leadership and People Management

- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework

Organisation and Planning

- Apply well-developed organisation and planning skills

Research

- Understand the principles of evidence-based practice
- Evaluate current practice with respect to the evidence
- Develop methods to keep up to date with evidence related to area of clinical interest or current role

QUALIFICATIONS AND EXPERIENCE

Essential:

- Hold a bachelor or masters degree in theology or related area of study
- Have completed at least at one unit of Clinical Pastoral Education (CPE)
- Be eligible to maintain membership of Spiritual Care Australia, Level Two: Independent Practitioner as described in the *"Capabilities Framework for Spiritual Care Practitioners"* Document (Spiritual Care Australia. (2023) Capabilities Framework for Spiritual Care Practitioners. Melbourne, Australia)
- Demonstrated knowledge of Spiritual Care best practice
- Computer literacy skills with a variety of programs and applications (e.g. Microsoft Word, Excel, PowerPoint, etc.) as well as a willingness to learn hospital-specific applications.
- Post qualifying clinical experience
- Demonstrated commitment to work and contribute as part of a team

Desirable:

- Professional Membership of Spiritual Care Australia.
- An understanding of the healthcare sector and / or child development
- Demonstrated experience working in an acute tertiary hospital environment.
- Demonstrated experience working in an acute paediatric setting.
- 3+ years' experience in health or related field

KEY SELECTION CRITERIA

- Experience working within a hospital/healthcare environment
- Experience working within a Paediatric Health Care setting
- Knowledge of Spiritual Care Australia's Standards of Practice for Spiritual Care Practitioners and an ability to work within the standards
- Demonstrated ability to offer quality Spiritual Care to families during a health crisis
- Excellent professional, interpersonal and self-reflection skills to enable effective work with people of different personalities and backgrounds

- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility
- Demonstrated commitment to building professional skills and capacity
- Demonstrated capacity to work constructively and collaboratively with a range of disciplines towards common goals
- The ability to engage children of different ages and abilities, and to appropriately advocate for patients and their families
- Demonstrated ability to maintain confidentiality
- Excellent computer literacy skills

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures

- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTIQI community and people with disability.

Position description last updated

June 2026