

Domain 1: Organisational leadership and alignment

Outcome 1.5: *Spiritual training commensurate with role and responsibilities is available for all personnel who have direct and/or frequent contact with older people, regardless of whether they are employees or contracted through another organisation.*

The audiences for this tool include:

Executive	Leaders & managers	Frontline & clinical	Support Services
CEO	Spiritual/pastoral care	Spiritual care	Information Technology
Executive	Lifestyle/activities	Lifestyle	Building & maintenance
	Allied Health	Nursing	
	Clinical	Personal Care	
	Human Resources	Food Services	
	Innovation & strategy	Cleaning & laundry	
	Training & education	Allied Health	
	Research & development	Case managers	
	Hotel services		
	Volunteer coordinator		

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1. Introduction

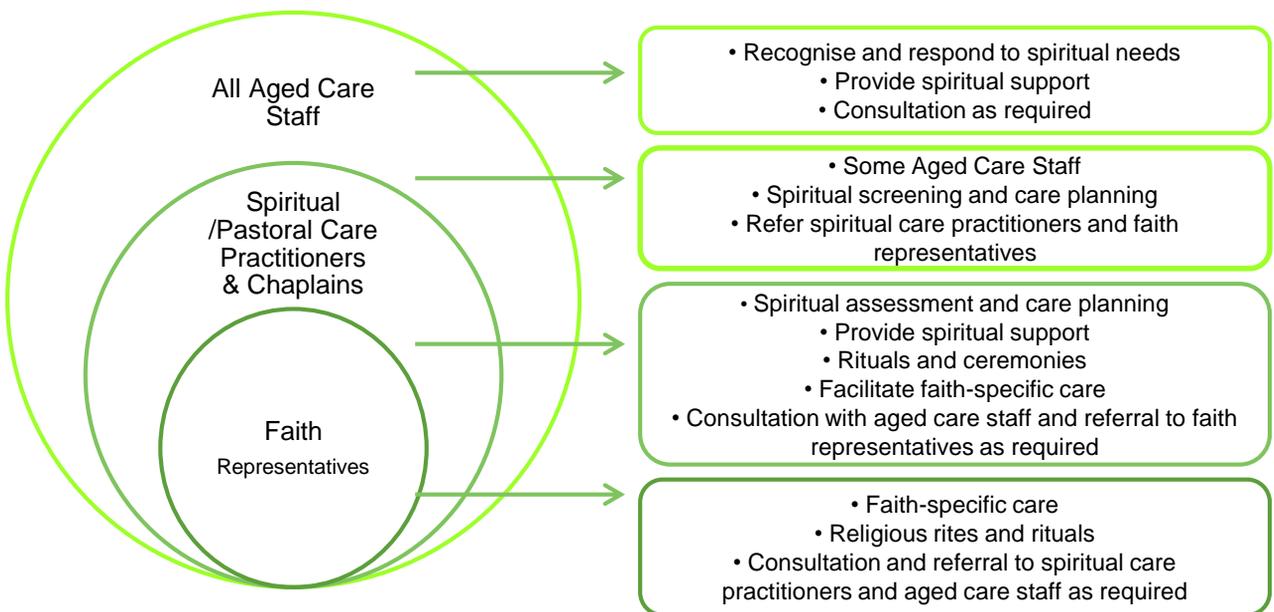
Spirituality and spiritual care are integral knowledge and skill sets for quality of life and quality of care, and yet may not be covered in general care qualifications.

Organisations therefore need to ensure that staff have access to quality training and development programs in spirituality and spiritual care. Spirituality and spiritual care training develops skills in attending to the resident or client, and also in self awareness and understanding of our own spirituality, spiritual needs and resources. Attending means being present with the person, giving your full attention and listening to the older person. This tool supports organisations in providing appropriate spiritual care training to all personnel (see also National Guidelines Outcomes 2.1 and 2.7).

Following is a list of training and education programs to suit different levels of need in your organisation. The programs listed provide skills from basic to advanced levels of practice.

Meaningful Ageing Australia recommends that all staff and volunteers attend, at minimum, a spiritual care orientation program, as part of a general new employee/volunteer orientation. Specialist spiritual care staff should have qualifications and capabilities appropriate for your organisation. For example, see the Spiritual Health Victoria Capabilities Framework, or your practitioner's faith-specific peak body.

Domains of responsibility for providing spiritual care in aged care



With thanks to Spiritual Health Victoria (2013). Adapted from Spirituality in Aged Care Education Package: Pilot Project Final Report.

The following section provides a summary of recommended spirituality and spiritual care training and resources. These are listed according to the needs of staff groups.

2. All Aged Care Staff, Volunteers and Contractors

2.1. 'Introduction to Spiritual Care'

Show the National Guidelines 'Introduction to Spiritual Care' video (2 minutes) at Staff and Volunteer Induction:

<http://meaningfulageing.org.au/national-guidelines-for-spiritual-care-in-aged-care/>

2.2. 'Spiritual Care – An Integral Part of Caring'

Meaningful Ageing Australia provides an orientation program for member organisations. The program includes a facilitator guide. There is a DVD to use if you do not have access to a facilitator. Participant handouts are available as a download.

The 45 minute program provides an overview of spirituality and spiritual care. In this program, the concept of spirituality is clarified as distinct from religion. Spirituality is 'that which gives meaning, purpose, connectedness and hope'. At the completion of the program, attendees:

- Have a deepened understanding of spirituality and its different expressions
- Are able to recognise the spiritual needs of older people in their care at a basic level
- Are able to support older people in their care in the spiritual dimension of ageing while undertaking their normal duties
- Are able to refer older people to a spiritual care practitioner, chaplain or other appropriate staff members when necessary

In order to reinforce key messages, this program comes with a poster and prompts to include in handover.

3. Some Aged Care Staff & Volunteers

3.1. Meaningful Ageing Australia Seminars

These national seminars provide speakers on a range of topics and are open to the public. When possible the seminar is filmed and is available to member organisations via the Meaningful Ageing Australia 'Member's Zone'. Currently, the seminars occur four times per year in locations across Australia. The seminars can be viewed by visiting the Member's Zone on our website: <http://meaningfulageing.org.au/>

3.2. Spirituality in Aged Care Education Package

Spiritual Health Victoria (SHV) developed and extensively trialled a 'Spirituality in Aged Care Professional Development Program' in 2014. Meaningful Ageing Australia will further develop and distribute the program in 2017.

The program incorporates the following modules:

Module 1 - Qualities and Values

Module 2 - Presence and Listening Skills

Module 3 - Understanding Spirituality and Religion

Module 4 - Learning about the Relational Spirituality Model

Module 5 - Working with the Relational Spirituality Model

Module 6 - Spiritual Care for the Person with Dementia

Module 7 - Role of the Spiritual Care Liaison Staff

Module 8 - Spiritual Care as Intentional, Empathic, Responsive Listening

Module 9 - Listening to Stories

3.3. Faith specific professional development

Rigpa – Spiritual Care online courses inspired by 'The Tibetan Book of Living and Dying'.

<http://www.spcare.org/en/>

4. Spiritual Care Practitioners and Chaplains

Spiritual care practitioner, pastoral carer and chaplain roles require a range of key skills and capabilities developed through academic and practical education and training. When seeking out courses in spiritual care, it may assist to contact your faith specific peak body. It may also assist you to read through a spiritual care capabilities framework such as:

<http://www.spiritualhealthvictoria.au/standards-and-guidelines>

4.1 Meaningful Ageing Australia – National Training and Education Guide

For a summary list of accredited courses in spiritual care, and providers, Meaningful Ageing Australia members can visit the Member's Zone to view the National Training and Education Guide:

<http://meaningfulageing.org.au/welcome-to-the-members-zone/>

Course delivery varies in terms of face to face, online, or mixed delivery. Some of the courses take a broad perspective of spirituality, acknowledging that spiritual experience and expression is diverse, and some are faith-based.

4.2 Clinical Pastoral Education (CPE)

Clinical Pastoral Education is a program of education in the action reflection model that develops skills in in depth spiritual and pastoral care. It is provided in institutions across Australia at Basic, Advanced and Supervisory levels of practice.

For more information, please visit:

Australia and New Zealand Association for Clinical Pastoral Education (ANZACPE)

<https://anzacpe.com/>

The Association for Supervised and Clinical Pastoral Education Victoria (ASACPEV)

<http://www.asacpev.org.au/>

The New South Wales College for Clinical Pastoral Education (NSWCCPE)

<http://cpensw.com/tiki-index.php>

Queensland Institute of Clinical Pastoral Education (QICPE)

<http://www.qicpe.com/>

The Association for Clinical Pastoral Education in Western Australia (Inc) (ACPEWA)

http://www.sjog.org.au/about_us/pastoral_services/clinical_pastoral_education/wa_cpe_centre.aspx

South Australia and Northern Territory Association for Clinical Pastoral Education (SANTACPE)

<https://santacpe.com/>

New Zealand Association for Clinical Pastoral Education (NZACPE)

<http://www.cpe-nz.org.nz/>

Tasmanian Association of Supervised Pastoral Education (TASPE)

<http://www.aspea.org.au/centres.php>

4.3 Spiritual Care Australia - Professional Development

Each of the state and territory branches offers professional development programs. To learn more about the programs in your location, please visit the Events page at:

www.spiritualcareaustralia.org.au

4.4 Victorian Opportunities

Pastoral & Spiritual Care in a Multi-Faith Setting

The Stirling Theological College (University of Divinity) in collaboration with Spiritual Health Victoria offers a unit; Pastoral and Spiritual Care in a Multi-faith Setting. The unit can be taken as an audit (without assessment or certification) or as part of their Graduate Certificate, Graduate Diploma or Masters courses.

<http://stirling.edu.au/dp9022s/>

Spiritual Health Victoria - Professional Development Program

This program is hosted via healthcare organisations in Victoria. It runs on the second Wednesday of every month and incorporates a presentation, reflection and supervision.

Registrations are essential. <http://www.spiritualhealthvictoria.org.au/professional-development>

5. Faith Based Pastoral Care Practitioners/Chaplains

Please contact the peak body for your specific faith group to ask if there are education pathways relating to your faith.

Victoria has a Spiritual Care Providers (Faith Community Appointed) Credentialing Framework that may be a useful reference:

<http://www.spiritualhealthvictoria.org.au/standards-and-guidelines>

6. Spiritual Care Volunteer

6.1 Pastoral and Spiritual Care Volunteer Training

Meaningful Ageing Australia has partnered with the Aged Care Channel (ACC) and Health Television Network (HTN) to produce a series of programs for volunteers, family and friends of older Australians to gain key practical knowledge to offer quality voluntary pastoral and spiritual care. The title is the *Spiritual Care Series*. The series offers the opportunity to redefine what good pastoral care looks like within the context and banner of spiritual care. Broadcaster and Aged Care Presenter, Leigh Hatcher is the host and facilitator of the series. Prof John Swinton has been the expert advisor for the project.

For more details please visit: <http://meaningfulageing.org.au/partners/pastoral-and-spiritual-care-series-2/>

6.2 Victoria - Spiritual Health Victoria – Spiritual Care Volunteer Skills Training Program

This volunteer skills training program is currently offered in a variety of formats to suit the needs of the organisation.

<http://www.spiritualhealthvictoria.org.au/volunteers>

We welcome your feedback, particularly if you are aware of courses, professional development and/or training that are not listed in this resource:

admin@meaningfulage.org.au.

Meaningful Ageing Australia offers a consultancy to members to assist you with implementation.

Our gratitude to Spiritual Health Victoria and Spiritual Care Australia for their contributions and feedback.

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