

	Position Description
	Pastoral Carer

Position Summary:

The Pastoral Carer provides emotional, spiritual, cultural and social support to residents and their families, promoting wellbeing, dignity, meaning, connection and quality of life.

The role supports residents to express and practise their individual beliefs, values, faith traditions and cultural identities, including those of the Christadelphian community and people of other religious, spiritual and non-religious backgrounds.

Qualifications, Skills and Competencies:

- Counselling skills or willingness to learn.
- Highly developed communication skills.
- Capable of helping staff and residents meet the emotional, spiritual and cultural needs of those in our care
- Ability to build trusted and respectful relationships.
- Skilled in conflict resolution, mediation and negotiation.
- Ability to maintain confidentiality and professional boundaries.
- Competent in the use of email and Microsoft Office applications.
- Understanding of person-centred care principles.
- Commitment to diversity, inclusion and resident choice.
- This is a shared role which reports to the Lifestyle Coordinator.
- Accepts accountability for own practice.

Reporting and Accountability:

Desirable Attributes:

The pastoral carer should ideally have an:

1. Understanding of Life Span Developments and the impacts they have on an individual's life and their families.
2. Empathy for people's changing life circumstances, financial, employment, family structure, aging, and physical/emotional health status.
3. Understanding of grief and loss through the Ageing Process related to:
 - Retirement / change of income.
 - Role reversal (parent dependent on children).
 - Changes in health status – mobility, independence, dignity / body image, freedom / choices.
 - Sensory Changes – sight, hearing.
 - Increased dependence on others.
 - Loss of cherished possessions when moving to smaller accommodation. Possessions are not only material but often have cherished memories associated with them.
 - Loss of social skills (and dignity) associated with changes in health status.
 - Loss of friends / relatives – particularly when children die before parents.
4. Awareness of emotional responses associated with illness, pain, cognitive decline and the dying process.
5. Ability to provide compassionate support without judgement, coercion or evangelising.

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Responsibilities:

6. Ability to support residents in expressing emotions such as grief, anger, frustration, anxiety and sadness.
7. Accepting and teaching that it is permissible to express / have feelings of anger, disappointment, frustration etc.
8. Seek to understand emotions associated with depression, anxiety, schizophrenia, dementia and other mental health problems.
9. Understanding of dementia and its impact on residents, families and carers.

The Pastoral Carer is a member of the Leisure and Lifestyle Team and acts as an independent and confidential source of support for residents and families.

1. Provide emotional, spiritual and pastoral support to residents throughout their aged care journey, including admission, adjustment, ongoing care and end-of-life support.
2. Support residents to maintain their spiritual, cultural, religious and personal identities in accordance with their preferences, values and choices.
3. Liaise with the Lifestyle Coordinator to coordinate and follow-up on Sunday Memorial Meetings and associated activities to ensure residents' expectations are addressed.
4. Coordinate volunteers for Bible Reading Groups, and other Christadelphian activities.
5. Facilitate access to faith-based, spiritual or cultural supports requested by residents, including Christadelphian programs and services, as well as support from other faith communities where requested.
6. Liaise with the Lifestyle Coordinator regarding memorial services, remembrance activities and related programs.
7. Facilitate resident discussion groups and wellbeing programs as appropriate.
8. Maintain appropriate documentation in the form of Lifestyle folders, resident's notes, team communication regarding visits and resident needs
10. Recognise own limitations and decline from undertaking task beyond personal scope.
12. Respect differing beliefs, opinions, cultures and life experiences.
13. Communicate relevant resident wellbeing concerns to appropriate care staff while maintaining confidentiality.

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	14 Participate in continuous improvement, education and professional development activities. 15. Accept and abide by the values of Bethsalem Care as defined in various Policies and Procedures.
Resident Wellbeing and Support	The Pastoral Carer supports residents to live with dignity, purpose, connection and choice by: • Building trusting relationships and providing compassionate emotional and spiritual support. • Respecting each resident's beliefs, values, culture, life experiences • and personal preferences. • Supporting residents to maintain their faith, spirituality, cultural identity and meaningful traditions if they wish. • Encouraging residents to express their views, make their own choices and participate in decisions about their lives. • Helping residents maintain connections with family, friends, faith communities and the wider community. • Providing support during times of change, loss, grief, illness or emotional distress. • Promoting a sense of belonging, hope, meaning and wellbeing for every resident. • Ensuring all residents feel heard, respected, valued and included, regardless of their religious, spiritual or cultural background.
Work Health and Safety Responsibilities:	• Participate in workplace health and safety consultation processes. • Take reasonable care for personal health and safety and that of others. • Report hazards, incidents, injuries and near misses promptly. • Follow organisational policies, procedures and safe work practices. • Use equipment and personal protective equipment appropriately. • Assist in identifying and minimising workplace risks. • Present fit for work and not impaired by alcohol or drugs.
Values Statement:	We are a supportive community informed by biblical values. We will demonstrate our values by: • Showing integrity and openness • Being respectful to all people • Promoting dignity and justice • Providing compassionate care • Being a supportive community

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By signing below, I confirm that I:

- have read, understood and agree to meet the expectations of the above position description;
- have the necessary medical and physical fitness to safely undertake the work related to this position; and
- possess the knowledge, skills, and ability necessary to undertake the role as described above.

Name: _____

Signature: _____

Date: _____

Supervisor/Administrator Name: _____

Signature: _____

Date: _____