

UW HEALTH POSITION DESCRIPTION

Night Chaplain

Job Code: 540038

FLSA Status: Exempt

Mgt Approval: B. Boyle August 2019

Department : Spiritual Care

HR Approval: J. Tokarski August 2019

POSITION SUMMARY

The UW Health Night Chaplain provides spiritual care services in response to urgent requests, such as traumas in the emergency department and adult and pediatric patients who have coded, when care is being withdrawn or when the patient is dying. The night chaplain uses his/her theological and clinical training to provide crisis intervention to patients and families experiencing spiritual distress. The UW Health night chaplain briefly assesses the patient's spiritual practices/values and helps the patient and family to integrate these values and coping skills during times of crisis and to work through difficult issues. The chaplain communicates the spiritual assessment results as needed to the patient's interdisciplinary health care team.

The UW Health Night Chaplain is a member of the Spiritual Care Services workgroup and receives administrative support and supervision through the Department of Coordinated Care.

MAJOR RESPONSIBILITIES

The Night Chaplain is called to provide spiritual care primarily in response to emergent situations that arise with patients and families.

Assessment: The chaplain assesses spiritual practices/values, family distress and identifies immediate needs for patients/families.

Chaplain Care: The chaplain addresses patient and family distress, explores with the patient and family belief and meaning in illness and crisis situations, and assists patients/families with bereavement and important end of life questions and decisions. Chaplain encourages patient/family to identify community resources for spiritual/religious support in the outpatient setting.

Documentation: The chaplain documents information in the electronic record that is relevant to the patient's situation for which h/she has been called to intervene. The documentation recognizes regulatory guidelines regarding confidentiality.

Teamwork and Collaboration: The chaplain communicates with the interdisciplinary health care team and obtains pertinent information regarding the patient's condition, family dynamics, and the health care teams' understanding of the need for spiritual care. Information is handed off to the Staff Chaplain and debriefing is completed as needed.

Ethical Practice and Confidentiality: The chaplain models clear boundaries and privacy for sexual, spiritual/religious, financial and cultural issues. S/he charts what is appropriate for the care being received.

Respect for Diversity: The chaplain models and collaborates with the organization and the interdisciplinary teams in respecting and providing culturally competent patient-centered care.

Care for the Organization: The chaplain provides services to the organization consistent with the organization's values, mission and vision. Patient and family care is the primary focus of spiritual care services. The chaplain also provides support to the staff through supportive listening and conversation. He/she is aware of resources that support employees such as the Employee Assistance program.

Knowledge and Continuing Education: The chaplain attends Quarterly Night Chaplain meetings as requested. H/she maintains continued professional development. The chaplain incorporates new learning into practice, demonstrating continual growth and development.

Other Expectations:

Assist with advance medical directive completion.

All duties and requirements must be performed consistent with the UW Health Organizational Performance Standards.

UW HEALTH POSITION DESCRIPTION

| POSITION REQUIREMENTS | | |
|--|-----------|---|
| Education | Minimum | Bachelor's degree in Theology, Divinity, Spirituality, Religious Studies, Pastoral Counseling or a related field of ministry with one unit of Clinical Pastoral Education (CPE) |
| | Preferred | Master of Divinity degree or master's-level theological degree, provided that it is from a school accredited by a member of the Council for Higher Education Accreditation (CHEA) and meets the 72 graduate semester hour credit requirement. Four units of Clinical Pastoral Education (CPE) |
| Work Experience | Minimum | Hospital on call experience with CPE reference(s) |
| | Preferred | Work experience post CPE certification in a level one trauma hospital |
| Licenses & Certifications | Minimum | |
| | Preferred | Board certified or certifiable chaplain by NACC or APC or NAJC |
| Required Skills, Knowledge, and Abilities | | <ol style="list-style-type: none"> 1. Demonstrated chaplain experience in a health care setting 2. Provides listening which is attentive and demonstrates non-judgmental presence. 3. Broad interfaith theological knowledge base and familiarity with the diversity of religious experience across cultures 4. Ability to work within the scope of a large, complex Level 1 Trauma Center 5. Understands complex medical situations and the role of the professional chaplain as a part of the health care team. 6. Life long learner, open to discussion and constructive comment. 7. Able to incorporate new methods and ideas into practice. 8. Seeks guidance and direction as needed. |

AGE – SPECIFIC COMPETENCY

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

| | | | |
|-------------------------------------|-----------------------------|-------------------------------------|------------------------------|
| <input checked="" type="checkbox"/> | Infants (Birth – 11 months) | <input checked="" type="checkbox"/> | Adolescent (13 – 19 years) |
| <input checked="" type="checkbox"/> | Toddlers (1 – 3 years) | <input checked="" type="checkbox"/> | Young Adult (20 – 40 years) |
| <input checked="" type="checkbox"/> | Preschool (4 – 5 years) | <input checked="" type="checkbox"/> | Middle Adult (41 – 65 years) |
| <input checked="" type="checkbox"/> | School Age (6 – 12 years) | <input checked="" type="checkbox"/> | Older Adult (Over 65 years) |

Job Function

Review the employee's job description, and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

| Physical Demand Level | | Occasional Up to 33% of the time | Frequent 34%-66% of the time | Constant 67%-100% of the time |
|--|--|-------------------------------------|---------------------------------|----------------------------------|
| <input checked="" type="checkbox"/> | Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met. | Up to 10# | Negligible | Negligible |
| List any other physical requirements or bona fide occupational qualifications: | | | | |