



Spiritual Care/Grief & Bereavement **On-Call Support**

Job Category: Client Services, Emily's House

Position Type: On-Call, Casual

Location: Toronto, ON

Career Level: Intermediate/Experienced

Position Summary:

This On-Call Spiritual Care/Grief & Bereavement support at Emily's House Children's Hospice is a dual role that provides support to terminally ill children and/or their families during their EOL admission, by taking into account mental, emotional, physical, and spiritual stresses, and responding with appropriate counseling and care. In addition to this, they may provide grief and bereavement support to family members who are struggling with grief due to the loss of their child.

This position reports directly to the Director of Client Services & Volunteer Programs and is team led by the Grief & Bereavement Coordinator.

Education/Qualification:

- Bachelor's degree in Religious Studies or a related topic
- Preferred; Master's Degree in Theology, Divinity, Pastoral Studies or related field required; internship or clinical pastoral education (separately or concurrently with master's degree).
- Experience/specific training in end-of-life Care, palliative and hospice services an asset
- Grief & Bereavement Certificate an asset
- Students in a Spiritual Care Practitioner program, and/or Clinical Psychospiritual Education program, from an accredited university or college, are considered for this position.

Experience:

- Minimum of two (2) years of direct patient/client care experience
- Previous work experience in Hospice Palliative Care preferred
- Previous experience working with children and their families in a coordinated program an asset
- Well versed in various spiritual traditions and values a multi-faith approach to spirituality
- Experience in supporting the bereaved

Duties and Responsibilities:

1) Service Delivery/Client Centered Care

- Provide for funeral or memorial services for clients as requested
- Provide direct spiritual/psychosocial support and/or counsel to clients and their families in keeping with their beliefs
- Maintain accurate and timely documentation of client care
- Demonstrate competency in the cultural and age specific needs of the clients
- Provide or facilitate rituals at times of transition
- Facilitate client's and family's access to spiritual care and/or grief and bereavement services as requested and desired
- Support memory making activities, legacy traditions or 'last wishes'
- Documentation on client interactions
- Provide emotional support to staff working on shift

2) Planning & Administration

- Serve as a member of the Interdisciplinary Team involved in the client care planning, with particular focus on spiritual/grief and bereavement components of care
- Provide on-call availability every 4-5 weeks
- Report shift hours, when called onsite, to Spiritual Care Practitioner/Grief & Bereavement Coordinator

3) Compensation & Hours

- Weekends (9am-5pm) - \$25 per shift (total \$50 if on call for both Saturday and Sunday)
- Onsite visits pay \$25 per hour, per staff's contract

Competencies:

Administration Skills – Acute awareness of priorities and time management.

Awareness - Engages in reflective practice. Ability to establish and honour professional boundaries. Projects a warm, caring, empathetic attitude and has ability to remain calm and centered and convey that to individuals accessing services.

Communication Skills – Speaks and writes clearly, informatively. Listens and gets clarification. Responds well to questions from clients, colleagues, volunteers. Explains reasoning for decisions. Good conflict resolution skills.

Cultural Humility - Awareness, commitment, and ability to include one's own as well as other's different cultural perceptions, assumptions, norms, beliefs, and values, in the context of providing services.

Case Management Skills – Clear documentation of shift details.

Organizational Culture - An understanding of the history, philosophy, and services of Hospice Palliative Care and Philip Aziz Centre & Emily's House.

Organizational Support – Work respectfully with the whole staff team.

Professionalism - Demonstration of behaviors that reflect high levels of performance; a strong work ethic. Approaches others in a tactful manner and treats others with respect and consideration regardless of their position. Accepts responsibility for own actions. Follows through on commitments.