



Promoting Excellency in Spiritual Care at the End of Life

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Name_____	Check One	Supervisor_____
Hire Date_____	___Orientation	Date_____
Position_____	___Annual Review	Additional Training Identified_____
	___Other	

KEY: EVALUATION: 1 2 3 NA (CIRCLE ONE)

1=Not Experienced 2=Somewhat Experienced 3=Very Experienced NA=Not Applicable

Core Competency = Proficiency must be demonstrated satisfactorily to be considered competent

Standard 1: Knowledge

The knowledge Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:

<p>1. Demonstrate a working knowledge of the theoretical and psycho-spiritual factors essential to effectively practice with hospice patients, their loved ones and the hospice team. 1 2 3 NA (CIRCLE ONE)</p> <p>Comment_____</p> <p>_____</p>
<p>2. Demonstrate knowledge that permits therapeutic interventions to be offered within the context of one's strengths and limitations. 1 2 3 NA (CIRCLE ONE)</p> <p>Comment_____</p> <p>_____</p>
<p>3. Demonstrate understanding of the dynamics of spiritual care at the end of life. 1 2 3 NA (CIRCLE ONE)</p> <p>Comment_____</p> <p>_____</p>
<p>4. Be a self-reflective person who is well grounded in their theology 1 2 3 NA (CIRCLE ONE)</p> <p>Comment_____</p> <p>_____</p>



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Standard 2: Assessment

The Assessment Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:

<p>1. Demonstrate ability to do proper spiritual assessment. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>2. Demonstrate ability to include comprehensive information to develop interventions and treatment planning. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>3. Use spiritual assessment, planning, intervention and evaluation in order to contribute to the plan of care. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>

Standard 3: Intervention/Treatment Planning

The intervention/treatment planning Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:

<p>1. Demonstrate ability to develop and implement intervention plans that enhance the patient's abilities and decisions. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>2. Initiate, deepen and terminate pastoral relationships with sensitivity, openness and respect. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>3. Provide effective pastoral / spiritual support that contributes to the well-being of patients or residents, their family and staff. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>



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Standard 4: Attitude/Self-Awareness

The Attitude/Self- Awareness Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:

<p>1. Demonstrate an attitude of compassion and sensitivity to patients, respecting patients' rights to self-determination and dignity. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>2. Demonstrate awareness of their own beliefs, values, and feelings and how their personal self may influence their practice. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>3. Demonstrate emotional and spiritual maturity resulting in being respectful of other people, including their physical, emotional and spiritual boundaries. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>4. Demonstrate ability to build peer relationships for the purpose of support, confrontation and clarification. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>5. Attend to one's own physical, emotional and spiritual well-being. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>6. Reflect professional behavior, including appropriate attire and personal hygiene. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>



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Standard 5: Empowerment and Advocacy

The Empowerment and Advocacy Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:

<p>1. Advocate for the needs, decisions, and rights of hospice patients. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>2. Make sure that every patient has equal rights and access to resources to meet their psycho-spiritual needs. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>3. Articulate a working knowledge of bio-ethical issues as they relate to pastoral / spiritual care. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>4. Use pastoral/spiritual authority appropriately. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>5. Support others in the application of their own values in decision-making. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>

Standard 6: Documentation

The Documentation Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:

<p>1. Demonstrate ability to write a proper initial or routine visit documentation. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>2. Document all practice with patients in either the patient record or in the medical chart. These may be written or electronic records. 1 2 3 NA (CIRCLE ONE)</p>



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Comment _____

Standard 7: Interdisciplinary Teamwork

The Interdisciplinary Teamwork Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:

<p>1. Be part of an interdisciplinary effort for the comprehensive delivery of hospice and end of life services. 1 2 3 NA (CIRCLE ONE)</p> <p>Comment _____ _____</p>
<p>2. Demonstrate a collaborative attitude with team members and advocate for clients' needs with objectivity and respect to reinforce relationships with providers who have cared for the patient along the continuum of illness. 1 2 3 NA (CIRCLE ONE)</p> <p>Comment _____ _____</p>
<p>3. Communicate effectively orally and in writing. 1 2 3 NA (CIRCLE ONE)</p> <p>Comment _____ _____</p>
<p>4. Demonstrate ability to handle criticism and conflict. 1 2 3 NA (CIRCLE ONE)</p> <p>Comment _____ _____</p>
<p>5. Foster collaborative relationships with community clergy and faith group leaders. 1 2 3 NA (CIRCLE ONE)</p> <p>Comment _____ _____</p>
<p>6. Communicate effectively with other disciplines through the use of referral systems, chart entries (documentation of pastoral / spiritual care) and other mechanisms in the clinical setting. 1 2 3 NA (CIRCLE ONE)</p> <p>Comment _____ _____</p>



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Standard 8: Cultural Competence

The Cultural Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:

<p>1. Demonstrate specialized knowledge and understanding about history, traditions, values, and family systems as they relate to hospice and end of life care within different groups. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>2. Demonstrate awareness of his/her own assumptions, values, and biases towards the patient's culture. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>3. Demonstrate ability to understand the worldview of the patient. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>4. Demonstrate ability to understand and respect important cultural and religious rituals that are important to the patient and family. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>5. Offer pastoral / spiritual care that is respectful of diversity and differences, including age, culture, diagnosis, disability, economic status, ethnicity, gender, race, sexual orientation, social status and religious beliefs and practices. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>6. Understand ways in which psycho-social-spiritual dynamics and cultural / ethnic differences affect pastoral / spiritual care practices. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>



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Standard 9: Continuing Education

The Continuing Education Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:

<p>1. Demonstrate personal responsibility for their continued professional development by coming up with a yearly educational project 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>2. Demonstrate ability to try and keep up with current theological / spiritual / religious beliefs, issues and practices among various religious groups as they affect pastoral / spiritual care in hospice. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>

Standard 10: Supervision, Leadership, and Training

The Supervision, Leadership and Training Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:

<p>1. Lead educational, supervisory, administrative, and research efforts with individuals, groups, and organizations. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>2. Connect with and train local clergy on the spiritual care at the end of life. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>
<p>3. Ability to train new hires during orientation. 1 2 3 NA (CIRCLE ONE) Comment _____ _____</p>