



Spiritual Health Association

respect - compassion - inclusiveness - excellence

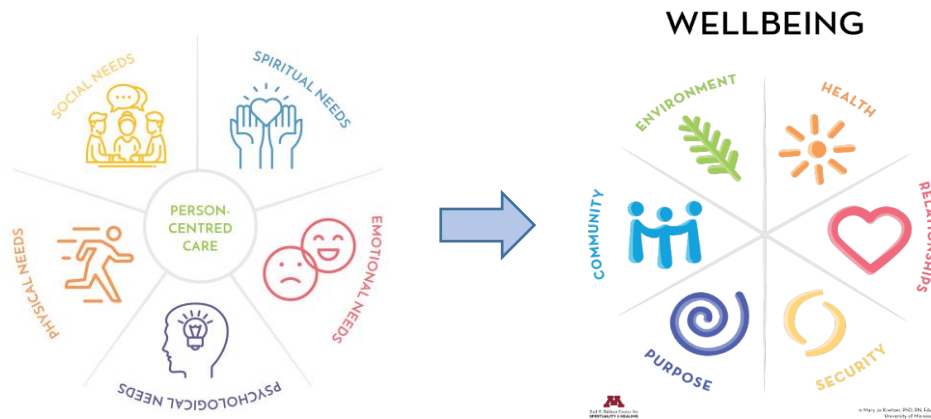
Strategic Plan 2018-2022

Purpose

To advocate for and promote compassionate, person-centred spiritual care in health services.

Our Belief

When spiritual needs are recognised and responded to as an integral part of person-centred care an essential contribution is made to peoples' health and wellbeing.



Our Mission

Enabling the provision of quality spiritual care as an integral part of healthcare.

Our Values

- Respect:** We value the humanity and dignity of every person
- Compassion:** We value sensitivity to another's suffering which motivates healing care
- Inclusiveness:** We value the spirituality, perspectives and contributions of all people
- Excellence:** We value continuous improvement, innovation and accountability in the provision of spiritual care



We acknowledge the traditional Custodians of the land where we work, the Wurundjeri people, and pay our respects to their Elders, past and present, and to Elders from all other Country.

Strategic Objectives

Through the development of key partnerships and consumer engagement SHA will lead the:

1. *Provision and evaluation of best practice spiritual care across health services*
2. *Integration and coordination of best practice spiritual care across health services*
3. *Development of a competent and accountable workforce,*

and SHA will:

4. *Build our reputation as a trusted leader and advocate for the provision of compassionate, person-centred spiritual care in health services across Australia.*

Strategic Objectives

SHA will lead the:

1. **Provision and evaluation of best practice spiritual care across health services.**

Goals

- Understand and promote best practice spiritual care.
- Lead the implementation of best practice models for the provision and governance of spiritual care.

Strategies

- Conduct, support and disseminate research to define and evaluate best practice models for the provision and governance of spiritual care.
- Develop guidelines and resources that facilitate provision and evaluation of best practice spiritual care.
- Work with key stakeholders and partners to advocate for the inclusion of spiritual care provision and to promote the contribution of spiritual care.
- Work with spiritual care practitioners to facilitate continuous quality improvement.

What will success look like?

- Decision/policy makers, health professionals and consumers understand what spiritual care is, how it is provided and the contribution it makes to health outcomes, patient experience and wellbeing.
- Best practice models for the provision and governance of spiritual care are known and implemented across health services.
- Consumers' spiritual needs are met through the provision of best practice spiritual care.
- Spiritual care practitioners contribute to the development of best practice and innovation within the sector.



SHA will lead the:

2. Integration and coordination of best practice spiritual care across health services.

Goals

- Influence decision/policy makers and other key stakeholders to facilitate integration and coordination of spiritual care in systems and policy.

Strategies

- Establish engagement and strategic relationships with key organisations and peak bodies.
- Identify and respond to opportunities to influence health sector policy and reform.
- Build the capability of spiritual care practitioners to influence at their local level.

What will success look like?

- Spiritual care is incorporated into accreditation processes.
- Spiritual care is integrated within safety and quality systems and frameworks.
- Spiritual care is embedded in health policy.
- Spiritual care is incorporated as an allied health profession in organisational structures.
- Spiritual care quality measures are included as part of the hospital's quality of care reporting.
- The spiritual care sector has a voice that contributes to system and policy improvements.

SHA will lead the:

3. Development of a competent and accountable workforce.

Goals

- Identify the education, formation and continuing professional development (CPD) required to enable best practice spiritual care provision.
- Identify accountability requirements for all spiritual care providers.

Strategies

- Work with key stakeholders to establish clear education, formation and CPD for spiritual care.
- Work with key stakeholders to establish career pathways for spiritual care.
- Develop and promote guidelines to identify capabilities and scope of practice for spiritual care providers.
- Work with key stakeholders to develop a credentialing process for spiritual care practitioners.
- Develop a strategy to respond to future workforce needs.

What will success look like?

- There is a paid professional spiritual care workforce in increasing numbers in Victorian hospitals providing spiritual care within a clearly defined scope of practice.
- Increasing numbers of health professionals receive training about spiritual care.



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- Spiritual care practitioners meet the credentialing requirements of a professional association.
- Health services require practitioners to be eligible for membership of a professional association.
- Faith communities are recognised as partners in the provision of spiritual care and work within their designated scope of practice.
- Clear pathways are established to develop and sustain current and future leaders.

And SHA will:

4. **Build our reputation as a trusted leader and advocate for the provision of compassionate, person-centred spiritual care in health services across Australia.**

Goals

- Develop and nurture strategic relationships and partnerships across the health sector.
- Deliver on strategic objectives.
- Identify and respond to new opportunities.
- Provide expert advice and information across the health sector.
- Embody our values.

Strategies

- Build relationships with key people within Government and key sector organisations and peak bodies.
- Build capacity to deliver on strategic objectives.
- Identify emerging opportunities.
- Regularly review and evaluate governance capabilities and competence.
- Meet all reporting and compliance requirements in a timely manner.
- Meet financial accountability requirements for all funds received and disbursed.
- Identify opportunities to publish and present outcomes from work undertaken.
- Provide an inclusive, respectful and compassionate work place that fosters commitment and excellence.

What will success look like?

- SHA is a sustainable association that delivers on strategic objectives.
- SHA has strong partnerships and relationships across the health sector.
- Contribution recognised and welcomed by Government and key sector organisations and peak bodies.
- Expertise is engaged across the health sector.
- Recognised as a competent, accountable and responsive association.
- Publications and presentations evidence SHA's impact nationally and internationally.
- Internal relationships and work environment reflect the values of the association.



Definitions

Health is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity¹.

Spirituality is a dynamic and intrinsic aspect of humanity through which persons seek ultimate meaning, purpose, and transcendence, and experience relationship to self, family, others, community, society, nature, and the significant or sacred².

Spirituality is subjective and can be expressed in different ways by individuals and communities. Some people choose to express their spirituality through religion or religious practice, while others may not. Spirituality can also be described as the search for answers to existential questions, such as: Why is this happening to me? To whom do I belong? Does my life have meaning? What happens after we die?

Spiritual care is the provision of assessment, counselling, support and ritual in matters of a person's beliefs, traditions, values and practices enabling the person to access their own spiritual resources³.

Wellbeing is a state of balance or alignment in body, mind and spirit. In this state we feel content; connected to purpose, people and community; peaceful and energised; resilient and safe. In short we are flourishing⁴.

¹ World Health Organisation, ((2006). *Constitution of the World Health Organization* – Basic Documents, Forty-fifth edition, Supplement, October 2006.

² Puchalski et al., (2014). *Spiritual Dimension of Whole Patient/client Care: Reaching National and International Consensus*. *Journal of Palliative Medicine*; 17(6): 642-656.

³ ICD-10AM/ACHI/ACS Tenth Edition 2017

⁴ Earl E. Bakken Centre for Spirituality and Healing, University of Minnesota. Retrieved from <https://www.csh.umn.edu/about-us>

