

Business Case Template



Spiritual
Health
Association

Current overview of the health services organisation:

1. Describe what is currently provided:

- Demographics
- Spiritual care model overview
- Identify facilities provided: e.g., sacred space or area for quiet reflection

2. What does the research say about the importance of spiritual care?

- Spiritual care is integral to holistic, person-centred care
- It is an inclusive response, respecting patients' and clients' faiths, beliefs, philosophies, and values
- Patient Reported Outcome Measures (PROM) demonstrate the importance of spiritual care.

3. Impact of emotional and spiritual needs on health outcomes:

Name relevant research which supports this proposition: *see reference list*

Describe spiritual care as a valued, evidence-based contribution to patient care that aligns with:

- National Safety and Quality Health Service (NSQHS) Standards (ACSQH 2017)
- Safer Care Victoria Partnering with Consumers Framework (SCV 2019) or equivalent state framework
- National Palliative Care Standards,
- Spiritual Health Association's Guidelines (SHA 2020) and Capability Framework (SHA 2020),
- Spiritual Care Australia's Standards (SCA 2014) and membership criteria.

4. How does the business case compare with health services with a similar profile?

Use a table to show EFT's for spiritual care management and practitioners.

Include classification for each health employed position (*and faith community funded positions*)

5. Proposed model and responsibilities

- What does the model look like? What will be the main focus of the position? Who will assist as part of the team? Incorporate these criteria in your description: inclusive, professional, responding to diversity of spiritual and philosophical beliefs. Credentialed visitors from external entities assist including from faith communities and secular representatives.
- How does it align with the health services' values and mission to provide person-centred care and its Strategic Plan for a quality health and wellness approach?



6. Demonstrate how the position will benefit the health service and its community

- Multidisciplinary approach meeting best-practice and standards
- Educating staff on the importance of spiritual care and supporting them in screening for spiritual care needs
- Effective referrals to spiritual care, assessment, and provision of spiritual care as an integral contribution to person-centred care using clear referral indicators
- Effective referral to other disciplines when beyond the scope of practice for spiritual care
- Improved relationship with community in responding to specific spiritual needs and a clear plan for ongoing support after discharge as appropriate.

7. Risks if position not funded

Identified Risks	Risks Control
Lack of suitable applicants	PD meeting standards and scope of practice has been developed; advertisement via SHA, SCA and other spiritual care networks and mainstream channels; interview process includes resources and involvement from SHA (identify at what level)
Lack of engagement / misunderstanding of the role from existing staff (i.e., nursing, allied health, medical)	Support and announcement re role by Director of Allied Health/Executive sponsor; education of staff regarding the role of spiritual care; spiritual care is integrated in all systems, including in EMR (electronic medical record) and in multidisciplinary and Allied Health forums and committees as appropriate; organisational chart and professional accountability is clear; engagement in comprehensive patient care including prompts for referrals is effective.

8. EFT Input Required

Identify minimum EFT input required to deliver an inclusive professional model of spiritual care.

9. Costs

Provide estimate of budget for this position. Check awards and classifications in similar metropolitan or regional health services. Engage your Finance/HR section to ensure all on-costs are included.

10. Funding and Budget implications

The provision of adequate and comprehensive person-centred care is an expectation of health services and patients. It assists in supporting the patient towards healing; it elicits their inner resources to attain wholeness. Aligns with quality, values, and mission.



References which may be of use:

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