



## Chaplain Role

### Important Information

The position is as a school chaplain, under the National School Chaplaincy Program, which has been guaranteed by the Federal Government until the end of 2018. To ensure high standards of service, Generate Chaplains need to subscribe to the Generate Statement of Belief and Nicene Creed, and comply with the code of conduct (Faithfulness in Service). Before commencing employment, all chaplains must have completed their study to meet the Federal Government's minimum qualification requirements. In addition, Generate requires chaplains to have attained or be working towards a certificate or diploma qualification in ministry or theology (depending on other qualifications held). Successful candidates will also need to attend scheduled conference and training days throughout the year as directed by Generate. Induction and training for new chaplains will be held prior to commencing in the role.

School chaplain positions are generally for 10 hours per week calculated as 400 hours for the calendar year divided by 40 weeks. The salary for a 10 hour per week position is \$16,000 per annum inclusive of superannuation. This equates to an annualized hourly rate of \$28.03 per hour, as chaplains are paid fortnightly throughout the year including the school holidays. If there has been a delay in appointment or break in service then hours accrue resulting in more hours being available over the remaining weeks of the calendar year. So where a chaplain may not begin until Term 2 then the number of hours available per week increases to 15 hours per week for the rest of the year.

Through additional funds raised by local Chaplaincy Support Teams, Generate's desire is that schools can have their chaplain for at least 14 hours per week, which is equivalent to two full days of work. If there are any further questions regarding remuneration or working conditions, the Generate Head office can be contacted on 8042 2760 or at [info@generate.org.au](mailto:info@generate.org.au).

### General Position Purposes:

A school chaplain's role is to support the emotional wellbeing of students by providing pastoral care services and strategies that support the emotional wellbeing of the broader school community regardless of faith or beliefs.

Pastoral care is defined in the Commonwealth Chaplaincy Programme Agreement as:

*'the practice of looking after the personal needs of students, not just their academic needs, through the provision of general spiritual and personal advice.'*

## **What do school Chaplains do?**

### **Tasks undertaken by a school chaplain**

While the key tasks of a school chaplain may vary depending on the needs of the individual school communities, they could include:

- Working closely with, and/or part of the school wellbeing team to plan for and deliver student resilience and wellbeing services.
- Providing students, their families and staff with support and or appropriate referrals, in difficult situations such as during times of grief or when students are facing personal or emotional challenges.
- Developing relationships with, and referring students/parents/carers to specialist services within the school as appropriate or externally, under the direction of the school principal.
- Organising one-on-one or group sessions with students, parents, staff and other members of the school community as requested and required by the school community.
- Attending Parents & Citizens' or equivalent parent body meetings to provide details of the program and the services that are available.
- Mentoring/coaching.
- Providing support and/or appropriate referral in times of grief and other critical events.
- Facilitating community partnership programs between the school and the wider community, under the direction of the school principal.