

UK Board of  
Healthcare Chaplaincy



Healthcare Chaplaincy  
Bands and Duties Framework  
(Revised 2015)

## Introduction

As Healthcare Chaplaincy progresses towards voluntary registration as a healthcare profession with the Professional Standards Authority there was a need to clarify the professional framework for healthcare chaplaincy and to simplify the plethora of chaplaincy titles in use across the UK. There was also a clear need to define chaplaincy Bands and Duties in a language and framework that employers could understand. The UKBHC hosted a consultation day and sought the advice of the experienced lay members of the Board from other professions.

The role descriptors contained in this framework have been created to define the capabilities and competences and scope of chaplaincy practice that are deemed appropriate for roles within the healthcare chaplaincy profession. The indicative Bands have been given in accordance with the NHS Agenda for Change job evaluation framework.

This document should therefore be read in conjunction with the following Documents:

- UKBHC Spiritual and religious Care Capabilities and Competences for Healthcare Chaplaincy Support (2015a) (Available from [www.ukbhc.org.uk](http://www.ukbhc.org.uk))
- UKBHC Spiritual and religious Care Capabilities and Competences for Healthcare Chaplains (2015b) (Available from [www.ukbhc.org.uk](http://www.ukbhc.org.uk) )

### Notes:

**Chaplaincy Support:** The Board recognises that within the titles of chaplaincy support there may be considerable variation. For example voluntary visitors who visit all patients and those who may only visit those of a particular faith community or belief group. The details of each person's role should be clearly identified and noted in their contract with the employer.

**Faith Community or Belief Group (Humanist) Representative:** On the advice of the advisors to the board the title Chaplain in the healthcare context is reserved for those who work and meet the capabilities and competences at Band 5 or above of the UKBHC Capabilities and Competences for Healthcare Chaplains (2015b). There may be occasions where Chaplains are appointed to meet the needs of a particular faith community; however, these chaplains should be working at Band 5 or above and meet the relevant capabilities and competences for the post. For example: In Northern Ireland many chaplains are appointed as chaplains to the trusts from particular faith communities. To avoid doubt these posts are Chaplaincy posts.

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Title/Qualifications	Definition	Duties / Areas of Work	Capabilities and Competences	Previous Titles
<b>Chaplaincy Support</b>	<b>Volunteer Visitor:</b> A volunteer with training in pastoral care who works under the supervision of a Chaplain (Band 6 or above).	<ul style="list-style-type: none"> <li>• To support patients and visitors in Spiritual and Religious Care;</li> <li>• To refer complex needs to a chaplain;</li> <li>• To participate in regular reflective practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Works within the UKBHC Code of Conduct.</li> <li>• Works within the practices and procedures for volunteering in the NHS.</li> <li>• Demonstrates practice to the UKBHC Capabilities and Competences Framework for Chaplaincy Support (UKBHC, 2015a)</li> </ul>	Honorary Chaplain Lay Chaplain Chaplaincy Visitor Pastoral Visitor Chaplaincy Volunteer Health Pastor (GP Surgeries) Eucharistic Ministers
	<b>Chaplaincy Support Worker:</b> A person with training in pastoral care and spiritual and religious care whose delivery of spiritual and religious care is defined and supervised by a Chaplain (Band 6 or above).	<ul style="list-style-type: none"> <li>• To support patients and visitors in Spiritual and Religious Care;</li> <li>• To refer any complex needs to a chaplain;</li> <li>• To participate in regular reflective practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Works within the UKBHC Code of Conduct.</li> <li>• Works within the practices and procedures for employees in the NHS.</li> <li>• Demonstrates practice to UKBHC Capabilities and Competences Framework for Chaplaincy Support (UKBHC 2015a).</li> </ul>	Honorary Chaplain Lay chaplain Chaplaincy Visitor Pastoral Visitor

Title/Qualifications	Definition	Duties / Areas of Work	Capabilities and Competences	Previous Titles
	<p><b>Faith Community or Belief Group representative:</b>                      A person who is recognised or accredited by a faith community or belief group to provide pastoral and/or religious care to members of that faith community or belief group and whose name appears on a list of faith community or belief group representatives regularly updated by the chaplaincy department (Can be ordained or lay).</p>	<ul style="list-style-type: none"> <li>To meet the spiritual and religious needs of patients and visitors of the representative's own faith community or belief group.</li> </ul> <p>(See UKBHC, 2009, Standard 3)</p>	<ul style="list-style-type: none"> <li>Has a recognised or accredited status within a mainstream faith community or belief group;</li> <li>Work within the practices of their faith community or belief group;</li> <li>Demonstrates practice to the UKBHC Capabilities and Competences Framework for Chaplaincy Support (UKBHC, 2015a).</li> </ul>	Honorary Chaplain Visiting Chaplain Faith Representative Visiting Clergy Lay Chaplain Faith Community Visitor
<p><b>Chaplain (Band 5)</b>                      Degree in Healthcare Chaplaincy (or equivalent)</p>	<p>A practitioner with limited autonomy who works as part of a chaplaincy team and is supervised by a chaplain (Band 6 or above) (UKBHC, 2015b, P3).</p>	<ul style="list-style-type: none"> <li>To assess the spiritual and religious needs of patients visitors and staff and seek to meet those needs or refer on.</li> <li>To work within the protocols and practices of the chaplaincy department.</li> <li>To participate in regular reflective practice.</li> </ul>	<ul style="list-style-type: none"> <li>Works within the UKBHC Code of Conduct.</li> <li>Demonstrates practice to the Band 5 of the UKBHC Spiritual and religious Care Capabilities and Competences for Healthcare Chaplains (UKBHC, 2015b).</li> </ul>	Trainee Chaplain Chaplain (Entry Grade) Chaplain's Assistant Assistant Chaplain

Title/Qualifications	Definition	Duties / Areas of Work	Capabilities and Competences	Previous Titles
<b>Chaplain (Band 6)</b> Postgraduate Certificate/Diploma in Healthcare Chaplaincy.	An autonomous, qualified practitioner whose role is to seek out and respond to the spiritual and religious needs of individuals, their carers and staff (UKBHC, 2015b, P3).	In addition to the duties of Band 5: <ul style="list-style-type: none"> <li>• To identify and address complex spiritual and religious needs in pastoral encounters;</li> <li>• To supervise and direct the work of Chaplaincy Support in the chaplaincy service.</li> <li>• Work within the protocols and procedures for major incidents;</li> <li>• Contribute to induction, education and training programmes where available;</li> <li>• Contribute to service development and research.</li> </ul>	<ul style="list-style-type: none"> <li>• Works within the UKBHC Code of Conduct;</li> <li>• Demonstrates practice to the Band 6 of the UKBHC Spiritual and Religious Care Capabilities and Competences for Healthcare Chaplains (UKBHC, 2015b).</li> </ul>	
<b>Lead Chaplain (Band 7)</b> Masters in Healthcare Chaplaincy and 5 years experience in healthcare chaplaincy.	A chaplain with additional responsibilities and experience including the management of a chaplaincy team. (UKBHC, 2015b, P3)	In addition to the duties of Band 6: <ul style="list-style-type: none"> <li>• Supervision of a team of staff within a chaplaincy service.</li> <li>• Provides chaplaincy advice within the trust and externally</li> <li>• Participates in research, service evaluation and audit</li> </ul>	<ul style="list-style-type: none"> <li>• Works within the UKBHC Code of Conduct.</li> <li>• Demonstrates practice to the Band 7 of the UKBHC Spiritual and religious Care Capabilities and Competences for Healthcare Chaplains (UKBHC, 2015b).</li> </ul>	Senior Chaplain

Title/Qualifications	Definition	Duties / Areas of Work	Capabilities and Competences	Previous Titles
<p><b>Specialist Chaplain (Band 7)</b> Masters in Healthcare Chaplaincy or Specialty (for example: Palliative Care) and 5 years experience in healthcare chaplaincy.</p>	<p>A chaplain with specialist knowledge, experience and expertise in a particular aspect of healthcare chaplaincy. For example: acute, mental health, paediatrics, palliative care. (UKBHC, 2015b, P3)</p>	<p>In addition to the duties of Band 6:</p> <ul style="list-style-type: none"> <li>• Provides specialist advice within the unit and externally.</li> <li>• Responds to complex spiritual and religious needs in patients, visitors and staff associated with their specialist area of expertise;</li> <li>• Participate in multidisciplinary team working.</li> <li>• Undertakes research service evaluation and audit.</li> </ul>	<ul style="list-style-type: none"> <li>• Works within the UKBHC Code of Conduct.</li> <li>• Demonstrates practice to the Band 7 of the UKBHC Spiritual and religious Care Capabilities and Competences for Healthcare Chaplains (UKBHC, 2015b).</li> <li>• Demonstrates practice to additional chaplaincy standards, capabilities and competences associated with the specialty. E.g. AHPCC Standards and competences for Hospice and Palliative Care Chaplaincy</li> </ul>	

Title/Qualifications	Definition	Duties / Areas of Work	Capabilities and Competences	Previous Titles
<b>Consultant Lead Chaplain (Band 8)</b> Masters in Healthcare Chaplaincy or above.	A chaplain with management responsibility for spiritual and religious care policy and services across an NHS Trust or Health Board Area. (UKBHC, 20b, P3)	In addition to the duties Bands 6 and 7: <ul style="list-style-type: none"> <li>• Manages the strategic development of a chaplaincy service;</li> <li>• Provides expert chaplaincy advice internally and externally and liaises with other agencies.</li> <li>• Leads and develops education, training, research audit and service evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>• Works within the UKBHC Code of Conduct.</li> <li>• Demonstrates practice to the Band 8 of the UKBHC Spiritual and religious Care Capabilities and Competences for Healthcare Chaplains (UKBHC, 2015b).</li> </ul>	Spiritual Care Lead Spiritual Care Manager
<b>Other Titles</b>				
<b>Student Chaplain</b> (Students are required to meet the entry qualifications for their chosen University).	A person seeking to enter chaplaincy by undertaking a placement as part of an academic education programme.	<b>Undergraduate</b> e.g. Foundation degree in chaplaincy: Working under the supervision of an experienced chaplain at Band 6 or above to meet the placement criteria of the education programme.	<ul style="list-style-type: none"> <li>• Works within the UKBHC Code of Conduct.</li> <li>• Working towards the capabilities and competences of a Chaplain (Band 5)</li> </ul>	Trainee Chaplain Volunteer Chaplaincy Placement
		<b>Postgraduate</b> Certificate/ Diploma / MA /MSc. / MTh: Working under the supervision of an experienced chaplain at Band 6 or above to meet the placement criteria of the education programme.	<ul style="list-style-type: none"> <li>• Works within the UKBHC Code of Conduct.</li> <li>• Working towards the capabilities and competences of a Chaplain (Band 6)</li> </ul>	Trainee Chaplain Voluntary Chaplaincy Placement

Title/Qualifications	Definition	Duties / Areas of Work	Capabilities and Competences	Previous Titles
<b>Volunteer Chaplain</b>	A contracted chaplain who works at Band 5 or above without pay.	As for the grade at which they are appointed (See Above)	As for the grade at which they are appointed (See Above)	Honorary Chaplain Chaplaincy Student Voluntary Chaplain
<b>Locum Chaplain</b>	A contracted chaplain providing cover with pay at Band 5 or above.	As for the grade at which they are appointed (See Above)	As for the grade at which they are appointed (See Above)	

## References

UKBHC (2015a) *Spiritual and Religious Care Capabilities and Competences for Healthcare Chaplaincy Support*. Cambridge. UK Board of Healthcare Chaplaincy. (Available from [www.ukbhc.org.uk](http://www.ukbhc.org.uk))

UKBHC (2015b) *Spiritual and Religious Care Capabilities and Competences for Healthcare Chaplains*. Cambridge. UK Board of Healthcare Chaplaincy. (Available from [www.ukbhc.org.uk](http://www.ukbhc.org.uk))

UKBHC (2009) *Standards for Healthcare Chaplaincy Services*. Cambridge. UK Board of Healthcare Chaplaincy. (Available from [www.ukbhc.org.uk](http://www.ukbhc.org.uk))

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