



Australian Government

DEFCHP009 Conduct Moral Injury Pastoral Narrative Disclosure (PND)

Release: 1

DEFCHP009 Conduct Moral Injury Pastoral Narrative Disclosure (PND)

Modification History

Release 1. This is the first release of this unit of competency in the DEF Defence Training Package.

Application

This unit describes the skills and knowledge required to conduct Pastoral Narrative Disclosure (PND) to assist members and their families who may have Moral Injury.

This unit applies to Chaplaincy in Defence, although it would also apply to others who work in this field, including emergency first responders. This includes theology of multi-faith or other belief systems.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to.

Those undertaking this unit would work independently and perform complex tasks in a complex environment.

No licensing, legislative or certification requirements apply to unit at the time of publication.

Pre-requisite Unit

Not applicable.

Competency Field

Defence Chaplaincy.

Unit Sector

Not applicable.

Elements and Performance Criteria

ELEMENTS

Elements describe the essential outcomes.

PERFORMANCE CRITERIA

Performance criteria describe the performance needed to demonstrate achievement of the element.

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| 1 Prepare for Moral Injury PND | 1.1 | Undertake the review of the self-referral or a health care practitioner referral |
| | 1.2 | Determine own supervision and mentoring requirements prior to providing PND |
| | 1.3 | Confirm with the member if they would like other support person (s) present and/or an interpreter |
| | 1.4 | Confirm the parties involved in the PND session and their agreed role |
| | 1.5 | Organise a suitable time and a safe, private and relaxed location to conduct the PND |
| | 1.6 | Identify the organisational policies and procedures of Chaplaincy work, including confidentiality |
| | 1.7 | Identify the current PND Moral Injury screening tool and prepare to administer |
| 2 Conduct a Moral Injury PND process | 2.1 | Apply the pacing interpersonal communication skills to establish trust and respect to develop Rapport |
| | 2.2 | Clarify and confirm with the member and family their expectations of the Moral Injury PND process and the role of the chaplain |
| | 2.3 | Respectfully acknowledge and respond to the member's and family expectations |
| | 2.4 | Administer the Moral Injury screening tool if agreed by the member |
| | 2.5 | Provide the member with the Moral Injury Impact Meaning Statement (MIIMS) to complete as part of self-reflection, in preparation for stage two Reflection |
| 3 Communicate the results of the Moral Injury PND screening tool | 3.1 | Evaluate the results of the Moral Injury screening tool |
| | 3.2 | Assess the level of risk associated with self-harm and take immediate action as required |
| | 3.3 | Communicate the results with the member and with member consent to their family |

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| | 3.4 | Explain how the PND process can assist members and their families |
| | 3.5 | Describe the three overall goals (lament, sense of daring and lifestyle changes) for the member to achieve (which may include family) |
| 4 Conduct Moral Injury PND support sessions | 4.1 | Assist a member through the Reflection stage to tell their moral injurious narrative |
| | 4.2 | Assess the emotions of the member by using the Subjective Units of Distress Scale |
| | 4.3 | Organise, where appropriate, referral for the member and their family to a health care practitioner or other support services |
| | 4.4 | Guide a member in conducting an in-depth self Review of the moral injurious experience by examination of conscience |
| | 4.5 | Support a member to Reconstruct their belief system, which has been fractured by their moral injurious experience |
| | 4.6 | Assist a member to seek Restoration of grievances to heal their relationship with the organisation or individual/s |
| | 4.7 | Assist a member by conducting Ritual ceremonies, formal or informal, consisting of a series of actions to help them seek self-forgiveness and reconciliation for themselves and others |
| | 4.8 | Encourage a member in Renewal to permit a sense of daring and making lifestyle changes by identifying meaningful and purposeful activities |
| | 4.9 | Support a member in Reconnection and Referral to develop resilience through engagement or re-engagement with organisation and others to sustain themselves long term |
| 5 Assist the member to maintain their progress and develop their resilience | 5.1 | Assist the member and family in identifying a suitable self-care plan using support services as necessary |
| | 5.2 | Obtain the member's and family consent before |

		referring to a support service provider
	5.3	Refer a member and family to a support service
6 Maintain records	6.1	Conduct post-meeting administration, as required, in accordance with organisational procedures
	6.2	Update and maintain records in relation to organisational and legal requirements
7 Reflect on own performance and practice	7.1	Seek constructive feedback from the member on what can be improved in the PND process
	7.2	Reflect on own performance with key stakeholders
	7.3	Identify personal and professional development areas

Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Range is restricted to essential operating conditions and any other variables essential to the work environment.

Non-essential conditions may be found in the DEF Defence Training Package Companion Volume Implementation Guide.

Unit Mapping Information

This is a new unit. No equivalent unit.

Links

Companion Volume Implementation Guides are found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=6bdbab1e-11ed-4bc9-9cba-9e1a55d4e4a9>

Assessment Requirements for DEFCHP009 Conduct Moral Injury Pastoral Narrative Disclosure (PND)

Modification History

Release 1. This is the first release of this unit of competency in the DEF Defence Training Package.

Performance Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria on at least one occasion and include:

- adhering to faith standards, organisational policies and procedures
- analysing and evaluating information
- analysing complex personal issues
- applying active listening skills
- applying counselling skills
- applying Pastoral Narrative Disclosure (PND) stages, as required
- determining the current status of a member and family in relation to:
 - level of Moral Injury
 - level of risk associated with self-harm that may require immediate intervention
 - readiness for change
- maintaining and developing relationships
- maintaining records in accordance with organisational policies
- making referrals to support services
- planning Moral Injury PND process
- selecting a language style suitable to the member and context to establish rapport
- showing respect to the member by allowing them to express themselves without judgement
- summarising and clarifying ideas
- using a variety of verbal and non-verbal communication techniques, including body language, language style and gestures
- using the Moral Injury screening tool.

Knowledge Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria and include knowledge of:

- identify the five themes and symptoms that cause a member to suffer Moral Injury
- interpersonal communication skills
- Rapport including establishing trust between member and chaplain, who ensures (caveats permitting) absolute confidentiality

- Reconnection and Referral which involves the member engaging in self-care and, where applicable, support and resources
- Reconstruction which involves rebuilding from the moral/ethical issues relating to the event and addresses feelings of grief, guilt, shame, anger, betrayal, trust and forgiveness
- record management in accordance with organisational policies
- Reflection which involves providing a narrative account, either oral, written or another medium, reflecting upon operational life journeys and their morally injurious experience
- relevant legislation, organisational policies and procedures
- Renewal which involves a member making amends and doing activities that are meaningful and purposeful in life by relinking with family, friends, workplace, community and the sacred/divine/God
- Restoration which involves the individual/organisation acknowledging grievances, and where possible, these being heard by the perpetrator or an organisational representative
- Review which involves the member's self-reflection regarding their morally injurious experience by examining conscience by considering past thoughts, words, actions and omissions, particularly regarding self-accusation/s
- Ritual which involves conducting rites, either formal or informal, secular or religious, expressing regret, naming mistakes, seeking self-forgiveness, forgiveness and reconciliation from significant others or a sacred source.

Assessment Conditions

Assessors must hold credentials specified within the Standards for Registered Training Organisations current at the time of assessment.

Assessment must satisfy the Principles of Assessment and Rules of Evidence and all regulatory requirements included within the Standards for Registered Training Organisations current at the time of assessment.

Assessment processes and techniques must be appropriate to the language, literacy and numeracy requirements of the work being performed and the candidate's needs.

Assessment must occur in workplace operational situations. Where this is not appropriate, assessment must occur in simulated workplace operational situations that reflect workplace conditions.

Resources for assessment must include access to:

- a range of relevant exercises, case studies and/or simulations
- relevant materials, tools, equipment and personal protective equipment (PPE) currently used in the industry
- applicable documentation, including workplace procedures, regulations, codes of practice and operation manuals
- acceptable means of assessment that assesses all the elements and performance criteria.

Links

Companion Volume Implementation Guides are found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=6bdbab1e-11ed-4bc9-9cba-9e1a55d4e4a9>