



Queensland Police Service

Position
Description

With Honour
We Serve



Vacancy Reference		Closing Date	TBA
Position Title	(Full Time) Regional Chaplain	Classification	TBA
Section	Chaplaincy Unit	Salary	Aligned to a Priest in the Brisbane Diocese of the Anglican Church (Includes all Allowances)
Group	Safety & Wellbeing	Contact Officer:	Chaplaincy Representative Jeffrey Baills
Command	Safety, Wellbeing & Central Panels Division		
Location	TBA	Date of Review:	TBA

Our Workplace



Our values are at the core of who we are and what we do each day

Integrity – *Is in everything we do. We are honest, trustworthy and hold each other to high standard.*

Professionalism – *Times are challenging, but if we are professional in everything we do, our communities will continue to support us.*

Community – *We support each other and lend a hand to ensure we can respond to community needs as well as the needs of our policing community.*

Respect and Fairness – *We treat each other and our communities as we would like to be treated ourselves – with fairness, dignity, and respect.*

The Queensland Police Service (QPS) employs Police Chaplains as contractors in either full-time, part-time, or volunteer roles across the State. Police Chaplaincy offers a rewarding career providing vital assistance to frontline police officers, staff members and police recruits, their families, and the Queensland Retired Police Association (QRPA). The QPS is committed to delivering a healthy, safe, positive, and inclusive workplace with a diverse workforce that reflects the community we serve.

Why Join Us?

The Queensland Police Service provides a supportive, people-focussed work environment that supports work/life balance and flexible work options. We also offer:

- Opportunities for career mobility.
- Salary packaging arrangements as per your employing authorities.
- 4 weeks annual leave and long service leave as per employing authorities.
- A vehicle will be supplied by the QPS for professional and private use, including when you are accessing annual leave. The maintenance and running costs of the motor vehicle will be met by your local region. While accessing Long Service Leave, the motor vehicle needs to be available to the relieving Chaplain.
- Comprehensive welfare and support services
- 10 days leave assistance for church meetings and professional development.

	<ul style="list-style-type: none"> ▪ A rotating on call weekend roster.
<p>Role Scope</p>	<p>You will assist the QPS enhance employee wellbeing by providing:</p> <ol style="list-style-type: none"> 1. Confidential holistic pastoral care 2. Religious and/or spiritual ministry and support 3. Pastoral counselling and guidance, individually or within work units 4. First response as required during critical incidents, potentially traumatic events, and at the request of police officers, staff members and police recruits 5. Referrals to other faith groups as needed <p>QPS Chaplains (by definition) provide pastoral care as: <i>“A person centred, holistic approach to care that compliments the care offered by other helping disciplines while paying particular attention to spiritual care. The focus of pastoral care is upon the healing, guiding, supporting, reconciling, nurturing, liberating, and empowering of people in whatever situation they find themselves.”</i> <small>(Pastoral care definition from Bruce Rumbold, La Trobe University School of Public Health)</small></p>
<p>Special Conditions</p>	<p>Applications will remain current for 12 months.</p> <p>The successful applicant may be required to perform duties within any QPS work unit throughout Queensland. A willingness to travel is essential.</p>

Mandatory Requirements

The role of a Police Chaplain can be demanding. Sacramental rites and other matters can require the services of chaplains from specific denominations or faith groups. Police Chaplains must be able to cope with the spiritual, psychological, and social needs of this specialised ministry.

A person being considered for appointment as a Police Chaplain must demonstrate that they:

- have a degree in theology or equivalent ministry qualification
- are ordained or licensed for ministry with their denomination or faith group
- have a minimum of five years pastoral experience
- agree with the standard creeds and articles of faith of their denomination/faith group
- have the written support of the head of their respective denomination/faith group, are in good standing with them, and have approval from the Queensland Police Chaplaincy Committee
- must be from denominational/faith group employing authorities that are willing to work inter-faith and not evangelise or proselytise
- have a valid 'working with children' blue card & current driver's license
- must satisfactorily meet the requirements of QPS security and background checks

Eligibility for appointment as a Police Chaplain must be maintained throughout a Police Chaplain's tenure. Those criteria based on the Police Chaplain's association with their denomination or faith group will be regularly reviewed following appointment.

In addition, there is a requirement for emergency service specific professional development (i.e., Psychological First Aid Training and attendance at the QPS Chaplaincy Conference) to keep current, research-based best practice.

Key Accountabilities

Your Key Accountabilities will include:

- Provide professional, confidential, holistic pastoral care and psychological first aid services which are evidence-based and offer short term-interventions to employees, their families and the QPRA, in line with the QPS Stepped Model of Care Framework.
- Provide professional oversight to part-time and volunteer chaplains.
- Assist police officers, staff members and police recruits within the chain of command on matters of personal and professional welfare.
- Provide training (as requested) to work groups in Districts, Regions, and Commands.
- Provide information and referral options to employees regarding available internal/external support services.
- Facilitate ceremonial functions and services for the organization and for police officers, staff members and police recruits.
- Provide education and training to employees and managers on preventing and managing mental health issues.
- Provision of Psychological First Aid (PFA) in accordance with service-wide policy.
- Actively participate in the 24 hour on-call emergency response service roster.
- Work collaboratively within the wider Chaplaincy unit, attending and participating in meetings and events.

- Complete a monthly time sheet in a timely manner.
- Maintain professional practises in accordance with your denomination's professional Code of Ethics and QPS Policies.

Organisation Environment/Structure

A full-time Regional Police Chaplain resides in their allocated Region, District or Command and has oversight of part-time and volunteer chaplains in this designated area.

The Chaplaincy Committee will appoint from all the full-time chaplains, a representative chaplain. This Chaplain will report directly to the Inspector within Safety and Wellbeing on chaplaincy matters and will collaborate with the Managers of Groups within the Safety, Wellbeing & Central Panels Division.

The QPS is constantly evaluating our wellbeing service delivery model to ensure the best possible outcomes for our members. While the key accountabilities and employment location will remain the same, full time Chaplains should be aware that the QPS may implement and adjust its business model in line with its strategic plan.

The Role of a Regional Chaplain

1. To be available to provide Pastoral Care 24/7 to police officers, staff members and police recruits and their families. This may include:
 - a. Supporting individuals with issues of either a professional or personal nature.
 - b. Visiting individuals in hospitals or in their homes when necessary.
 - c. Participating in the induction program for new police officers and police recruits.
 - d. Providing ceremonial duties to individuals, their families and QRPA.
 - e. Participating in Meetings to support individuals on extended sick leave and return to work programs as required.
2. Proactively supporting police officers, staff members and police recruits through:
 - a. Building relationships through regularly and systematically visiting QPS establishments.
 - b. Serving on committees and work groups, when invited.
 - c. Participating in training sessions, such as welfare support, First Year Constable orientation, or other training modules as appropriate.
 - d. Responding to needs of individuals through personal and work-related critical incidents.
 - e. Collaboratively work within the QPS Stepped Model of Care to provide Psychological First Aid, brief interventions, and pastoral counselling.
3. Provide ceremonial ministry:
 - a. To police officers and their families including arranging and/or officiating at weddings, baptisms, funerals, and memorial services.
 - b. Conduct special services e.g., commissioning of new Police establishments, blessing of Police vessels and the annual National Police Remembrance Day.
4. Co-ordinate Chaplaincy services in the Command/Region/District by:
 - a. Networking and liaising with part-time and voluntary Chaplains
 - b. Establishing a network of support across all denominations of the Christian church and other faiths/religions for purposes of referral.
5. Provide appropriate advice and/or written reports as required without breaching confidentiality.
6. Liaise with Employee Wellbeing, Peer Support Officers, and Injury Management Co-ordinators
7. Maintain professional standards as required by the Church and the QPS by:
 - a. Attending Chaplaincy Peer Review Meetings (monthly), Chaplaincy Committee Meetings (Quarterly), and Chaplaincy Conference (when approved).
 - b. Participating in bi-monthly Professional Supervision.
 - c. Undertaking other Professional Development.

- d. Submit a monthly QPS timesheet in a timely manner.

How to Apply

Please ensure you meet the mandatory requirements above before forwarding your expression of interest to Reverend Jeffrey Bails and include with your submission the following information:

- Email Bails.Jeffreys@police.qld.gov.au with the subject Line:” EOI QPS Chaplaincy”
- Your current resume
- A letter of introduction detailing who you are and why you think you would be a suitable candidate for police chaplaincy in Queensland, and your location preferences.
- As positions become available you may be contacted for interviews.

Failure to refer to the instructions and information in the Guide may result in your application not being considered.

Additional Information

- Appointment to this position will be made pursuant to the provisions of the *Public Service Act 2008*. Terms and conditions of employment will be in accordance with the Police Chaplaincy Committee and the QPS procurement process.
- Refer to the *Applicant Guide* for further essential information relating to this role including Police Security Checking Guidelines, eligibility for appointment and other important conditions that apply to this employment.
- The Queensland Police Service (QPS) is collecting information for the purpose of processing your application for an advertised QPS vacancy. The collection of this information is authorised by the *Police Service Administration Act 1990*.