

CPSC Designation Scope Table – provide a career development pathway (October 2017)

Designation	1. Religious Practitioner in Christian Pastoral Caregiving	2. Advanced Religious Practitioner in Christian Pastoral Caregiving	3. Basic Religious Professional in Christian Pastoral Counselling	4. Intermediate Religious Professional in Christian Pastoral Counselling	5. Advanced Religious Professional in Christian Pastoral Counselling	6. Religious Specialist in Christian Pastoral Counselling	7. Advanced Religious Specialist in Christian Pastoral Counselling
Minimum requirements	<ul style="list-style-type: none"> Persons with an NQF Level 4 qualification (e.g. Senior Certificate) which is not a ministry qualification, but with at least three (3) years of proven ministry experience on standards set by the professional body may apply. The application must be accompanied by a portfolio of evidence in accordance with requirements set by the professional body. A competence test will be conducted by the professional body. Persons without any NQF Level 4 qualification, but with at least five (5) years of proven ministry experience may also apply. The application must be accompanied by a portfolio of evidence in accordance with requirements set by the professional body. A competence test will be conducted by the professional body. 	<ul style="list-style-type: none"> Basic Ministry course (NQF level 4) in the field of Pastoral and Spiritual Caregiving offered by a South African accredited training institution or a SAQA evaluated foreign qualification Ten (10) hours practical pastoral work and five (5) hours of supervision. 	<ul style="list-style-type: none"> Higher Certificate (NQF level 5) or Diploma (NQF level 6) in the field of Pastoral and Spiritual Counselling offered by a South African accredited training institution or a SAQA evaluated foreign qualification. Fifteen (15) hours practical pastoral work during a minimum of one (1) month and ten (10) hours of supervision. 	<ul style="list-style-type: none"> Bachelors degree in Religious Studies / Theology (NQF level 7) in future in the field of Pastoral and Spiritual Counselling offered by a South African accredited training institution or a SAQA evaluated foreign qualification. Forty (40) hours practical pastoral work during a minimum of six (6) months and twenty (20) hours of supervision. 	<ul style="list-style-type: none"> Honors degree in Religious Studies / Theology (NQF level 8) in future in the field of Pastoral and Spiritual Counselling offered by a South African accredited training institution or a SAQA evaluated foreign qualification. Seventy five (75) hours practical pastoral work during a minimum of twelve (12) months and thirty (30) hours of supervision. 	<ul style="list-style-type: none"> Masters degree in Religious Studies/Theology (NQF level 9) with specialization in Pastoral and Spiritual Counselling offered by a South African accredited training institution or a SAQA evaluated foreign qualification. Hundred and sixty (160) hours practical pastoral work during a minimum of eighteen (18) months and fifty (50) hours of supervision 	<ul style="list-style-type: none"> Doctoral degree in Religious Studies /Theology (NQF level 10) with specialization in Pastoral and Spiritual Counselling focused on different clinical settings of human suffering and challenges regarding life skills and the human quest for meaning and dignity in life offered by a South African accredited training institution or a SAQA evaluated foreign qualification. Two hundred (200) hours practical pastoral work during a minimum of twenty four (24) months and seventy five (75) hours of supervision.
Competencies	<p>This is the most basic level of care, provided when members of a faith community care for each other. This usually takes place within an informal network of communities (e.g. friendships, small prayer groups, telephone conversations and spontaneous reactions to crises).</p> <p>Generic guidance and counselling skills such as compassionate, active and responsive listening and conversational techniques to offer support, care, guidance, life-skills facilitation and empowerment in a safe confidential environment.</p>	<p>This is a more advanced level of ministry care, provided when members of a faith community are supported to take care for each other, but where the practitioner also plays a key role in providing of care. This usually takes place within an informal network of care communities (e.g. friendships, small prayer groups, telephone conversations and spontaneous reactions to crises).</p> <p>Generic guidance and care skills on a basic level such as compassionate, active and responsive listening and conversational techniques to offer support, care, guidance, life-skills facilitation and empowerment in a safe confidential environment are required. In addition, the ability to nurture some basic skills in others is expected.</p>	<p>The Basic Religious Professional in Pastoral and Spiritual Counselling should have the ability to:</p> <ul style="list-style-type: none"> differentiate between the different perspectives of Pastoral and Spiritual Counselling, converse through talk therapy, humane communication and relationship building with an appropriate pastoral and spiritual sensitivity to different life issues and problems. understand the dynamics of HIV and AIDS and the impact of the epidemic on humans' spiritual needs. function within a team approach to a holistic perspective of the bio-, psycho- and social dimensions of humanity towards helping and healing. apply the principles and the philosophical underpinnings of both holistic and wholistic Pastoral and Spiritual Counselling. apply the principle of interdisciplinarity within the field of Pastoral and Spiritual Counselling. apply the basic principles for 	<p>In addition to the competencies of the Basic Religious Professional, the Intermediate Religious Professional in Pastoral and Spiritual Counselling should also have the ability to:</p> <ul style="list-style-type: none"> facilitate relationship building and group dynamics within the pastoral encounter. apply the interplay between different models of spiritual counselling on healing and helping and the human quest for dignity and meaning within the context of human suffering and within different cultural settings. apply the principle of interculturality in Pastoral and Spiritual Counselling. apply the psychology, sociology and philosophy of religion. differentiate between theological ethics and general ethics (the philosophical underpinnings of moral behaviour) in order to deal with moral issues in the pastoral encounter. 	<p>In addition to the competencies of the the Basis & Intermediate Religious Professional in Pastoral and Spiritual Counselling, the Advanced Religious Professional in Pastoral and Spiritual Counselling should also have the ability to:</p> <ul style="list-style-type: none"> recognise mental disorders in order to deal with the principle of sound reference within a team approach. identify addiction and substance dependency and its impact on identity and human behaviour. understand the interplay between different forms of ailments and diseases within different clinical contexts. provide Pastoral and Spiritual Counselling to the sick within community, home, hospital and other clinical settings. deal with grief and the dynamics of death and dying in terminal care and provide crisis and trauma counselling within different settings of loss and bereavement. practise family and marriage counselling with emphasis on prevention care. understand the spiritual needs of 	<p>In addition to the competencies of the designation Religious Professional in Pastoral and Spiritual Counselling, the Religious Specialist in Pastoral and Spiritual Counselling should also have the ability to:</p> <ul style="list-style-type: none"> understand the basics of psychiatric ailments and mental disorders within the diagnostic framework of DSM V in order to create insight and pastoral sensitivity. make a pastoral diagnosis/assessment regarding the impact of spiritual needs on human health. provide advanced Pastoral and Spiritual Counselling to those suffering from chronic illness, terminal illness, addiction and substance dependency within a clinical context. develop or apply marriage and family enrichment programs within different cultures. understand the impact of 	<p>In addition to the competencies of the Religious Specialist in Pastoral and Spiritual Counselling, the Advanced Religious Specialist in Pastoral and Spiritual Counselling should also have the ability to:</p> <ul style="list-style-type: none"> apply systematic reflection in Practical Theology regarding the interplay between the transcendent and religious realm of life (God-images) and basic existential needs. understand theory formation in anthropology and psychology (personality, behavioural and developmental theories) within different interreligious discourses and cultural contexts. apply scientific knowledge regarding epistemology in theory formation within an academic environment. provide supervision to lower levels of Spiritual Counsellor and Spiritual Care Practitioner. apply research methodology specifically in hermeneutics and critical source analysis and the ability to write a thesis adhering to academic and scientific standards, norms and criteria.

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			<p>'professional ethics and code of conduct within the field of counselling.</p>		<p>children and young people within different developmental stages (child and youth counselling) and educational settings.</p> <ul style="list-style-type: none"> ▪ provide spiritual counselling to elderly people (gerontology). ▪ provide pastoral and spiritual care in the workplace (e.g. of people suffering from stress). ▪ acknowledge human rights and pastoral ethics concerning the human quest for meaning and dignity. ▪ apply the different models on healing and helping within a professional environment. ▪ understand the basic principles of research methodology. 	<p>power abuse and oppression of people in order to understand the interplay between resilience and spiritual wellbeing in hope care.</p> <ul style="list-style-type: none"> ▪ differentiate the theoretical, philosophical and theological implications of the human quest for meaning in suffering and life. ▪ apply the theoretical basis for community care and the predicament of poverty within the dynamics of civil society. ▪ explain the interplay between human rights, pastoral/theological ethics, the moral dimensions in life and religious thinking and their impact on medical ethics. ▪ write a thesis adhering to basic academic and scientific standards, norms and criteria. 	<ul style="list-style-type: none"> ▪ to write a scientific document on the level of research for obtaining a doctoral degree that adheres to international criteria. ▪ do advanced research in an academic and scientific environment in order to communicate and liaise with peer researchers within the field of spiritual caregiving, practical theology and other theological disciplines and wider. ▪ design, manage and execute research projects / programs, which contribute to the science of Pastoral and Spiritual Care and Counselling.
<p>Scope of practice (the level and range of services a person may and may not offer)</p>	<p>The Religious Practitioner in Pastoral and Spiritual Caregiving:</p> <ul style="list-style-type: none"> • practises under supervision of a person with an applicable professional qualification on NQF level 7, 8, 9 or 10 but not in his own private practice. • seek the spiritual well-being of the individual with the purpose to heal, sustain, guide and reconcile. • assist people to develop, grow and mature spiritually in spite of the difficulties of life. Helping them be connected to God and the worshipping community primarily enables this to occur. • adhere to the ethical code and code of conduct for Pastoral Caregivers 	<p>The Advanced Religious Practitioner in Pastoral and Spiritual Caregiving:</p> <ul style="list-style-type: none"> • practises under supervision of a person with an applicable professional qualification on NQF level 7, 8, 9 or 10 but not in his own private practice. • seek the spiritual well-being of the individual with the purpose to heal, sustain, guide and reconcile. • assist people to develop, grow and mature spiritually in spite of the difficulties of life. Helping them be connected to God and the worshipping community primarily enables this to occur. • adhere to the ethical code and code of conduct for Pastoral Caregivers 	<p>The Basic Religious Professional in Pastoral and Spiritual Counselling:</p> <ul style="list-style-type: none"> ▪ practises under supervision of a person with an applicable professional qualification on NQF level 7, 8, 9 or 10 but not in his own private practice. ▪ comforts and supports people and helps them in understanding the meaning and purpose of life. ▪ engages in basic pastoral and spiritual counselling within the pastoral encounter regarding the multi-dimensional human needs of people in different contexts of human suffering and distress such as HIV/aids, hospital caregiving, home-based caregiving, crisis caregiving and community caregiving. ▪ identifies basic symptoms of suffering and distress of a client and refers to an appropriate professional within primary, secondary and tertiary health care systems (e.g. more advanced pastoral and spiritual care practitioner, medical practitioners, psychologists, social workers or other appropriate professionals) and cooperates with other professions in the field of helping and healing. ▪ sets boundaries to different forms of pastoral engagements within his scope of practice. ▪ keeps to an ethical code of 	<p>In addition to the practice of the Basic Religious Professional in Pastoral and Spiritual Counselling, the Intermediate Religious Professional in Pastoral and Spiritual Counselling:</p> <ul style="list-style-type: none"> ▪ practises under supervision of a person with an applicable professional qualification on NQF level 8, 9 or 10 but not in his own private practice. ▪ comforts people in different contexts of human suffering and distress on a short to medium term basis and helps them in processes of decision-making regarding the meaning and purpose of life. ▪ interprets pastoral and spiritual dynamics and dysfunction of a client and refers to an appropriate professional within primary, secondary and tertiary health care systems and cooperates with other professions in the field of helping and healing. ▪ provides basic and short term pastoral and spiritual counselling within the pastoral encounter regarding the multi-dimensional human needs of people in different contexts of human suffering 	<p>In addition to the practice of the Basic and Intermediate Religious Professional in Pastoral and Spiritual Counselling, the Advanced Religious Professional in Pastoral and Spiritual Counselling :</p> <ul style="list-style-type: none"> ▪ practises under supervision of a person with an applicable professional qualification on NQF level 9 or 10 but not in his own private practice. ▪ comforts people in different contexts of human suffering and distress on a long term basis and helps them in processes of decision-making regarding the meaning and purpose of life. ▪ makes basic diagnosis of pastoral and spiritual dynamics and dysfunction within an individual, a faith community and/or a social system and refers to an appropriate professional within primary, secondary and tertiary health care systems and cooperates with other professions in the field of helping and healing. ▪ applies accepted pastoral and spiritual assessment techniques, procedures and instruments in order to support the client's challenges and problems in life ▪ provides basic support and guidance regarding traumatic events in life like unexpected loss and how to deal with the spiritual demands and challenges of 	<p>In addition to the practice of the Advanced Religious Practitioner in Pastoral and Spiritual Counselling, the Religious Specialist in Pastoral and Spiritual Counselling</p> <ul style="list-style-type: none"> ▪ may run a private practice with supervision of a person with an applicable professional qualification on NQF level 10. ▪ comforts people in different clinical settings and assists them to develop life skills in order to promote wholistic and holistic healing of not only individual people, but life as a whole. ▪ makes in-depth diagnosis of spiritual and religious pathology in order to deal with demands of spiritual healing/therapy within an individual, faith community and/or social system and refers to an appropriate professional within primary, secondary and tertiary health care systems and cooperates with other professions in the field of helping and healing. ▪ provides pastoral and spiritual counselling to very specific, specialised fields of helping and healing, such as HIV/aids, hospital 	<p>In addition to the practice of the Religious Specialist in Pastoral and Spiritual Counselling, the Advanced Religious Specialist in Pastoral and Spiritual Counselling</p> <ul style="list-style-type: none"> ▪ may run a private practice ▪ makes in-depth diagnosis of spiritual and religious pathology in order to deal with demands of spiritual healing/therapy. ▪ applies specialised accepted pastoral and spiritual assessment techniques, procedures and instruments and diagnostic methodology ▪ provides advanced, complex and specialised long term supportive and reconstructive pastoral and spiritual counselling or therapy. ▪ offers advanced pastoral and spiritual education and training ▪ refers to an appropriate professional within primary, secondary and tertiary health care systems and cooperates with other professions in the field of helping and healing. ▪ conducts and supervises research projects that adhere to basic criteria of academic and scientific research and contributes articles on different topics in the field of spiritual caregiving and healing for publication in accredited

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			conduct that reflects the unique contribution of counselling and caregiving to helping and healing	and distress such as HIV/aids, hospital counselling, home-based counselling, substance dependency, crisis counselling and community counselling. <ul style="list-style-type: none"> ▪ supports and facilitate transformation, promote spiritual well-being regarding people's quest for help and meaning in suffering within an interdisciplinary approach. 	meaning-giving to settings of suffering, sickness (such as HIV/aids, substance dependency), death and dying <ul style="list-style-type: none"> ▪ engages in basic pastoral and spiritual education and training ▪ engages in research projects of a limited scope. 	counselling, home-based counselling, substance dependency, crisis counselling and community counselling. <ul style="list-style-type: none"> ▪ develops different enriching programmes in order to apply the principle of prevention in life care (cura vitae) and community development. ▪ applies the principle of a team and holistic approach in multi-disciplinarity. ▪ does academic and scientific research and contributes articles on different topics in the field of pastoral and spiritual counselling and healing for publication in accredited journals. 	journals. <ul style="list-style-type: none"> ▪ be available to provide expert advice and opinion when requested.