

POSITION DESCRIPTION



Position: Clinical Leader Addiction Programme
Reports to: Medical Director, Director of Nursing & Allied Health

Purpose of the position

The Clinical Leader of the Addiction Programme leads the team responsible for delivering the Addiction Programme, which incorporates inpatient assessment and detoxification (if required), and an eight-week recovery-based programme. The programme is delivered by a multi-disciplinary team and includes psychiatric, medical, nursing and occupational therapy input. As the Addiction Programme is embedded in the main therapeutic programme, the clinical leader is also involved in other aspects of Ashburn Clinic's psychotherapeutic programme, depending on their training and experience.

The Clinical Leader takes an active role in the ongoing development of Ashburn Clinic by ensuring that the philosophy, mission and values of the Clinic are demonstrated in their everyday work practices. They will contribute to their own professional development and the professional status of the Clinic.

Context for the position

Ashburn Clinic is a not-for-profit therapeutic community in Dunedin, offering a professional and supportive environment for assessment, treatment and recovery from mental illness and addictions. Established in 1882 as an alternative to state hospital care, Ashburn Clinic is owned by the Ashburn Hall Charitable Trust and governed by a Board of Trustees. The Clinic provides public and private inpatient psychiatric services for people from all over NZ, aged 17 years and above.

The Ashburn therapeutic community evolved through its association with UK therapeutic communities which developed a group approach to treating the effects of trauma, where staff and patients work alongside each other in an atmosphere of open communication. The Ashburn residential programme provides treatment for a variety of health problems, including personality disorders, trauma-related conditions, eating disorders, mood and anxiety disorders and addictions.

Ashburn Clinic employs psychiatrists, psychotherapists, nursing and occupational therapy staff as well as general practitioners, and a dietitian. The Management Team consists of the Medical Director, Director of Nursing & Allied Health, Quality Director and the Business Director who collectively oversee the clinical team, as well as the team of non-clinical staff responsible for finances, administration, catering, cleaning, quality, buildings and grounds.

As part of its core purpose and Charitable Trust status, Ashburn Clinic provides educational opportunities to internal and external staff. It is a teaching hospital with the capacity to provide placements for students of various disciplines, training for psychiatrists and psychotherapists, as well as educational seminars.

Key accountabilities of the role

- *Addiction Programme Leadership*: leads the team responsible for the delivery of the Ashburn Clinic Addiction Programme.
- *Clinical Practice*: practices to their professional code and the highest ethical standard. They take responsibility for their own professional development and contribute to the development of their colleagues.
- *Quality Practice*: actively promotes Therapeutic Community principles and participates in quality reviews as required.
- *Health & Safety*: takes reasonable care of their own health and safety and that of others.

Key relationships

- The Addiction Programme team.
- The members of the Management Team of Ashburn Clinic: the Medical Director, Business Director, Director of Nursing & Allied Health, and the Quality Director.
- Clinical staff.
- The Ashburn community.
- Referring health professionals.
- The family/whānau of patients.

General information

Personal development

The Clinical Leader is expected to maintain their professional development and ongoing education.

This Position Description is not an employment agreement or contract and can be changed at any time due to the changing strategic, clinical or business needs of Ashburn Clinic.

I acknowledge that I have received a copy of my Position Description and it has been discussed with me.

Clinical Leader Addiction Programme signature

Date

Medical Director signature

Date

Director of Nursing & Allied Health signature

Date

Key accountabilities

Addiction Programme Leadership:

The Clinical Leader Addiction Programme leads the Addiction Programme and the multi-disciplinary team responsible for it. They are accountable to the Ashburn Clinic Management Team.

- Uses experience, skill and knowledge to ensure the Addiction Programme is delivered to a high standard to effect positive change in its participants.
 - Leads Addiction Programme staff effectively and contributes to their professional development.
 - Reports monthly to the Management Team.
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Clinical Practice:

Provides treatment in a manner responsive to the patient's needs, and which is supported by specialist knowledge of addiction.

- Maintains the required clinical and professional standard of treatment at all times, ensuring that the Team makes a positive contribution to the reputation of Ashburn Clinic.
 - Keeps up to date with current knowledge and research in the field of addictions and incorporates this into the Addiction Programme.
 - Actively participates in groups and activities that facilitate the Therapeutic Community philosophy, which may include other duties relevant to the service.
 - Develops interpersonal relationships that enable an awareness of an individual's spiritual, cultural, psychological and physical dimensions to provide holistic care.
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Quality practice:

The Clinical Leader Addiction Programme will contribute to the maintenance and growth of the professional and clinical reputation of Ashburn Clinic.

- Follows Ashburn Clinic policy and procedures and completes documentation and other recording as required.
 - Participates in any quality or clinical meetings related to the Addiction Programme.
 - Participates in the internal reviews and external audits that affect the Dunedin Addiction Programme.
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Health & Safety:

Ensure health and safety policy and procedures are adhered to.

- Takes reasonable care of own health and safety, and that of others.
 - Follows any reasonable instructions given by the Employer, and co-operates with any reasonable health and safety policy or procedure.
 - Reports in a timely manner any hazard, incident or health and safety concern that is apparent.
 - Supports maintaining safe systems and healthy practices in the workplace through active participation and consultation.
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Role requirements

Addiction Programme Leadership

- Registered Comprehensive/Mental Health Nurse or Allied Health professional (eg. psychologist, psychotherapist, counsellor, occupational therapist).
 - Specialised knowledge and experience in the assessment and treatment of addictions. Considerable experience in working with people with co-existing mental disorders.
 - Experience in working psychotherapeutically with individuals, families and in groups. Familiarity with and experience working from a number of therapeutic modalities. An interest in therapeutic community work and psychodynamic psychotherapy.
 - Incorporates therapeutic use of self and psychotherapeutic communication skills as the basis for treating patients with mental health and addiction care needs.
 - Experience and skill in working within a multi-disciplinary team.
 - Excellent interpersonal, communication and organisation skills.
 - Work well unsupervised and manage pressure demands from multiple staff.
 - Able to maintain continuous personal and professional development.
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