

# POSITION DESCRIPTION



**Position:** Trainee Psychotherapist  
**Reports to:** Senior Psychotherapist/Medical Director

## Purpose of the position

The Ashburn Clinic provides a three-year position to allow the Trainee Psychotherapist to complete the comprehensive programme offered. The position provides a balance between employment and training, so that the trainee is able to successfully graduate from the programme and achieve registration with the Psychotherapy Board of New Zealand.

The Trainee Psychotherapist is expected to progress satisfactorily through all aspects of the programme to achieve the appropriate evaluation targets in theoretical, practical and personal performance.

During the fixed term of the position, the Trainee is expected to play an increasing role in providing psychotherapy services to the Clinic. As appropriate for their level of training, the Trainee will co-facilitate groups, contribute to the clinical operation of their unit and take primary responsibility for individual therapy for a caseload of patients.

The Trainee Psychotherapist participates in the promotion and implementation of the Ashburn Clinic's Therapeutic Community philosophy and values and contributes to the Clinic's quality and health and safety programmes.

## Context for the position

The Ashburn Clinic is a 140-year-old private psychiatric centre, providing inpatient, day-patient and outpatient psychiatric care. The Clinic is run as a therapeutic community with a strong underpinning of psychodynamic psychotherapy. The Clinic is owned and operated by the Ashburn Hall Charitable Trust, a not-for-profit community trust. Ashburn Clinic aims to recognise and uphold the principles of Te Tiriti o Waitangi by promoting and fostering a culturally responsive service that better meets the therapeutic needs of patients.

We acknowledge the negative impact climate change has and will have on the mental health of individuals and communities at many levels. We will continue to be educated in ways of mitigating the impact of climate change and supporting initiatives to look after our whenua, both in the institution of Ashburn Clinic and also more widely.

At present, the Clinic's patient population is made up of three broad streams. 25% are private fee-paying patients, 25% are funded by ACC and 50% by the Ministry of Health.

The Ashburn Clinic is a teaching hospital, taking medical, nursing and occupational therapy students, as well as psychiatrists and psychotherapists in training. In addition, The Ashburn Clinic runs a psychotherapy seminar series providing training in theoretical aspects of psychotherapy, and a series of monthly lunch-time seminars.

**Key accountabilities of the role**

- *Educational requirements:* the Trainee Psychotherapist is expected to progress satisfactorily through the theoretical, practical and personal educational performance targets set by the programme.
- *Clinical practice:* the Trainee Psychotherapist will play an increasing role in the clinical activities associated with their Unit and the wider Community. As their training progresses, they will take an increasing workload as a psychotherapist in both group and individual settings.
- *Quality:* the Trainee Psychotherapist is expected to contribute to the Health & Safety and Quality programmes associated with the Ashburn Clinic. They will participate in the promotion, growth and maintenance of the therapeutic community culture at the Ashburn Clinic by ensuring that the philosophy, mission and values of the Clinic are demonstrated in their everyday work practices.
- *Te Tiriti o Waitangi:* the Trainee is expected to commit to Ashburn’s cultural goals and practice and embed this into their own professional development.

**Key relationships**

- The Education Convenor
- The Psychotherapy Supervisor and senior psychotherapists
- Nursing and Allied Health staff
- The members of the Management Team of the Ashburn Clinic: the Medical Director, Director of Strategy & Operations, Director and Deputy Director of Nursing & Allied Health, and Quality Director
- Referring health professionals.

**General information**

Delegations

- The Trainee Psychotherapist has no delegated authority to expend funds.
- All operational or capital expenditure must be approved by the Finance Manager or the Director of Strategy and Operations.

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 that it has been discussed with me.

\_\_\_\_\_ *Trainee Psychotherapist signature*

\_\_\_\_\_ *Date*

\_\_\_\_\_ *Psychotherapy Supervisor signature*

\_\_\_\_\_ *Date*

## Key accountabilities

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### **Educational requirements:**

The Trainee Psychotherapist is expected to progress satisfactorily through the theoretical, practical and personal educational performance targets set by the programme.

- Maintain a satisfactory theoretical learning curve through the in-house structured tutorial environment and the regular seminars of the Advanced Theory of Psychotherapy Modular series.
  - Achieve written and verbal evaluation targets, periodic assessment and review of theoretical components of training.
  - Complete a Mother/Infant observation.
  - In order to achieve registration with the Psychotherapists' Board of Aotearoa/New Zealand at the end of your training, you must have undergone a personal therapeutic experience. It is expected that you will undertake personal psychotherapy at some time during your training period at the Ashburn Clinic.
  - Initiate a membership application for NZAP.
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### **Clinical practice:**

The Trainee Psychotherapist will play an increasing role in the clinical activities associated with their Unit and the wider Community. As their training progresses, they will take an increasing workload as a psychotherapist in both group and individual settings.

- Participate in clinical placements in a variety of settings; day programmes, residential and acute units within the Ashburn Clinic's therapeutic community.
  - Achieve primary therapist responsibility for an increasing clinical caseload.
  - Maintain adequate clinical supervision.
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### **Quality:**

The Trainee Psychotherapist is expected to contribute to the Health & Safety and Quality programmes associated with the Ashburn Clinic.

- Participates in the promotion, growth and maintenance of the therapeutic community culture at Ashburn Clinic by ensuring that the philosophy, mission and values of the Clinic are demonstrated in their everyday work practices.
  - Participates in any quality meetings which are allocated related to the position, and any relevant quality initiatives.
  - Maintains the required clinical and professional standard of treatment at all times, ensuring that the clinical services make a positive contribution to the reputation of Ashburn Clinic.
  - Contributes to health and safety, and environmental sustainability of Ashburn Clinic. Manages own health and safety and takes appropriate action to prevent and report workplace hazards, accidents and incidents.
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### **Te Tiriti o Waitangi:**

The Trainee is expected to commit to Ashburn's cultural goals and practice and embed this into their own professional development.

- Honours Te Tiriti o Waitangi, accords value to te ao Māori (the Māori world), supports kaitiakitanga and is responsive to the needs of the Māori community.
  - Participates in initiatives to embed te ao Māori into the way we do things.
  - Willing to develop and build your own confidence and capability to contribute to Ashburn's Māori Health Plan and its wider vision to be a treaty-responsive organisation.
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