

TN



Therapy Nottingham

Integrative Psychotherapy

Associate Psychotherapist Information and Benefits

August 2022

Contents

About Therapy Nottingham	3
Associate Psychotherapist Benefits	4
A growing service	4
Being part of a team	4
Ownership	4
Peer supervision	4
Rooms	4
Case Management and IT	5
Billing and client payment	5
Insurance	5
Marketing	5
Referrals	5
Supervision practice	6
Existing clients	6
Remuneration.....	6
Our Therapeutic Position.....	7
A relational and developmental stance.....	7
Relational.....	7
Developmental	8
Open-ended work.....	8
Short-term working.....	9
Online working.....	9
Low-Cost Therapy	9
Supervision.....	9
Your commitment	10
Qualifications and Accreditation	10
Minimum term	10
Caseload.....	10
Supervision	10
Therapeutic stance	10
Insurance	10
Professional conduct	10
Notice period	10
Next steps	11

Thank you for your interest in becoming an Associate Psychotherapist with Therapy Nottingham.

About Therapy Nottingham

Started by Justin Clark in 2013, Therapy Nottingham is a growing integrative psychotherapy service in Nottingham. We provide quality care and support tailored to our clients' individual needs without the constraints of time-limited approaches. At Therapy Nottingham, we are interested in who you are, and invested in your growth and improvement, and not just in fixing a problem.

Our services are expanding beyond individual psychotherapy to include group therapy, low-cost services, supervision, training, and CPD.

Associate Psychotherapist Benefits

Joining the Therapy Nottingham team is an excellent opportunity, whether you have recently qualified or are a more experienced practitioner. You will be developing your own practice within a supportive environment with exposure to a broad range of client groups.

A growing service

At Therapy Nottingham, we are aiming to develop not just high-quality psychotherapy provision, but community low-cost services, training, and CPD - all of which you can be a part of.

Being part of a team

Working in private practice can be isolating. At Therapy Nottingham you will be working alongside other psychotherapists, in a dedicated service and building.



Ownership

As an Associate Psychotherapist you will be able to contribute and inform the work of the Therapy Nottingham service. If you are looking for a bigger stake, then there are planned opportunities for Associate Therapists to apply for formal partnership in the service and business.

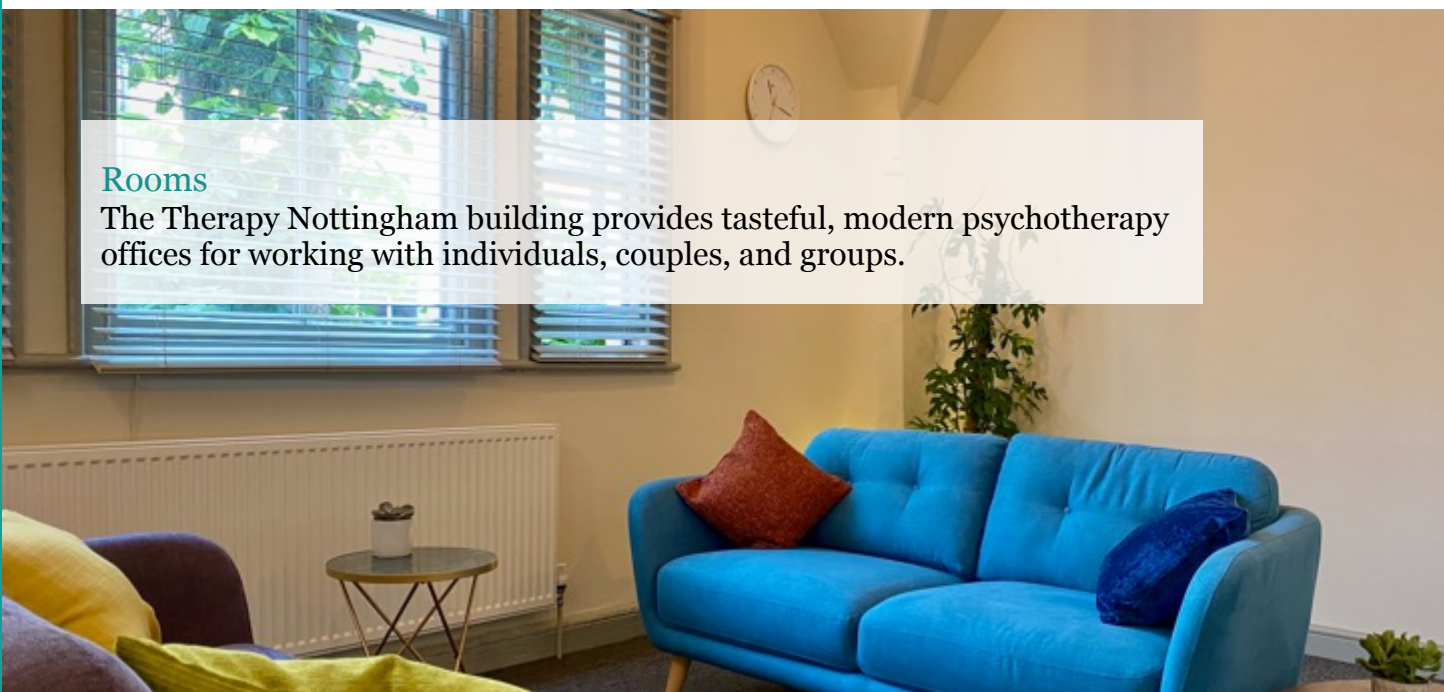
Peer supervision

Extending the team ethos, peer supervision offers time to reflect and learn with your colleagues, supporting your personal and professional development.



Rooms

The Therapy Nottingham building provides tasteful, modern psychotherapy offices for working with individuals, couples, and groups.





Case Management and IT

We believe in embracing technology within the service, and all practitioners use an electronic case management system to store client records, secured using regularly updated encryption and security measures.

You will have your own Therapy Nottingham email address, Office365 account, and online access to your client details, notes, assessments, letters, and appointments.

Billing and client payment

You will not have to deal with cards, cash, or receipt books. Your clients will be billed by Therapy Nottingham electronically following their appointments, which they can pay quickly and easily online or by Direct Debit.

Insurance

As a self-employed Associate Psychotherapist, it is not possible for Therapy Nottingham to provide your insurance cover directly, so you will need to arrange this yourself. However, Therapy Nottingham will reimburse this expense (terms and limits apply). We can provide contact details of insurers who offer this coverage if you wish.



Marketing

Therapy Nottingham maintains a branded market presence so that you don't have to. As an Associate Psychotherapist, you will have opportunities to contribute to this through writing and sharing articles and information, as well as having your own professional biography on the Therapy Nottingham website.

Referrals

All enquiries and referrals are managed and coordinated centrally, so you don't need to juggle waiting lists and appointment times. Clients can request to work with you specifically or be referred to you if they contact the service via a general enquiry.

Supervision practice

If you are a qualified supervisor (e.g. an accredited psychotherapist with a Level 6 Supervision qualification), then you will also be able to provide supervision on an equivalent basis to the psychotherapy offer.

Existing clients

We understand that you may have an existing practice and will be happy to discuss with you how you can bring your current clients into Therapy Nottingham. In such cases, we can also negotiate transitional client fees and payment rates.

Remuneration

We offer a generous starting rate of £38 per completed session, which increases with your caseload. Client fees and Associate rates are reviewed regularly and may be subject to change.

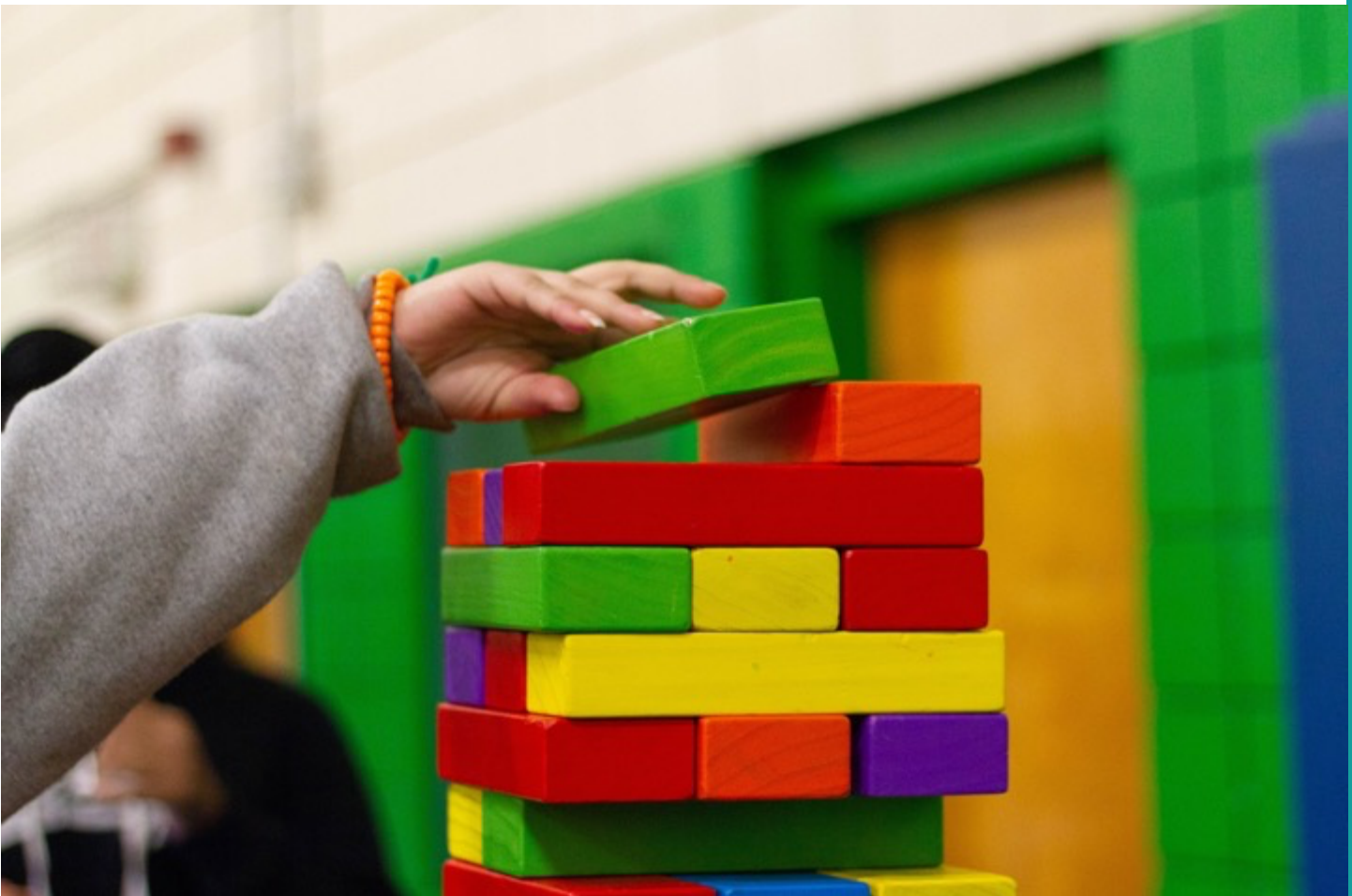
As a self-employed psychotherapist, you will invoice Therapy Nottingham for the sessions you have completed with your clients. Once these sessions are paid for by your clients, we will remit the balance of your fees to you, monthly in arrears.

Our Therapeutic Position

At Therapy Nottingham we believe that how we work and what we do reflects more than any generic description of psychotherapy and is guided by something closer to a philosophy of who we are, and what we believe.

A relational and developmental stance

One of the defining characteristics of Therapy Nottingham is our Integrative approach, grounded firmly within a relational and developmental stance which informs our understanding and conceptualisation of clients and their difficulties, as well as our approach to psychotherapy.



Relational

We believe that all human beings are fundamentally relational, both seeking and requiring relationships in many forms. From the first moments of being, we rely on relationships with others to grow, develop, learn, and live. It is within those relationships that we begin to know ourselves and others.

These assumptions, certainties, and expectations form the basis of what guides our responses and choices throughout life, and so can also be what informs problems or difficulties we later experience. Just as the formation can be traced back to relationships, we believe that addressing those difficulties also requires relationship, making this the central aspect of our psychotherapeutic work.

Developmental

Our developmental focus means that we are not just interested in what a problem or difficulty looks like now, in the present, but in how things came to be this way. When relational needs are inadequately met during childhood and early-life development we adapt as best we can, however this can leave us with difficulties and challenges in later adult life.

In our approach to psychotherapy, when working with the present we are inevitably considering the experience and impact of the past and seeking to redress the developmental deficits.



Open-ended work

At Therapy Nottingham we do not believe that short-term or time-limited work lends itself to addressing the, often long-standing, difficulties that clients bring to psychotherapy, which may have been their entire lifetime in the making. We also believe that it is particularly important that clients are not pushed into work that they are not ready for, for example when working with trauma or abuse, where the pace of therapy is a significant consideration. This is not to say that effective psychotherapy has to take a long time, but it should be allowed to take as long as it takes.



Short-term working

At Therapy Nottingham we are not motivated by maximising the number of clients we see in any given timescale. As much as we do not want to see anyone engaged in psychotherapy unnecessarily, our emphasis is not on increasing throughput.

In line with our therapeutic approach, we are not actively seeking to take on short-term or time-limited work such as typical Employee Assistance Programme (EAP) services or compete for contracts for statutory service provision where time limits are a significant factor.

Online working

We consider psychotherapy to be a primarily in-person process. While it is possible to deliver helpful psychotherapy services using online meeting methods, it can be a limited way of relating. Our general position is that all psychotherapy should be in-person. In some instances, it may be appropriate to consider working online, usually for limited periods, however this is expected to be only for exceptional circumstances.

Low-Cost Therapy

Although our initial focus is on fee paying clients, we strongly believe that psychotherapy should be accessible to all, and as part of our business growth plan we are working on establishing a low-cost therapy service as part of our service provision. Recognising that even a fee of £10 may be unaffordable for some people, our intention is that, in this part of the service, fees will scale in proportion to affordability, with some places being offered at zero cost.

We would expect that all psychotherapists could commit a proportion of their time with the service to working on this lower/no cost service. We believe that providing a blend of skill sets, from trainee psychotherapists up to and including associates and partners, will enable us to offer a worthwhile therapeutic environment to those of restricted means.

Supervision

In line with industry best practice, we do not provide individual clinical supervision within the line management and organisational structure of the service. It is important that your supervisory relationship remains independent from the working relationship with Therapy Nottingham.

Your commitment

Qualifications and Accreditation

We recognise that there are many different routes to becoming a psychotherapist and do not require any specific qualifications. However, you will need to be Accredited (which will usually in turn require qualifications) e.g. BACP Accreditation, UKCP Accreditation, or NCS Accredited Professional (please note that NCS Accredited Registrant is not an equivalent level and would not meet the minimum requirement for Therapy Nottingham). Other accreditations may be considered if they reflect an equivalent level of training and experience.

Minimum term

In line with the long-term and open-ended working principles, you will be expected to commit to at least 12 months as an Associate Psychotherapist.

Caseload

We ask that you commit to working with a minimum of three ongoing clients. Working part-time hours, only evenings, and around school days are all possibilities (subject to room availability). Pending the establishment of the low-cost therapy service, you will also be expected to hold at least one client with low or zero cost.

Supervision

You will be responsible for arranging and funding your work with a clinical supervisor appropriate to your modality and level of qualification, and in line with the minimum supervision requirements of your professional body (e.g. UKCP, BACP).

Therapeutic stance

While Therapy Nottingham does not wish to dictate or control the individual therapeutic process, you will need to commit to working within the therapeutic position of the organisation as outlined above.

Insurance

You will be responsible for ensuring your own professional indemnity insurance with a minimum cover level of £3,000,000. Therapy Nottingham will reimburse you for the cost of this cover (terms and limits apply).

Professional conduct

You will be expected to work and behave within the policies and procedures of Therapy Nottingham, including but not limited to; Code of Conduct, Safeguarding, Equality, Diversity and Inclusion, Grievances, and Complaints. All policies, procedures and guidance will be included in your induction.

Notice period

As an ethical and responsible Psychotherapist, should you choose to leave Therapy Nottingham or reduce your caseload, we would usually expect you to give us, and your clients, notice of at least two months.

Next steps

Contact Therapy Nottingham for an application pack.

You will need to upload or email copies of the following documentation:

- Completed application form
- Personal statement

Prior to starting to work with us, successful candidates will also need to provide copies of:

- Psychotherapy qualifications
- Supervision qualifications (if applicable)
- Accreditation status (updated annually)
- Professional Indemnity insurance (updated annually)
- Confirmation of supervision arrangements (updated annually)

All Associate Psychotherapists will also require a satisfactory enhanced DBS check, which will be completed with Therapy Nottingham.