



Emmendingen
Akademisches Lehrkrankenhaus der
Albert-Ludwigs-Universität Freiburg
-Psychiatrie-



Work at the Center for
Psychiatry in Emmendingen

Live in one of the most
beautiful regions of Germany



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About us



The Center for Psychiatry in Emmendingen (CfP), with its 45 buildings, occupies the grounds of a large park on the outskirts of the town of Emmendingen.

The CfP is a specialized hospital and psychiatric center offering a vast treatment option for approximately 1 million residents of the region.

With its clinics and day hospitals, its care center, the out-patient department as well as the hospital for criminally convicted persons with mental illnesses and the forensic out-patient department, CfP treats patients the entire range of psychiatric care.

A total of 1,450 employees from the most diverse professions work in our center. We treat over 7,500 patients annually. The hospital section has 533 beds and is arranged into the following specialised departments:



General and Local Psychiatric Care

Patients requiring care from the wide-range of general psychiatry are treated here. This includes, above all, depression, crises brought on by severe stress and psychoses. The majority of patients are treated in day hospitals and out-patient clinics near their residencies so that they can remain in contact with their families. We also focus particularly on the diagnoses and treatment of young patients with psychoses.



Psychiatry and Psychotherapy

Patients with psychotic disorders are primarily treated here. Patients with bipolar disorders, primarily depression, stress responses and personality disorders are admitted here when they are temporarily assigned a treatment in a particularly protected therapeutic area.



Affective Disorders and Psychosomatic Medicine



Eating disorders, chronic pain and somatoform disorders in particular are treated here, in addition to depression, anxiety disorders and responses to severe stress.



Geriatric Psychiatry and Geriatric Psychotherapy

Patients from 65 years old and above. Depression or states of confusion are among the most and common reasons for admission. As the largest specialized clinic for the elderly in Baden-Wuerttemberg, we offer treatment options for all psychiatric disorders of this age group.



Addiction Medicine

Patients who are suffering from alcohol and drug addiction from the age of 18 are admitted and treated here, and there is an additional ward for more severely afflicted addicts and a specialized area for illegal drugs. All wards are open.

Forensic Psychiatry

Patients who have committed a crime due to mental disorder are placed under long-term treatment here. They should receive the chance for social integration in order to be able to live in society again. Patients admitted by the respective local or regional courts have a legal claim to appropriate treatment. In this, the protection of the population and personnel against renewed criminality is the highest priority. This is most effectively achieved by means of successful treatment.



Psychiatric Care Center

110 residents live here. The psychiatric care center is divided into the sections for the psychiatric residence home, the geriatric psychiatric care facility and the therapeutic home.

In the geriatric psychiatric care facility, older persons with a chronic mental disorder, altered behavior due to dementia and an increased need for care and assistance live in a securely managed residential environment.

residents with a mental disability and/or a chronic mental disorder live in the therapeutic home. The therapeutic home is a residential environment that is partially securely managed.

Residents with a chronic mental disorder at the beginning of the retirement age live in the psychiatric residence home. We support and assist our residents with regards to living, working and leisure activities.



The Tecum Nursing Home ...



... is also part of the Center for Psychiatry. Seventy-five residents live here. The home has a specialized section for residents with dementia.

Basic and Advanced Training

As an academic teaching hospital of the University Clinic of Freiburg, we adapt our treatment according to the latest findings in medicine and nursing, and we are constantly developing our treatment concepts to the highest levels. We also provide comprehensive advanced training opportunities for nursing specialists. They are entitled to up to 5 days of training leave.

Qualification opportunities:

- Participation in internal training courses:
 - Basic and advanced seminars for psychiatric care
 - Resuscitation / fire protection
 - Hygiene
 - De-escalation training
- Individual advanced training opportunities that enable you to work as a specialist in the clinics
 - Studies in Nursing Science
 - Studies in Nursing Management
 - specialized psychiatric nursing
- Participation in external advanced training courses
 - clinical instructor
 - head nurse and residential home management
 - Palliative care

School:

In cooperation with the District Hospital of Emmendingen, we offer a completely modern nursing course at our own Nursing School on site.

Psychiatric Care

How we work and what is important to us

Our treatment focuses on the mentally ill person. We respect the dignity of the patient in the hospital and of the residents in the home. In terms of recovery, we respect and promote the autonomy of the patients and the residents. We educate them about illness and involve the patient in the treatment plan. We always try to include relatives in the process.

Our provision of care is based on the latest scientific findings, and we strive to provide the best possible quality in treatment, care and support.

It is important to us that our employees exhibit proficiency in teamwork as well as social and professional competences.

Our understanding of psychiatric care is to treat patients based on knowledge of the illnesses, specialized concepts and professional care backed by scientific findings. We put together the recommendations of care with the other members of the interdisciplinary healthcare team. The objective is to offer the treatment and aid to master crisis situations and an independent approach to handling the illness.

Our main task is to provide the patients of the clinic and the residents of the home with assistance by strengthening and supporting them with self-care and coping strategies for their daily lives.

We support our patients in the recovery from their mental illnesses and overcoming possible consequences to their harmful actions in acute cases. Together with the patients, we develop individual goals and, in doing so, orient ourselves towards their needs and wishes. We strengthen their resources and skills and regularly reflect on the effectiveness of our actions.

Through continued advanced training, we keep our knowledge at the current level in nursing science.

The Teams

- **Doctors & Psychologists**

Doctors and psychologists are mutually responsible for the diagnosis and treatment planning for our patients.

- **Nursing Service**

The nurses continually undertake the tasks of observing, counseling, and offering care and assistance around the clock. With the appropriate qualifications, they can lead a group therapy.

- **Social Services**

The counselling services provided by social workers are part of the treatment. Social workers advise and assist patients and residents with social questions relating to apartment searching, financial affairs or re-entry into the professional life.

- **Therapy and Culture**

Our patients and residents receive individual offerings from occupational therapists, work therapists, art and music therapists as well as sports and motor therapists. These offerings are made specifically to facilitate the respective training of certain skills and resources.



What we offer you

- **Salary based on the current wage agreement**

- **Special payments:**

- Annual bonuses / Christmas bonus
- Shift and rotating shift differentials
- Extra pay for working Sundays, holidays or at night
- Capital accumulation benefits

- **Company pension**

- Federal and State Government Employees Retirement Fund (VBL) company pension with a very high employer contribution of 6.45% of the gross salary

- **Holiday entitlement**

- 30 days + 1 day additional leave; this means over 6 weeks of holiday leave in a year
- Additionally, 24 and 31 December off
- Up to additional 6 days of leave per year working 1 Morning, 1 Afternoon and 2 Night-shifts in a month

- **Work time regulation**

- 38.5 working hours per week
- Consideration of preferred work schedule
- Opportunities for sabbaticals
- Various models for part-time work

- **Balance between work and family life**

- We support our employees through part-time work models, childcare in the holidays and short-term care places for relatives in need of care.

- **Occupational health management**

- We aim to promote the health of our employees through vast health management offers such as diverse activities, nutrition and stress management.

- **In-house cafeteria**

- You can take your lunch break in our Casino and café.

And much more ...

Emmendingen and its surroundings



Emmendingen has 28,000 residents and is located in the southwestern portion of Germany. The university city of Freiburg is 14 kilometers away. A good public transport system with trains and buses is available. Emmendingen lies at a border triangle with France (20 km) and Switzerland (70 km).

Emmendingen's surroundings are very attractive to tourists; it is the gateway to the Black Forest, a low mountain range, and to the Kaiserstuhl hills, an internationally well-known wine-growing region.

A hospital and medical practices in all specializations guarantee excellent medical care.

Emmendingen has childcare offers for children under 3 years of age as well as kindergartens, all types of school and full-day care options for children.

There is a wide range of cultural and leisure opportunities throughout the year.

How we will assist you with your integration

We are there for you upon your arrival in Germany. We will accompany you to official agencies and authorities and help you master the formalities.

We will make a room in a staff dormitory available to you and help you search for an apartment.

We will assist you with language courses.

We are working on a concept for intercultural cooperation within the teams. The concept shall aid in consciously dealing with cultural differences in order to avoid misunderstandings. Workshops for intercultural competence are regularly held.

A comprehensively structured training program awaits you in your new workplace.

In Emmendingen, you will find advisory offices on migration and integration.

Welcome to our team!



Interviews with our employees from all over the world



Mr. U. , 31 Years Old, Filipino, came to Germany in 2004.

He graduated in 2012 and immediately started working as a Nurse in Center for Psychiatry Emmendingen. He was promoted as an assistant head Nurse in 2017.

What do you like most about your work in the center?

The professional training and seminars are covered by my employer. In my working years I had two professional advancement. I became a clinical instructor and I was promoted to assistant head nurse a year later. I appreciate the interdisciplinary work with other professions as well as the mutual recognition. The regulated working hours enables me to achieve a good work life balance.

What do you find to be the greatest difference to your homeland?

I earn more here. A nurse in the Philippines earns between €200 up to €500 per month before deductions. This is not enough to cover the monthly expenses especially if one has a family. We have 6 weeks of paid holidays per year here. The mandatory Insurance is secure is my future even in case of illness. On the contrary we only have 1 to 2 weeks of paid holidays and 1 to 2 weeks of paid sick leave in the Philippines. There are also a lot of trainings and seminars in the Philippines, but one must pay for it privately. Nurses here in Germany are more protected by law. There are hardly term contracts here. My professional opportunities and advancement here is very diverse and does present a great deal of possibilities for my future. Only a few Filipino seek the help of a psychiatrist, aside from the fact that one must pay the doctors fee by himself, but also a mere fact of having a consultation with a psychiatrist is still a Taboo in the Philippines.

The Nurse-to-patient ratio is 1 to 10, unlike in the Philippines which is one is a 30 or even more. In addition patients here are taken care of for free.

Do you feel as though you are well-integrated?

Yes, from the first day!

What was difficult for you at the beginning?

When I arrived in Germany I had difficulties with the language especially in writing and the application process was harder at that time. Foreign an applicants were given the less priority.

In recent years the situation drastically changed. They are now hiring professionals from outside Germany.

I was also accustomed in the Philippines that when I went back home from school there are a lot of people in the house. Filipino Family live together usually 2 generations and sometimes even 3.

From grandparents nephews and nieces. Here people are most often alone, but as Filipinos you would be able to adapt quickly.

How were you supported?

Family and German friends helped me with the applications and coached me.

What was a positive surprise for you?

I earn a lot more here and could buy things which I normally could not.

What recommendations would you make to applicants from the Philippines?

Understand that you're not only leaving our homeland but also your family and loved ones. One must focus on his or her goals and must be well oriented about the culture, language, norms and the nursing standards here.

In Germany one is of an ask what do you want or what are your goals?. Filipinos are not accustomed to this. Can you decision-making are usually consulted with the family, since Filipinos are usually family oriented.

What do you consider to be typically German

Punctuality. If you have made an appointment for 6:00 p.m., it is expected that everyone is there at 6:00 p.m. Germans place considerable value on structure. Rules and agreements are important, and the observance of these is heeded.

Interviews with our employees from all over the world

Mr. Y. 29 years old, from China had studied 4 years of nursing. He came to Germany in 2014 and completed his training as a nurse specialist here. Since 2017, he has worked at the Center for Psychiatry in Emmendingen in the general psychiatry ward.

What do you like about your work in the center?

Good team work prevails here. I received a lot of support during my initial training which enabled me to also overcome difficult situations.

What do you find to be the greatest difference to your homeland?

I can express my opinion freely here. There is protection against unlawful dismissal that grants me security.
Here in Germany, there are standards for all care processes that one must observe.

Do you feel as though you are well-integrated?

Yes, I am well-integrated in my team.

What was difficult for you in the beginning?

It was difficult to learn the language. At my first position in a small village, I did not feel well accepted within my team. Then I switched my workplace and am very satisfied now.

What was a positive surprise for you?

I suddenly had a lot of holidays. The social system in Germany supports the people considerably and provided a great deal of security.

What recommendations would you make to applicants from the Philippines?

Just come here. Life in southern Germany is good!

What do you consider to be typically German?

Germans enjoy eating schnitzel. They ride bikes a lot and have a strong sense of environmental awareness.

Ms. S. 31 years old, from Turkey came to Germany in 1995. She began her training as a health care worker and nurse at the Center for Psychiatry in Emmendingen in 2008 and still works here today. She is active in the fire brigade of the psychiatry clinic.

What do you like about your work at the center?

I like the respectful and humane approach to working with mentally ill persons here. I really enjoy working in psychiatry because I deal with many different people and their life stories.

What do you find to be the greatest difference to your homeland?

In my home country, mental illnesses are not recognized illnesses. The individuals are hidden away at home and cared for within the family for as long as possible. They are placed in institutions only if serious behavioral problems, such as outwardly expressed aggressions, occur. The people are locked away there and are sedated with medications. In Germany, the societal recognition of the nursing profession is not as high as it is in Turkey. In Turkey, one attends a program of studies to receive a degree in this field. A nurse in Turkey undertakes the medical care. The personal body care is performed by relatives or aides.

Do you feel as though you are well-integrated?

Yes, certainly!

What recommendations would you make to applicants from abroad?

Remain open and simply treat people as you would like to be treated.

What do you consider to be typically German?

I am already too German to be able to answer this question. However, punctuality is important in Germany. How we deal with our patients is typically German for me, that is, the patience and calmness with which one works here.

Interviews with our employees from all over the world

Ms. K. 55, from the Philippines came with 2 children from the Philippines to Germany in 2001. From 2004 to 2007, she attended a training course for health care workers and nurses at the Center for Psychiatry in Emmendingen. She currently works in the geriatric psychiatric clinic.

What do you like most about your work in the center?

The management of the geriatric psychiatric clinic is very supportive of the employees. Dealing with patients in the psychiatric ward is a very positive difference for me compared to dealing with patients in the somatic ward.

What is the greatest difference to work in your homeland?

In the Philippines, personal body care is performed by relatives; in Germany, personal body care is a task for nurses. A nurse in the Philippines does not consider body care as his/her duty, and it is embarrassing for the patient to be washed by other person. In the Philippines, the doctors are much higher than the care workers in the hierarchy. Here, doctors and care workers work together on equal footing.

Do you feel as though you are well-integrated?

Yes, and I am very comfortable with my team.

What was difficult for you in the beginning?

One can immediately go to a medical specialist with complaints or ailments if that person has money. In Germany, it can take weeks to months until a person gets, for example, an appointment with an orthopedist. But I feel I am in very good hands at my family practitioner.

How were you supported when you were settling in?

My German husband and my children helped me a great deal.

What was a positive surprise for you?

I can freely express my opinion anywhere here, and the basic laws are lived out. In Germany, the differences between the poor and the rich are not as great. Everyone has the same rights and freedoms.

What was a negative surprise for you?

In Germany, I have to do the cooking, cleaning, washing and ironing at home. In the Philippines, I had a housemaid.

What recommendations would you make to applicants from abroad?

Get accurate information about earnings from your prospective employer. Much higher sums are mentioned in social media and by employment agencies. This leads to disappointments.

Understand that you will have difficulties with the language at the beginning. One learns to estimate oneself better and notices in the daily routine that there are still language difficulties.

What do you consider to be typically German?

Germans orient themselves according to their appointment books.

Ms. C. 45, from Cuba came to Germany in 2000 and completed her training as a nurse specialist. Since 2012, she has worked in the psychiatric specialist care home at the Center for Psychiatry in Emmendingen.

What do you like about your work in the center?

I have had many successful experiences in my work with the residents of the home, and the residents are often very grateful. We perceive them as important people and respond to their needs. I provide them with a daily structure and make offer for leisure time activities and by doing so, I attempt to increase their living quality.

What do you find to be the greatest difference to your homeland?

The material provision for the residents is much better here. In Cuba, there are, however, a lot of therapy options such as, for example, dance, and alternative treatments are worked with considerably. The care worker ratio is very high in Cuba, almost 1:1.

Do you feel as though you are well-integrated?

Yes!

What was difficult for you at the beginning?

Germans express themselves very often and directly. At work, I could not deal with criticism at the beginning and could not understand constructive criticism. I always had the feeling that I had to justify myself and often felt personally attacked. Later I understood that it was the constructive criticism that helped me to continue to develop myself professionally.

Interviews with our employees from all over the world

How were you supported?

I did my practical training at a nursing home. The home's director praised me very highly, and I felt validated through this. He encouraged me to pursue the training.

What was a positive surprise for you?

The love for nature among the Germans.

What was a negative surprise for you?

The distinct individualism of Germans often seemed egoistical to me.

What recommendations would you make to applicants from abroad?

Always remember that you will interpret a good deal of what you experience in Germany from the perspective of your own culture. This can lead to great misunderstandings. Listen well and have the confidence to ask about something so often until you have understood everything. This is appreciated in Germany.

What do you consider to be typically German?

Germans value what is familiar to them. They are more reserved when it comes to something foreign or different to them. They take a lot of time to become acquainted and to build friendship

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Yes, certainly!

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What do you consider to be typically German?

I am already too German to be able to answer this question. However, punctuality is important in Germany. How we patiently and calmly treat our patient daily is typical German for me.



With around 1,500 employees, we are one of the largest employers in the Emmendingen district. We improve the quality of life through the individual treatment and care of mentally ill people. For more than 130 years in Emmendingen, we now cover the entire spectrum of psychiatric care for the approximately 1.3 million population of the South and Central Baden region.

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