

**PROPOSAL FOR THE ADVERTISEMENT OF THE
CHAIR OF PSYCHIATRY, ST. VINCENT'S HEALTH
IN THE
DEPARTMENT OF PSYCHIATRY, THE UNIVERSITY OF MELBOURNE
Located at St Vincent's Hospital**

PROPOSAL

It is proposed to establish a new Chair of Psychiatry, St.Vincent's Health, for five years in the first instance, in the Department of Psychiatry, Faculty of Medicine, Dentistry and Health Sciences. The Professor will be located at St.Vincent's Hospital to head the academic section of the Department associated with the St. Vincent's Mental Health Service.

The academic justification for the proposal is the need to provide leadership in research, establish and facilitate collaborative research, and support teaching of undergraduate and postgraduate students in psychiatry and related disciplines. The appointee will be expected to provide this leadership and to promote excellence in psychiatry; he/she will also develop effective teaching and research programs in this discipline.

The establishment of the University of Melbourne's full Professor in Psychiatry, with responsibility for clinical research and education in psychiatry is timely in the context of developments in Psychiatry and will be an important focus for psychiatric research at the University and at St Vincent's Mental Health Service. This position supports the strategic plans of the University and the Department of Psychiatry in further developing the field of psychiatry.

The proposal for this Chair of Psychiatry will ensure the continued growth in high quality clinical work and research, provide opportunities for higher degree research students, and support the implementation of evidence-based clinical practice in psychiatry for all professional disciplines in St.Vincent's Mental Health Service.

The Chair will replace the former Professor/Director position in Psychiatry and its establishment reflects the recognition of the role of academic leadership in psychiatry in advancing the further development of the discipline in St Vincent's Mental Health Service.

BACKGROUND

Department of Psychiatry, The University of Melbourne

The Department of Psychiatry at the University of Melbourne was established in the 1960s. The Department has major units at Melbourne Health, St. Vincent's Health and Austin Health. The Head of the Department of Psychiatry is the Cato Professor of Psychiatry, who is located in and also heads the unit at Melbourne Health, located at the Royal Melbourne Hospital. In addition, there are many psychiatric units within Victoria that are affiliated with the Department of Psychiatry in which academic appointees of the Department are located. These include: ORYGEN Research Centre; Melbourne

Neuropsychiatry Centre; Australian Posttraumatic Mental Health Centre; Sunshine, Werribee & Mercy, Northern, Ballarat and Geelong hospitals; Broadmeadows Health Service; and two private hospitals, the Melbourne Clinic (Healthscope) and the Albert Road Clinic (Ramsay). The Department of Psychiatry is involved extensively in direct clinical delivery, development of service delivery, medical student and psychiatric trainee education and psychiatric research.

The Department plays a key role in the new medical curriculum having responsibility for the subject Health Practice in semester 5 and offering six, six weekly rotations in psychiatry for medical students in semesters 10 & 11. The Department also offers many opportunities for students in their Advanced Medical Science (AMS) year in semesters 6 & 7.

The research interests of the Department include neuropsychiatry, neuroimaging, neuropsychology, psychosocial research, transcultural psychiatry, economic evaluation, psychoneuroendocrinology, psycho-pharmacology, psycho-oncology, ethics, psychiatric epidemiology, and service delivery and involves studies in early psychosis schizophrenia, mood disorders, anxiety disorders, eating disorders, childhood psychiatric disorders, youth mental health, women's mental health and psychiatry of old age.

The Department in 2004 had a total of 31 administrative, 41 teaching & research and 68 research only staff, a total of 140. The total income for the Department was \$10.9 million of which \$1.49 M was DEST funding, \$5.7 M for additional staff funded from a variety of public and private sources and \$3.7M in research grants. In 2003 the Department published 2 books, 8 chapters, 94 journal articles and 4 conference publications.

St. Vincent's Health

Mission

The mission of St Vincent's Health is to provide high quality and efficient health services to the people of Victoria in accordance with the philosophy of the Sisters of Charity. The mission is based on the values of compassion, justice, human dignity, excellence and unity. The Health Service embraces the policies and principles of equal employment opportunity, occupational health and safety and quality improvement. St. Vincent's Health Melbourne is part of the national Sisters of Charity Health Service, Australia's largest non-government, not-for-profit health care provider.

St. Vincent's Health delivers care to a diverse population through the provision of a range of services that meet the health needs of the community. These services include acute medical and surgical services, sub-acute care, diagnostics, community services, mental health, correctional health, palliative care and residential care.

St. Vincent's Health operates as an integrated health service across four entities:

1. St Vincent's Hospital Melbourne provides adult medical, surgical and mental health services and a range of community and outreach services. Care is provided on an inpatient and ambulatory basis and supported by a full range of

allied health services. The hospital is a major teaching, research and tertiary referral centre. It manages a number of community-based services.

2. St George's Health Service provides a comprehensive aged care service including inpatient rehabilitation and Geriatric Evaluation and Management (GEM), residential aged care, acute inpatient aged psychiatry and a range of community-based assessment and treatment services.
3. Caritas Christi Hospice provides palliative care across two campuses, a day hospice and a community palliative care service in association with Eastern Palliative Care.
4. Prague House is a low-level residential care facility for older men who are socially and financially disadvantaged, soon to be expanded to care for women and re-located to a new facility on the St George's campus.

The main campus of St Vincent's Health is St.Vincent's Hospital in Fitzroy, bounded by Victoria Parade, Nicholson Street, Fitzroy Street and Gertrude Street. The Hospital operates services from other sites around Melbourne, including mental health, community care and St.Vincent's Correctional Health Service at Port Phillip Prison.

St.Vincent's Mental Health Service (SVMHS)

The current service was established in 1996, and brought together mental health services at St.Vincent's Hospital with those delivered by North East Metropolitan Psychiatric Services (NEMPS). SVMHS provides comprehensive services to adults in the catchment area of the Cities of Yarra and Boroondara in the inner east area of Melbourne, a population of approximately 210,000 people. It is a large inner metropolitan area mental health service with an excellent reputation for delivering high quality clinical services.

St.Vincent's Mental Health Service also auspices regional and state-wide services. The Northern Nexus Dual Diagnosis Service (jointly auspiced by SVMHS and Turning Point Alcohol and Drug Centre) provides expert advice and support to mental health and drug and alcohol services in the SVMHS and Austin Health catchment areas. The Victorian Dual Disability Service supports area mental health programs across Victoria to improve the care of people with intellectual disability and mental health problems. Through training and consultation, the Victorian Transcultural Psychiatry Unit, located at St.Vincent's since 1989, improves the sensitivity of area mental services to people from culturally diverse backgrounds.

SVMHS provides teaching and clinical affiliation for undergraduate and postgraduate students in medicine, nursing, social work, occupational therapy and psychology. The teaching, training and research activities of SVMHS and University of Melbourne Department of Psychiatry have resulted in the Service being designated as a site for collaboration in the Australian multi-site WHO Collaborating Centre in Research and Training in Mental Health.

In accord with its strategic objective, SVMHS is expanding its activities as a leader in training and service development. It is the lead agency for the Eastern cluster (includes Austin Health, Eastern Health, Goulburn Valley Health, North East Hume- Wodonga and Wangaratta, and Forensicare), for the implementation of the Workforce Development Initiative. SVMHS is also the lead agency for the Quality through Outcomes Initiative.

As a member of a consortium with the University of Melbourne, Asia Australia Mental Health, aimed at enhancing mental health services in Asia, SVMHS collaborates with Asian countries to develop culturally appropriate community-based services.

In collaboration with the University of Melbourne SVMHS also offers tailored clinical training placements through the Postgraduate Overseas Specialist Training in Mental Health (POST Program) for psychiatrists, nurses and allied health professionals from the Asia Pacific region.

SVMHS is a program of the Directorate of Mental Health, Corrections and Drug and Alcohol Services, one of the five clinical directorates of St.Vincent's Health. Opportunities for collaboration in research, training and service development are enhanced by the close linkage between programs in the Directorate, which also includes St George's Aged Psychiatry Service, St.Vincent's Correctional Health Service and St.Vincent's Drug and Alcohol Service. St.Vincent's Health also strongly supports intersectoral collaboration between clinical directorates.

RESPONSIBILITIES OF THE POSITION

Position Summary

The Professor of Psychiatry, St.Vincent's Health, will hold the position of Professor in the Department of Psychiatry, University of Melbourne and will be a member of the senior medical staff. The incumbent will lead academic activities in psychiatry and related disciplines at SVMHS. The incumbent will collaborate with the Director of Clinical Services who undertakes the statutory duties of the Authorised Psychiatrist for the Service and is responsible in conjunction with the Operations Manager, for the provision of clinical services.

SVMHS is a program of the Directorate of Mental Health, Corrections and Drug & Alcohol Services. The role of Director (Medical) for the Directorate on the St.Vincent's Health Executive will be appointed from one of the senior medical staff group, depending on interest, experience and ability.

KEY RESPONSIBILITIES:

The University of Melbourne

The Professor will:

1. Direct undergraduate and postgraduate teaching activities in Psychiatry at St.Vincent's Health
2. Initiate, participate and cooperate with appropriate research projects, within the Department, and other associated academic institutions.
3. Develop research policy in conjunction with the Head of the Department of Psychiatry, University of Melbourne, and the Director, Mental Health, Corrections and Drug & Alcohol Services, St. Vincent's Health.
4. Supervise academic members of staff in the St Vincent's Health section of the Department of Psychiatry.
5. Provide a high level of personal commitment to, and achievement in, his or her scholarly area.
6. Foster research of other academic staff in the St Vincent's Health section of the Department of Psychiatry.
7. Supervise research programs. This will entail preparation of research submissions to funding bodies and oversight of financial management of grants.
8. Supervise postgraduate research students, coursework masters students and research elective medical students.
9. Play an active role in maintaining academic standards and developing educational policy and curriculum in undergraduate and postgraduate psychiatry.
10. Provide leadership in community matters both in the profession and the wider community, particularly those related to psychiatry.
11. Be an active contributor to the Department of Psychiatry, University of Melbourne and undertake such tasks as might be allocated by the Head of Department.

St.Vincent's Mental Health Service

RESPONSIBILITY AREA 1: Leadership in research

The Professor will foster research activities

- 1.1 Encourage and support participation of mental health service staff in research
- 1.2 Play a leading role in the St.Vincent's Mental Health Research Committee
- 1.3 Identify opportunities for research activities and pursue funding
- 1.4 Link with St.Vincent's Health departments to promote opportunities in research

RESPONSIBILITY AREA 2: Training and Clinical Supervision

The Professor will ensure that the requirements of the Royal Australian New Zealand College of Psychiatrists are met for the supervision of training psychiatrists and will lead the service in conjunction with other senior staff in developing and implementing training programs for all disciplines.

- 2.1 Ensure that supervision by accredited supervisors is provided to trainee psychiatrists and other senior clinical staff
- 2.2 Develop peer supervision for consultant psychiatrists in accordance with the requirements of the RANZCP
- 2.3 Develop educational programs for medical students in accordance with university guidelines
- 2.4 Provide training for all professional disciplines in association with senior staff, and lead clinical training programs

RESPONSIBILITY AREA 3: Clinical Service Provision

The Professor will provide expert clinical services for up to three sessions per week within SVMHS

- 3.1 Ensure direct clinical care is in accord with best practice and health service policies
- 3.2 Maintain an appropriate clinical load to achieve the goals of the Service

RESPONSIBILITY AREA 4: Leadership and participation in the Service

The Professor will participate in service-wide activities as a senior staff member in St. Vincent's Health

- a. Participate in relevant Mental Health Service, Mental Health, Drug & Alcohol Services Directorate and St. Vincent's Health meetings
- b. Contribute to strategic planning, quality improvement and relevant policy development

SELECTION CRITERIA

Essential

The appointee will have:

- International standing and demonstrated leadership in research and scholarship
- Demonstrated ability to provide leadership to multi-disciplinary staff in relation to research and training
- Extensive experience in mental health services, including public services
- Excellent problem-solving and organisational skills
- A high level of interpersonal, written and oral skills
- A track record of leadership in postgraduate education and ability to supervise higher degree students
- A Research Doctoral Degree (MD or PhD) in psychiatry or a related area
- Registration with the Medical Board of Victoria or qualifications which will enable registration
- Fellowship of the Royal Australian and New Zealand College of Psychiatrists or equivalent specialist qualification

Desirable

- Demonstrated record of leadership in the profession, and in community matters related to psychiatry
- A demonstrated capacity for innovation

FUNDING, STAFF AND RESOURCES

Funding to support the Chair will come from the following sources:

- a) The salary and on-costs for the Professor for five years in the first instance, will come from St Vincent's Mental Health Service supported by both The University of Melbourne and the Mental Health Branch of the Department of Human Services.
- b) Infrastructure support for the Chair will be provided by St Vincent's Mental Health Service.
- c) The Professor will be expected to seek external research grant support.
- d) Space and facilities for teaching, research and clinical work will be provided by St Vincent's Mental Health Service.

PROCEDURES FOR APPOINTMENT

The procedures for appointment will be as established by the University with representation from the St Vincent's Health on the Selection Committee. In the event that no individual is identified as suitable for appointment by the University as a Professor, the University reserves the right to offer an appointment at an Associate Professor level as it deems appropriate.

COSTING

Refer to the attached costing chart for initial costings for the position.

Professor of Psychiatry - Costing as at 1/1/2005

A PERIOD AND LOADING	B BASIC SALARY AMOUNT	D SUPER AT 17% of B)	E ALL (max \$890) of B)	F PRT (5.25% of B,C,D,E)	G WC (0.5% of B,C,D,E)	H PROVISION FOR LSL (2.5% of B,C,D,F,G)	I TOTAL ONCOSTS	J TOTAL SALARY AND ONCOSTS	K 5% M/MENT COST	L TOTAL COSTING TO BE INVOICED
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Jan to Mar	28,193	4,793	378	1,752	167	873	7,962	36,156	1,808	37,963
Apr to Sept	48,398	8,228	512	3,000	286	1,498	13,523	61,921	3,096	65,017
Oct to Dec	39,106	6,648	0	2,402	229	1,210	10,488	49,594	2,480	52,074
CD Loading	16,886	2,871		1,037	99	522	4,529	21,415	1,071	22,486
Total	132,584	22,539	890	8,191	780	4,102	36,502	169,086	8,454	177,540

Notes:

1. This costing includes all allowances and oncosts, and is based on salary levels at 1/1/2005.
2. Lochtenberg payments are not included, as they are directly between the Hospital network and the professor.
3. Salary rises of at least 3% and 1% are expected in early April and early September 2005 (included).
4. A five percent management overhead cost applies to all salaries or part-salaries invoiced to outside parties (included).