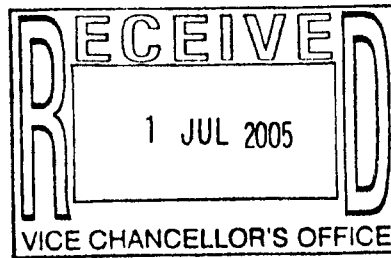




THE UNIVERSITY OF
MELBOURNE



30th June 2005

Professor Glyn Davis
Vice Chancellor
The University of Melbourne

Dear Professor Davis

Re: Proposal to establish the Chair of Primary Care Research

At its meeting on 23rd June 2005 the Executive Committee of the Faculty of Medicine, Dentistry and Health Sciences approved on behalf of Faculty a proposal for the Chair of Primary Care Research, which will be based within the Department of General Practice.

We would appreciate this item being submitted to the Planning and Budget Committee for approval. The relevant position description is enclosed.

Yours sincerely

R. W. Debon

For/

Richard Frampton
General Manager

cc Ms Jan Mariani, Secretary, Planning & Budget Committee

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I.D. No. 57368

6 June 2005

COPY



THE UNIVERSITY OF
MELBOURNE

Professor James Angus
Dean
Faculty of Medicine, Dentistry and Health Sciences
The University of Melbourne
PARKVILLE VIC 3010

Dear Professor Angus

RE: PROPOSAL TO ESTABLISH A CHAIR OF PRIMARY CARE RESEARCH

Please find enclosed a proposal (including a position description) relating to the establishment of a Chair of Primary Care Research in the Department of General Practice, The University of Melbourne.

I believe such a development is essential if the Department of General Practice is to achieve its strategic objective to become an internationally recognised centre for research excellence in primary care.

Over the past three years the Department of General Practice has achieved considerable success in attracting funding and has delivered many new research initiatives in chronic disease and mental health, women's health and adolescent health. The next stage of development for the Department is the establishment of the Primary Care Research Unit. The appointment of a high-level academic leader to drive the new research unit is critical to the continued growth of the Department of General Practice.

I look forward to your support for this initiative, which will significantly assist in raising the profile of one of the most respected research intensive Departments of General Practice within Australia.

Yours sincerely

Professor Doris Young
Head of Department

enc

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PROPOSAL

Establishment of a New Chair in Primary Care Research Department of General Practice, The University of Melbourne

PROPOSAL

It is proposed to establish a new Chair of Primary Care Research at the University of Melbourne. This new position will be located in the Department of General Practice (DGP), School of Medicine, Faculty of Medicine, Dentistry and Health Sciences (MDHS). The Chair will also assume the role of the Director of Research and will head the Primary Care Research Unit located within DGP.

BACKGROUND

DGP is at a critical stage of its research development. Since the early 1990's, as a unit within the Department of Public Health and Community Medicine, through to its establishment as a separate department within the School of Medicine in 2001, DGP has taken on an increasing role in the development and delivery of the School of Medicine's new medical undergraduate curriculum which completed its first cohort in 2004. The next stage of development for DGP will be to put in place measures that will enhance its position as a leader in primary care research within Australia and enable its research to develop to an international standard.

Primary care is considered first contact medical care provided in a community setting; it is sometimes termed 'primary medical care'. In Australia the major provider of primary care is general practice. General practice is the cornerstone of Australia's health care system¹.

The DGP has over the past three years begun to develop a track record in primary care research. DGP has built up a number of research programs and is now at the stage where it requires additional dedicated research and development leadership to strengthen these recognised programs. After much consultation and feedback from international visitors and the internal restructuring of teaching workload amongst existing research intensive academic staff, a critical component in DGP's future research success will be the appointment of a new senior academic leader focussing on research.

Based on the experiences of other similar general practice departments within the Go8 Australian universities and those in the United Kingdom who have made the transition to "Grade 5" research status, the model organisational structure with the most likely prospect of success is founded on the appointment of a second Chair in primary care research based in the Department. With the impending implementation of the Research Quality Framework, and in order to maintain and advance the University of Melbourne as a leader in research nationally and internationally, the appointment of a new Chair in Primary Care Research will make a significant contribution towards DGP meeting its research objectives.

¹ Mahler H (1998), quoted in Fry D, Furler J: General practice, primary health care and population health interface in Department of Health and Aged Care (2001), *General Practice in Australia*, Canberra.

The establishment of the new Chair of Primary Care Research is timely as primary care will remain a major focus of research investment in Australia, the United Kingdom and Canada. Primary care research is also gaining momentum in Malaysia, Singapore, Hong Kong and China. Increasingly, funding agencies are recognising the critical role of primary care in the delivery of health services and the need for a stronger research base to underpin investment in primary care. Strong links with the Australian Commonwealth Department of Health and Ageing (DoHA) through its Australian Primary Health Care Research Institute, will see further support given to academic departments of general practice strong in research. In order to continue to develop its research capacity, DGP must take full advantage of this growing but competitive primary care funding environment. Research activity and output in DGP has been steadily increasing over the past three years, particularly in the areas of mental health and women's health, however, its potential to grow is severely limited by its current academic capacity.

Department of General Practice, The University of Melbourne

DGP was established as a separate Department within the School of Medicine following the establishment of the Foundation Chair of General Practice in 2001. For 10 years prior to 2001, DGP was one of six units within the Department of Public Health and Community Medicine, which was restructured in 2001 with the establishment of the Department of General Practice and the School of Population Health.

DGP has 54 staff (30.4 FTE) responsible for teaching and research. Most academic DGP teaching and research staff are in active general practice. DGP is also heavily involved in undergraduate MBBS teaching across six semesters and co-ordinates Health Practice 1, ICM 1-5 and Semester 12.

In addition to playing a major role in undergraduate medical education, DGP delivers general practice registrar vocational training for the Victorian Metropolitan Alliance regional GP training through the Joint Universities Centre for Education and Training (JUCET), a collaboration between DGP and Monash University. It also auspices a postgraduate certificate in women centred clinical care for practice nurses. DGP receives a number of service grants from the DoHA Rural Undergraduate Support and Coordination (RUSC) Program and the Primary Health Care Research, Evaluation & Development Strategy Research Capacity Building Initiative (PHCRED RCBI) program to deliver a research training programme in conjunction with the Department of General Practice at Monash University and the School of Rural Health at Shepparton. DGP supervises between two to five Advanced Medical Science students per year and between two to four Academic General Practice Registrars, 10 Masters and seven PhD students, five NHMRC scholars, one NHMRC post doctoral fellow, and one National Institute of Clinical Studies (NICS) Fellow. Research funding is increasing with \$3,768,339 dollars awarded to date for the period 2003-5 including one CI NHMRC grant and two co-investigator grants with other research centres within MDHS. DGP was recently successful in two out of four APHCRI health services research grants awarded and four out of 15 Beyond Blue project grants.

DGP is recognised as a research leader in general practice and primary care in Australia. It has yet to build a solid international reputation due to the need for increased investment in research capacity and leadership.

A new Primary Care Research Unit within the Department of General Practice

DGP is currently directing a great deal of energy into developing and branding core research themes and successful research programs as a part of its 2005 Operational Plan. To date these themes are mental health (depression), women's health and well being and adolescent health. Another emerging theme is chronic diseases management in disadvantaged communities. The new Primary Care Research Chair will be a vehicle for the implementation of DGP's research strategy and a key focus of future research investment. A senior research-focused academic post will provide a substantial boost to DGP's research funding and outputs, help bring about structural changes to its research activities and enable it to achieve its vision of a department which is both at the centre of the University of Melbourne's medical curriculum and producing research to an internationally competitive standard.

POSITION DESCRIPTION

Position Summary

The incumbent of the Chair of Primary Care Research will hold the position of Professor within the Department of General Practice and will assume the role of the Director of Research and head the Primary Care Research Unit. The Professor of Primary Care Research will be required to make a major contribution to the development of excellence in primary care research and the provision of high-level leadership in research. In addition, the appointee will be required to initiate and direct a programme of research supported by national research bodies such as the NHMRC and APHCRI. The incumbent will report to the Professor of General Practice, Head of Department.

Key Responsibilities

The Professor of Primary Care Research will:

- Provide leadership in the strategic development of the Department's research themes and programs including the establishment and continued development of a new Primary Care Research Unit
- Provide leadership to a major research programme within the Department and undertake and supervise the preparation of conference and seminar papers and publications from that research programme
- Provide leadership in the development and submission of national and international competitive research grant applications
- Pursue opportunities for national and international research collaboration, particularly in the conduct of clinical trials
- Build primary care research capacity within the Department, the discipline and community by providing a continuing high level of personal commitment to general practice and primary care, by fostering the development of other academic staff and by providing leadership to relevant professional organisations within the community
- Provide leadership in primary care research within the Faculty of MDHS by collaborating in research programs and their development across the Faculty
- Assume the role of a senior executive and contribute to the strategic and operational direction of the Department
- Provide leadership in the development of research policy in general practice and primary care in conjunction with the senior executive.

- Participate in the planning and supervision of programs of study for postgraduate research students and research elective undergraduate students
- Undertake such additional tasks and responsibilities as may be delegated by the Head of Department from time to time, including deputising as Head of Department.

Selection Criteria

Essential

- A research higher degree in primary care or general practice (MD or PhD)
- National and international standing in general practice and primary care research
- A demonstrated ability to provide leadership in research and scholarship and participation in strategic planning at local and national levels
- A demonstrated ability to build successful research teams
- An outstanding track record of success in obtaining national competitive research grants and directing research programs
- An extensive track record of publications in national and international peer reviewed journals relevant to general practice and primary care
- Extensive experience in research design, coordination and collaboration
- A track record of successful leadership in research capacity building and ability to supervise higher degree research students
- A track record of research led teaching and incorporating research into policy and practice
- Excellent organisation and problem-solving skills
- High-level interpersonal, written and verbal communication skills
- Excellent standing as a medical practitioner
- Registration with the Medical Board of Victoria or qualifications which will enable registration
- Fellowship of the Royal Australian College of General Practitioners.

FUNDING, STAFF AND RESOURCES

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

- The salary and on-costs for the Professor for five years in the first instance will be provided by the Department of General Practice through the redesign of one of the existing full time Associate Professor positions
- Infrastructure support for the Chair, including administrative support will be provided by the Department of General Practice
- The Professor will be expected to seek additional external research funding.

PROCEDURES FOR APPOINTMENT

The procedures for appointment will be as established by the University of Melbourne with representation from the Department of General Practice and the Faculty of Medicine on the selection committee. A five year appointment will be offered in the first instance.

COSTING

Refer to the attached costing table for a costing for the position.

Professor of Primary Care Research and Development
Salary costing for position from 1 January 2006 as at 27 May 2005

A	B	C	D	E	F	G	H	I
Period and loading	Basic Salary Amount	Super at 17% (17% of B)	Annual Leave Loading (max \$890) (1.342% of B)	PRT (5.25% of B,C,D)	WC (0.5% of B,C,D)	LSL Provision (2.5% of B,C,D,E,F)	Total On-costs	Total Salary and On-costs
Jan - Mar	\$29,073	\$4,942	\$390	\$1,806	\$172	\$910	\$8,221	\$37,294
Apr - Sept	\$61,421	\$10,442	\$500	\$3,799	\$362	\$1,913	\$17,015	\$78,436
Oct - Dec	\$31,089	\$5,285		\$1,910	\$182	\$962	\$8,338	\$39,428
Clinical Loading	\$17,395	\$2,957		\$1,068	\$102	\$538	\$4,665	\$22,060
Total	\$138,978	\$23,626	\$890	\$8,583	\$817	\$4,322	\$38,240	\$177,217

Notes:

1. This costing includes all allowances and oncosts and is based on projected salary levels at 1 January 2006
2. Enterprise Agreement salary increases of 1%, 3.9% and 1.79% have been included for September 2005, April 2006 and September 2006
3. Clinical loading estimated increase of 2.66% based on average increase over past two years.