



RF:LLS

4 October 2004

Professor Kwong Lee Dow  
Vice Chancellor  
The University of Melbourne

Dear Professor Lee Dow

**Re: Proposal to Create a Chair of Old Age Psychiatry**

The Faculty of Medicine, Dentistry and Health Sciences recommends the creation of a Chair in Old Age Psychiatry, initially for a period of 5 years. The formal creation of this chair follows the retirement of Professor Ed Chui who has provided leadership in this area, particularly since his promotion to Professor in 2002. Further details are provided in the attached documentation.

We would appreciate this item being submitted to the Planning and Budget Committee for approval.

Yours sincerely

Richard Frampton  
General Manager

cc Ms J Mariani, Secretary, Planning & Budget Committee

Faculty Administration Unit

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**CHAIR OF OLD AGE PSYCHIATRY  
IN THE  
DEPARTMENT OF PSYCHIATRY, THE UNIVERSITY OF MELBOURNE**

**Located at St Georges Campus of St Vincent's Health**

**PROPOSAL**

It is proposed to advertise the Chair of Old Age Psychiatry, for five years in the first instance, in the Department of Psychiatry, Faculty of Medicine, Dentistry and Health Sciences, the University of Melbourne, consequent on the retirement of the present incumbent Professor Edmond Chiu in December 2004. The incumbent will be principally located at the St Georges Campus of St Vincent's Health in order to be closely associated with the old age psychiatry service. The academic justification for the proposal is the need to continue to provide research leadership in old age psychiatry, to establish and facilitate collaborative research activity, and to support teaching of undergraduate and postgraduate students in old age psychiatry.

The appointee will be expected to provide this leadership and to promote excellence in old age psychiatry; he/she will also develop effective teaching and research programs in this discipline.

The reappointment of the University of Melbourne's full Professor in Old Age Psychiatry, with responsibility for clinical research and education in biological aspects of psychiatry is timely in the context of developments in Old Age Psychiatry and will be an important focus for psychiatric research at the University. This position supports the strategic plans of the University and the Department of Psychiatry in developing psychiatry of the old age.

The proposal for this Chair in Old Age Psychiatry will ensure the continued growth in high quality clinical and research activity in old age psychiatry, will provide further opportunities for higher degree research students to undertake clinically focused research, and will support the implementation of evidence based clinical practice.

**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 units at the three clinical schools at The Royal Melbourne Hospital, St Vincent's Hospital and Austin and Repatriation Medical Centre. The Head of the Department of Psychiatry is the Cato Professor of Psychiatry, who is located and also heads the unit at the Royal Melbourne Hospital, while St Vincent's and Austin/Repatriation Hospital have Professor-Directors. 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, Sunshine Hospital, Werribee & Mercy Hospital, St George's Hospital, Ballarat Psychiatric Hospital, Geelong Hospital, the North West Area Mental Health Service, and at 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 research interests of the Department include neuropsychiatry, neuroimaging, neuropsychology, psychoneuroendocrinology, psycho-pharmacology, psychiatric epidemiology, psychosocial research, economic evaluation, transcultural psychiatry and service delivery and involves studies in schizophrenia, mood disorders, anxiety disorders, eating disorders, childhood psychiatric disorders, and psychiatry of old age.

## **St Vincents 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 is part of the national Sisters of Charity Health Service, Australia's largest non-government, not-for-profit health care provider. Inspired by Sister Mary Aikenhead, the Sisters of Charity have a tradition of over 150 years of leadership and innovation in health care, aged care, research and education.

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, 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.

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.

St. Vincent's Health is guided by five key values that continue the mission the Sisters of Charity, its founders and owners. These are:

- Compassion - Accepting people as they are, bringing to each the love and tenderness of Christ;
- Justice - Acting with integrity and respecting the rights of all;
- Human Dignity - Respecting the uniqueness of each person created in the image and likeness of God;
- Excellence - Excelling in all aspects of our healing ministry; and
- Unity - Creating a community characterised by harmony and collaboration.

St Vincent's Health provides acute medical and surgical services, aged care, diagnostic, rehabilitation, allied health, mental health, palliative care and residential care.

St Vincent's Health owns and manages St. Vincent's Hospital Melbourne, Caritas Christi Hospice, Prague House and St George's Health Service. St Vincent's Hospital Melbourne provides adult medical, surgical and mental health services and a range of community and outreach services. The Hospital is a major teaching, research and tertiary referral centre situated on the fringe of Melbourne's central business district.

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

St Vincent's Mental Health Services and St Georges Aged Psychiatry Services provide Clinical services to adult and aged residents of the cities of Yarra and Boroondara and part of Northcote in the inner east area of Melbourne.

The Service provides teaching and clinical affiliations for undergraduate and postgraduate students in medicine, nursing, social work, occupational therapy and psychology.

The teaching training and research activities of the St Vincent's Hospital, and University of Melbourne, Department of Psychiatry has resulted in the SVMHS being designated as a site for collaboration in the Australian Multi-site WHO Collaborating Centre in Research and Training in Mental Health

St. Vincent's Mental Health Service (SVHMS) in collaboration with the University of Melbourne is offering tailored clinical training placements (The Postgraduate Overseas Specialist Training or POST program) for psychiatrists, nurses and allied health professional from the Asia Pacific region.

### **St George's Aged Psychiatry Service**

St George's Aged Psychiatry Service provides mental health services to people over the age of 65 living in the municipalities of Yarra, Boroondara and part Darebin (Northcote). The total aged population is approximately 43,000 and services provided range from community assessment and treatment through to residential services.

The service comprises

Community Services: Aged Psychiatry Assessment and Treatment Service (APATT), Extended and Complex Care (Karrimbi) and residential Support Program (RSP)

Inpatient unit (Normanby Unit) a 20 bed purpose built acute assessment and treatment unit based at St Georges Hospital.

Residential Care: Auburn House (Hawthorn) and Riverside House (Richmond) two specialist psychogeriatric nursing homes of 30 beds each.

### **Teaching Training and Research**

#### **Academic Unit for Psychiatry of Old Age at St Georges Campus**

The teaching training and research activities of SGAPS are managed through a close affiliation with the Academic Unit for Psychiatry of Old Age, University of Melbourne. The Academic Unit is located at Normanby Unit and also provides specialist aged psychiatry clinics. SGAPS has a reputation for excellence in aged psychiatry service provision. It conducts teaching and training activities with other service providers on a local, state, national and international level.

The Academic Unit for Psychiatry of Old Age, University of Melbourne at Normanby House, St George's Hospital is an integral part of the comprehensive St George's Aged Psychiatry Service(SGAPS), St Vincent's Health.

The Academic Unit provides undergraduate teaching and ongoing postgraduate *Upskilling Programs in Psychiatry of Old Age* for GPs, Health Professionals and other service providers in Melbourne and Rural Victoria. It conducts research in Psychiatry of Old Age, international Psychopharmacology Studies and longitudinal international research in Huntington's Disease.

The Academic Unit provides academic support, leadership and ongoing training & support for SGAPS clinical research.

SGAPS is well known for its integrated multi disciplinary approach to service delivery, training, education and research in the area of Old Age Psychiatry and has contributed to the establishment of the W.H.O./ W.P.A. Consensus statement on Organisation of Care in Geriatric Psychiatry.

The Academic Unit is a leader in Public and Private Partnerships (PPP) in Old Age Psychiatry. It operates five Research Specialist Ambulatory Clinics on the basis of PPP. The Academic Unit information technology project - PPP information System contains data on more than 1000 patients consulted at the Clinics.

As a recognised leader in research and innovations in Old Age Psychiatry the Academic Unit provides training programs and a model for the service delivery in the Asia Pacific Region.

## **RESPONSIBILITIES OF THE POSITION**

### **Position Summary**

The Professor and Director of Aged Psychiatry holds the position of Professor of Psychiatry within the Department of Psychiatry, University of Melbourne. The position leads the Aged Psychiatry Academic Unit at St. George's Aged Psychiatry Service. The incumbent is also the Director of Clinical Services within the St. George's Aged Psychiatry Service. The role of the Director of Clinical services is to provide clinical leadership to support the development and maintenance of a comprehensive and integrated aged psychiatry service, working in partnership with the Manager, Aged Psychiatry. The Director of Clinical Services undertakes the statutory responsibilities of the Authorised Psychiatrist as required by the Mental Health Act for the Area Mental Health Service.

## **KEY RESPONSIBILITIES:**

### **The University of Melbourne Key Responsibilities:**

The Professor in Old Age Psychiatry will:

1. Direct teaching activities in Old Age Psychiatry at both an undergraduate and postgraduate level.
2. Initiate, participate and cooperate with appropriate research projects at the Academic Unit for Psychiatry of Old Age at St Georges Campus, within the Department and other appropriate research institutions.
3. Develop clinical research policy in Old Age Psychiatry in conjunction with the Head of the Department of Psychiatry.
4. Participate in supervision of academic members of staff.
5. Provide a continuing high level of personal commitment to and achievement in his or her particular scholarly area.
6. Conduct research and foster the research of other groups and individuals within the Department of Psychiatry. Provide leadership within a research team and undertake and supervise the preparation of conference and seminar papers and publications from that research.
7. Supervise major postgraduate research projects. This will include the preparation of research proposal submissions to external bodies and responsibility for the oversight of financial management of grants.
8. Participate in planning and supervision of programs of study for postgraduate research students and projects for coursework masters students and research elective undergraduate students.
9. Play an active role in the maintenance of academic standards and in the development of educational policy and of curriculum areas within the discipline of old age psychiatry.
10. Participate in and provide leadership in community affairs, particularly those related to the discipline, in the profession and community.

## **Key Responsibilities from St Vincents Mental Health Service**

### **1. RESPONSIBILITY AREA 1: Clinical Management and Leadership**

The Clinical Director will ensure the efficient and effective delivery of high quality patient care, according to established professional standards and protocols.

- 1.1.1. Performance Indicators
- 1.1.2. Assess and manage patients of the service according to the current best standards, using the best available evidence and meeting the requirements of relevant law, ethics and community standards.
- 1.1.3. Conduct regular clinical work in 3 sessions per week, such work to be delivered in areas of the service to be negotiated with the other consultant psychiatrists on the team.
- 1.1.4. Ensure clinical leadership through supervision of other consultant psychiatrists; clinical management meetings, development and monitoring of on call roster and maintenance of a high standard of clinical records in accordance with best practice.
- 1.1.5. Development and implementation of clinical guidelines based on evidence of best practice in psychiatry
- 1.1.6. Ensure that quality services are delivered and are responsive to the needs of the local community through a continuous improvement process.
- 1.1.7. Ensure all services are delivered according to relevant legislation, the policies of the Office of the Chief Psychiatrist and in accordance with the National Mental Health strategy.

### **2. RESPONSIBILITY AREA 2: Training and Clinical Supervision**

Ensure that the requirements of the Royal Australian New Zealand College of Psychiatrists needs and requirements are met with regard to the supervision of trainee psychiatrists. Provide leadership to the rest of the service in the development of training programmes for all disciplines.

- Performance Indicators
- 2.1.1. Ensure that supervision by accredited supervisors is provided to trainee psychiatrists and other senior clinical staff within the service.
  - 2.1.2. Develop and lead the Peer Supervision for consultant psychiatrists in accordance with the requirements of the RANZCP.
  - 2.1.3. Develop the training programme for medical students under the RAPP programme in accordance with the guidelines and ensure that these are met
  - 2.1.4. Provide training across the service to all disciplines as required, and head up the clinical training programme for the service.
  - 2.1.5. Chair in person or through delegation, the critical incident review panel of the service

### **3. RESPONSIBILITY AREA 3: Strategic Planning and Continuous Quality Improvement**

In liaison with the Programme Manager actively develop the service in line with continuous quality improvement according to the National Mental Health Standards and Chief Psychiatrist guidelines.

Performance Indicators

- 3.1.1. assist in the formulation and implementation of the quality plan and the strategic plan for the service.
- 3.1.2. participate in policy formulation process of St Vincents Mental Health and the wider health service as it relates to the Aged Mental health Service.
- 3.1.3. Develop regular clinical review processes and structures and relate these back to continuous improvement and the strategic plan.

#### **4. RESPONSIBILITY AREA 4: Participation in and representation of the Service**

The Clinical Director will represent the aged psychiatry service in service-wide activities and in other activities outside of the service.

##### Performance Indicators

- 4.1.1. Attendance at relevant Mental Health Service and Mental Health, Drug & Alcohol Services Directorate meetings
- 4.1.2. Represent the service at meetings with DHS, The Chief Psychiatrist and St. Vincent's Health
- 4.1.3. Attend senior medical staff meetings at St Vincents Health

#### **5. RESPONSIBILITY AREA 5: Research**

Lead the research team in the development of relevant research that includes the whole service and contributes to the development of psychiatry of old age as a specialty.

##### Performance Indicators

- 5.1.1. Research opportunities are identified and acted upon
- 5.1.2. Research relating to the service is focused on continuous quality improvement
- 5.1.3. provide supervision of staff undertaking postgraduate research activities

#### **6. RESPONSIBILITY AREA 6: Workplace Health and Safety**

Work actively with the occupational health and safety representative to ensure the workplace remains hazard free and safe for patients, staff and visitors.

### **SELECTION CRITERIA**

#### **Essential**

The appointee will have:

- Extensive experience in the delivery of aged psychiatry services
- Demonstrated ability to provide clinical leadership to multi-disciplinary staff in both research and clinical team.
- Excellent problem-solving and communication skills
- A high level of interpersonal, written and oral skills
- Demonstrated ability to participate in strategic and operational service planning.
- Comprehensive knowledge and understanding of the provision of Mental Health Services in Accordance with the Mental health Act, 1986 and Amendments

- International standing and demonstrated leadership in old age psychiatry research and scholarship.
- An outstanding record of contribution through research and publication in old age psychiatry.
- A track record of leadership in postgraduate education and supervision of higher degree students.
- A demonstrated record of providing effective strategic direction within an organisation.
- Doctoral Degree in old age psychiatry or a related area.
- Registered with the Medical Board of Victoria.
- Fellow of the Faculty of Old Age Psychiatry of the Royal Australian and New Zealand College of Psychiatrists or equivalent qualifications.

**Desirable**

- Demonstrated record of participating in and providing leadership in community affairs, particularly those related to the discipline, in the profession and community.
- A demonstrated capacity for appropriate innovation.
- Excellent management skills and judgement to exercise initiative.
- Expert communication and negotiation skills.
- Advanced organisational skills.

**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 Vincents 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 Vincents 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 Vincents Mental Health Service..

**PROCEDURES FOR APPOINTMENT** The procedures for appointment will be as established by the University with representation from the St Vincents 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.