

26 September 2005

Professor Glyn Davis  
Vice Chancellor  
The University of Melbourne

Dear Professor Davis

**Re: Proposal to establish Professor/Director of Women's Mental Health (Austin Health and Northpark)**

At its meeting on 15<sup>th</sup> September 2005 the Faculty Executive Committee of the Faculty of Medicine, Dentistry and Health Sciences approved a proposal for the Professor/Director of Women's Health (Austin and Northpark), which will be based within the Department of Psychiatry. This is a three year fixed term position funded jointly by Austin Health and Northpark Private Hospital.

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

Yours sincerely

A handwritten signature in black ink, appearing to read "Richard Frampton".

Richard Frampton  
General Manager

cc Ms Jan Mariani, Secretary, Planning & Budget Committee

I.D. No. 59266

**Office of the Dean**

Faculty of Medicine, Dentistry and Health Sciences  
The University of Melbourne Victoria 3010 Australia  
T: +61 3 8344 5892 F: +61 3 9347 7854  
W: <http://www.mdhs.unimelb.edu.au>

**Bruce S Singh**

MB BS(Syd) PhD FRACP FRANZCP  
Cato Professor and Head  
Associate Dean (International)



THE UNIVERSITY OF  
MELBOURNE

5 September 2005

**Professor James Angus**  
Dean, Faculty of Medicine, Dentistry and Health Sciences  
The University of Melbourne

Dear Professor Angus,

**Re: Professor/Director of Women's Mental Health (Austin Health and Northpark)**

A position of Professor/Director of Women's Mental Health is proposed as a joint initiative between Austin Health and Northpark Private Hospital (Healthscope). See attached position description and advertisement.

Austin Health and the University of Melbourne first became involved in Women's Mental Health with the opening of the first Mother Baby Unit (MBU) in the State opening in 1983 at Larundel psychiatric hospital. This was a part of the professorial unit under Professor Graham Burrows and the then Associate Professor Lorraine Dennerstein. With mainstreaming, when Larundel closed, this 6 bed unit was moved to the Repatriation hospital (part of Austin Health) in 1996 and continues to be part of the Professorial psychiatric unit run by Professor Burrows and Associate Professor Buist.

Austin Health and the University of Melbourne have continued to support further development of Women's Mental Health, ensuring the special needs of mentally ill women and their families in the North and East are addressed. This has included the development of a Mother-Infant out patient clinic focusing on the needs of depressed women and improving outcomes for their infants, which has close links to the inpatient facility.

In addition Austin Health and the University of Melbourne have supported and developed a strong research base in Women's Mental Health in psychology and psychiatry. In addition to multiple studies on prevention, treatment and training, Austin Health has been the base of the National and Victorian office of the beyondblue National Postnatal Depression program, a \$4 million dollar four year multi-site project across Australia. Their research is recognized Australia wide and internationally, with multiple publications and conference presentations.

With the moving of the Mercy Hospital for Women to the Austin site in Heidelberg in 2005, the emphasis and expertise in Women's Health has been enhanced in the region. Already research and clinical links exist between the Austin and the Mercy, with clear potential advantages for the care of women and extending research areas of interest and expertise.

Northpark Private Hospital, located a short distance to the North of the Austin-Mercy complex provides private obstetric and psychiatric care, with a 12 bed inpatient mother-

Department of Psychiatry  
Faculty of Medicine, Dentistry and Health Sciences  
Level 1 North Main Block  
Royal Melbourne Hospital Victoria 3050 Australia  
T: +61 3 8344 5509 F: +61 3 9347 3457  
E: [singh@unimelb.edu.au](mailto:singh@unimelb.edu.au)

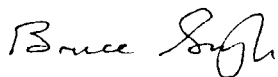
baby unit. Whilst taking women from across the state, its location in one of the growth corridors means that it and the Mercy-Austin cover women's mental health care related to child birth for a diversity of women. Pressure on beds, with increasingly unwell women admitted to the Northpark MBU has focused attention on the needs of these women and how best to provide it. A 10 week day program has been developed, and demand has resulted in this now running three times a week.

The presence then of the Austin Health MBU, infant clinic and research base, the Mercy hospital with its consultation liaison and outpatient mental health clinics, in combination with the Northpark MBU and obstetric unit represents a virtual Women's mental Health precinct in the region. It provides an even greater base for developing a centre of academic excellence and is an opportunity to further enhance and develop women's mental health care. One of the key roles of the Professor of Women's Mental Health, based at both Northpark and the Austin, would be to extend from the base to further develop excellence in the care of mentally ill women, addressing their specific needs. The role would encompass enhancing clinical, research and teaching links between the organizations, taking a senior role in these areas. The Professor/Director would be a leader in this area, participating in policy advice through working groups within the public and private sectors, including hospital and government bodies. The appointee would be expected to have appropriate qualifications and significant postgraduate experience in Women's Mental Health, clinically and at a research and teaching level.

The appointee will be responsible within Austin Health to the Director of Mental Health and day to day management of the Austin Health Mother Baby Unit. At Northpark they will be responsible to the hospital Chief Executive Officer and be responsible for overseeing the inpatient psychiatric unit and MBU. The Professor/Director's academic appointment as determined by the University of Melbourne will be held within the section of Department of Psychiatry based at Austin Health.

I write to request support from the University to advertise and fill this new position.

Yours sincerely,



**Bruce Singh**  
Cato Professor and Head

Cc Dr Richard Frampton

Encl: Position Description for Professor/Director of Women's Mental Health (Austin Health and Northpark)  
Advertisement

## POSITION DESCRIPTION

<b>POSITION TITLE :</b>	<b>PROFESSOR/DIRECTOR OF WOMEN'S MENTAL HEALTH-JOINT CLINICAL-ACADEMIC APPOINTMENT AT ACUTE PSYCHIATRY UNIT MHCSU AUSTIN HEALTH AND NORTH PARK PRIVATE HOSPITAL (HEALTHSCOPE)</b>
<b>REPORTS TO :</b>	<b>DIRECTOR, MENTAL HEALTH CSU</b>
<b>AWARD/AGREEMENT :</b>	<b>Austin Health AMA (Medical Staff) Certified Agreement 2004</b>
<b>CLASSIFICATION :</b>	<b>MO27</b>
<b>HOURS PER WEEK :</b>	<b>40 HOURS PER WEEK (FULL TIME)</b>
<b>PERIOD OF ESTABLISHMENT:</b>	<b>3 YEARS</b>

### 1. ORGANISATIONAL CONTEXT

#### **AUSTIN HEALTH**

Austin Health is one of Victoria's largest health care providers. Comprised of Austin Hospital, Heidelberg Repatriation Hospital and Royal Talbot Rehabilitation Centre, Austin Health is a major teaching and research centre with numerous university and research institute affiliations. Catering to diverse multicultural and veteran communities, Austin Health delivers vital state-wide services to Victorians and a vast array of specialty services to the people of Melbourne's north-eastern corridor in a safety-focussed, team-orientated and stimulating work environment. Austin Health is currently redeveloping its inpatient services in a building program, which opened in 2005, at which time the Mercy Hospital for Women relocated to the Austin Hospital site.

Austin Health first became involved in Women's Mental Health with the opening of the first Mother Baby Unit (MBU) in the State opening in 1983 at Larundel psychiatric hospital. When Larundel closed, this 6 bed unit was moved to the Repatriation hospital (part of Austin Health) in 1996 and continues to be part of the Professorial unit.

Austin Health have continued to support further development of Women's Mental Health, ensuring the special needs of mentally ill women and their families in the North and East are addressed. This has included the development of a Mother-Infant out patient clinic focusing on the needs of depressed women and improving outcomes for their infants, which has close links to the inpatient facility.

In addition Austin Health and the University of Melbourne have supported and developed a strong research base in Women's Mental Health in psychology and psychiatry. In addition to multiple studies on prevention, treatment and training, Austin Health has been the base of the National and Victorian office of the beyondblue National Postnatal Depression program, a \$4 million dollar four year multi-site project across Australia.

With the moving of the Mercy Hospital for Women to the Austin site in Heidelberg, the emphasis and expertise in Women's Health is enhanced in the region. Already research and clinical links exist between the Austin and the Mercy, with clear potential advantages for the care of women and extending research areas of interest and expertise.

## **NORTHPARK**

Northpark Private Hospital, located a short distance to the North of the Austin-Mercy complex provides private obstetric and psychiatric care, with a 12 bed inpatient mother-baby unit. Whilst taking women from across the state, its location in one of the growth corridors means that it and the Mercy-Austin cover women's mental health care related to child birth for a diversity of women. Pressure on beds, with increasingly unwell women admitted to the Northpark MBU has focused attention on the needs of these women and how best to provide it. A 10 week day program has been developed, and demand has resulted in this now running three times a week.

The presence then of the Austin Health MBU, infant clinic and research base, the Mercy hospital with its consultation liaison and outpatient mental health clinics, in combination with the Northpark MBU and obstetric unit represents essentially a Women's mental Health precinct in the region.

## **2. LOCAL WORK ENVIRONMENT**

### **AUSTIN HEALTH**

Austin Health's Mental Health Clinical Services Unit (MHCSU) is comprised of the North East Area Mental Health Service (NEAMHS), Consultation-Liaison Psychiatry and Specialist & Statewide Psychiatry services including Veterans' Psychiatry, Child and Adolescent Mental Health Service and Banksia House.

NEAMHS provides a comprehensive range of integrated inpatient and community based services and aims to provide an optimal level of care to meet the needs of mental health consumers in our local communities.

### **NORTHPARK PRIVATE HOSPITAL**

Northpark Private Hospital is a 99 bed hospital that provides medical, surgical, mental health and maternity care to patients in the north-eastern suburbs of Melbourne. The hospital has a 24-bed mental health unit catering for clients with depression, anxiety and mental health conditions and a 12-bed mother and baby unit, which caters for mothers with postnatal depression.

Both units provide a range of programs on an inpatient and day program basis. The hospital also has a federally approved community outreach service providing care and follow up to clients in the community. Both units have extensive multidisciplinary teams including full time registrar support.

## **3. POSITION OBJECTIVE**

Perform the duties of this position efficiently to the standards of the department, including: participation in the Austin Health performance appraisal program; and provision of services in the Mental Health Clinical Service Unit (MHCSU) as directed / required.

The Director of Women's Mental Health (Joint Clinical-Academic appointment at Acute Psychiatry Unit/MHCSU Austin Health and Northpark Private Hospital (Healthscope) will ensure that services provided by the MHCSU and at Northpark Private Hospital are of the highest standard emphasising excellence in patient care, staff performance, cost efficiency, research and education.

The position is full time, 40 hours per week, with 0.5 EFT (20 hours per week) at the Acute Psychiatry Unit/Banksia House, Austin Health and 0.5 EFT (20 hours per week) at Northpark Private Hospital (Healthscope).

#### **4. POSITION REQUIREMENTS**

- i) Provide clinic leadership and direction of the provision of Mental Health Services for consumers of Austin Health and Northpark Hospital with particular emphasis on improvement of services to women with mental illness.
- ii) Foster research activities in Women's Mental Health.
- iii) Provide leadership in teaching, training and clinical supervision of undergraduate and postgraduate trainees and multidisciplinary staff in Women's Mental Health.
- iv) Ensure confidentiality by undertaking not to reveal to any person or entity any confidential information relating to patients and employees, policies, processes and dealings including making public statements relating to the affairs of Austin Health and Northpark Private Hospital/Healthscope without prior authority of the Chief Executive Officer.
- v) Ensure a high level of work quality, and contribute to the development, implementation and monitoring of quality improvement activities within the NEAMHS, in accordance with Austin Health Policies as varied from time to time.
- vi) Ensure safe work practices and environment in accordance with Austin Health Policies as varied from time to time.
- vii) The position is full time, 40 hours per week, with 0.5 EFT (20 hours per week) at the Acute/Mother Baby unit, Austin Health and 0.5 EFT (20 hours per week) at Northpark Private Hospital (Healthscope).

##### **(a) Areas of Responsibility**

- To be responsible for the direction of clinical services for patients directly under his/her care and to participate in the organisation of clinical duties of both senior and junior medical staff allocated to the unit/department.
- To provide clinical leadership to the multidisciplinary teams of Austin Health Acute/Mother Baby unit and Northpark Hospital
- To provide teaching and research leadership in women's mental health to both Austin Health and Northpark Hospital
- To lead the quality improvement processes of the services for which the position is responsible.
- To provide secondary and tertiary consultations on patients.
- To supervise the clinical work of junior medical staff.
- To participate in the hospital's annual performance appraisal for senior medical staff.
- To provide supervision of other staff in the performance of psychiatric care.
- To Facilitate Clinical, Shared Care, Teaching and Research Partnership between North East Area Mental Health Service, Austin Health and Private Psychiatry At Northpark Private Hospital (Healthscope).
- To participate in the NEAMHS Executive, NEAMHS Consultant Meeting, NEAMHS and MHCSU Academic and Research Meetings and NEAMHS Quality Improvement programme.

##### **(b) To engender a commitment to excellence in patient care**

- To continuously review existing practices and to promote change where this is required, ensuring the special needs of mentally ill women are addressed.

- To ensure the maintenance of adequate clinical records which document significant patient management decisions.
- To develop a strong patient focus in the delivery of psychiatric care including gender, culture and family sensitive practice.
- To ensure that patients / carers are given adequate information upon which to base treatment decisions and follow-up.

**(c) Clinical Responsibilities**

- To assume personal clinical responsibility for patients directly under his/her care.
- To regularly attend inpatient and community-based services as rostered.
- To participate in regular out of hours duties together with other appointed specialist staff of the service.
- To ensure that urgent psychiatric care and related consultations are attended to promptly.
- To monitor the response times for requests for consultation.
- To ensure that the psychiatry unit / department registrar / medical officer conducts regular patient reviews / rounds and communicates appropriately with the specialist staff concerning patient management.
- To display a commitment to community-based treatment, efficient bed utilisation and maximisation of existing community-based networks.
- To Facilitate Clinical and Shared Care Partnership between North East Area Mental Health Service, Austin Health and Private Psychiatry at Northpark Private Hospital (Healthscope).

**(d) Leadership in Research**

The Professor will foster research activities, in particular promoting research in Women's mental health.

- Encourage and support participation of women's mental health service staff in research
- Play a leading role in Research Committees in both facilities
- Identify opportunities for research activities and pursue funding
- Link with Austin Health and Healthscope's other hospitals to promote opportunities in research

**(e) Teaching, Training and Clinical Supervision**

The Professor will ensure that the requirements of the Royal Australian and New Zealand College of Psychiatrists (RANZCP) 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.

- Ensure that supervision by accredited supervisors is provided to trainee psychiatrists and other senior clinical staff
- Develop peer supervision for consultant psychiatrists in accordance with the requirements of the RANZCP
- Develop educational programs for medical students in accordance with university guidelines, promoting knowledge in Women's mental health
- Provide training for all professional disciplines in association with senior staff, and lead clinical training programs, particularly in the area of Women's mental health.

**(f) Quality – to engender a commitment to excellence in patient care**

- Lead the relevant departmental / unit quality activities program(s), including the development of critical care paths where appropriate.
- Developing current psychiatry and related protocols and guidelines.
- Being responsive to patient and relative complaints.
- To cooperate with the Quality Improvement activities of the CSU, thereby encouraging excellence in clinical practice.

- (g) To advise the Director of Psychiatry MHCSU Austin Health with respect to administrative issues relevant to the service.
- (h) To work within the budgetary provisions for the delivery of clinical services.
- (i) To give reasonable notification of absences to the CSU Professor/Director prior to periods of leave.
- (j) To provide direction and supervision to psychiatry registrars and other junior medical staff, thereby ensuring the appropriate management and treatment of psychiatric patients.
- (k) To facilitate partnership and shared care between public and private psychiatry sectors, demonstrable on ACHCS and KPI indices, as well as develop community profile of Acute Psychiatry Unit Austin Health and Northpark Hospital as leading Centres of Clinical and Academic Psychiatry
- (l) To facilitate professional development for multidisciplinary clinicians
- (m) Clinical Research (Outputs to include: publications, research grants and tendering for statewide Centre(s) of Excellence).
- (n) Abide by Austin Health corporate policies and practices as varied from time to time.
- (o) Participate in Austin Health performance appraisal program as required.
- (p) Undertake not to reveal to any person or entity any confidential information relating to patients and employees, policies, processes and dealings and not to make public statements relating to the affairs of Austin Health and Northpark/Healthscope without prior authority of the Chief Executive Officer.
- (q) Participate in the emergency incident response activities, as defined within the Emergency Response Manual, as and when required, at the direction of management.

**5. KEY SELECTION CRITERIA**  
**Essential for Performance of the Position**

- A Medical Practitioner registered in the State of Victoria holding a Fellowship of the Royal Australian and New Zealand College of Psychiatrists (FRANZCP) or equivalent with training and experience appropriate to a Clinical-Academic Consultant Psychiatrist who will be facilitating Clinical, Shared Care, Teaching and Research Partnership between North East Area Mental Health Service Austin Health and Private Psychiatry At Northpark Private Hospital (Healthscope).
- A Research Doctoral Degree (MD or PhD) in psychiatry in the area of women's mental health.
- International standing and demonstrated leadership in research and scholarship.
- Demonstrated ability, interest and commitment to promote, manage and participate in significant research programmes.
- A proven track record in written publications as demonstrated by academic peer-reviewed publications in the area of women's mental health.
- Ability in research design and knowledge of research methods as evidenced by a successful record in gaining research grants, and/or a track record of publication in international peer-reviewed journals.
- Demonstrated commitment to high quality patient care, excellence and best practice in health care service delivery. Strong commitment to identifying, responding to and satisfying the needs of current / potential consumers.
- Demonstrated ability, interest and commitment to promote, manage and participate in significant teaching programmes.

- High level communication skills, with demonstrated ability to communicate at all levels. Strong ability to communicate openly at all levels and ensure that information and opportunities are available at all levels to improve Austin Health's performance.
- Demonstrated teamwork and collaboration. Ability to provide strong and energetic leadership, creating united teamwork based on shared direction and values.
- Computer skills including use of email and the internet.
- Demonstrated understanding of Clinical Governance.
- An ability to think strategically and ensure there is systematic and competent management of mid to long term issues.
- A strong results orientation, managing for key outputs and effective use of influence.

**Professor/Director, Women's Mental Health  
Austin Health & Northpark Private Hospital  
Full time**

The Mental Health Service at Austin Health is seeking a Medical Practitioner registered in the State of Victoria holding Fellowship of the Royal Australian and New Zealand College of Psychiatrists (FRANZCP) or equivalent with training and experience appropriate to a Clinical-Academic Consultant Psychiatrist (at the Professorial level). The Professor/Director, Women's Mental Health, will provide leadership and direction of the provision of Mental Health Services for consumers of Austin Health and Northpark Hospital, with particular emphasis on the improvement of services to, as well as teaching and research of, women with mental illness. Applicants must demonstrate: commitment to high quality care; ability, interest and commitment to promote, manage and participate in significant research/teaching programmes; high-level communication skills, including computer skills; and ability to provide strong and energetic leadership.

**Position No:** 51000 **Closing Date:** 30/11/2005

**Enquiries:** Professor Graham D. Burrows, Director Mental Health CSU (03) 9496 5665, [graham.burrows@austin.org.au](mailto:graham.burrows@austin.org.au).

**Position description and application form obtained from and returned to:** Liz Vacirca, (03)9496-2300, fax: (03) 9496-2188, [liz.vacirca@austin.org.au](mailto:liz.vacirca@austin.org.au), Human Resources Department, PO Box 5444, Heidelberg West, Vic 3081

**Appointment subject to satisfactory police record check.**