

**PROPOSAL: FOR THE ESTABLISHMENT OF**  
**A CHAIR OF CLINICAL RESEARCH IN PSYCHIATRY (RMH)**  
**in**  
**The University of Melbourne, Department of Psychiatry**  
to be based at the  
**Royal Melbourne Hospital Inner West Area Mental Health Service (RMH-IWAMHS)**  
[a service of NorthWestern Mental Health (NWMH), a program of Melbourne Health]

**PREAMBLE**

When the Department of Psychiatry at the University of Melbourne was established in the early 1960's the endowed Cato Chair was located at the Royal Melbourne Hospital (RMH) where both the Professor and the Department were based. This was a similar arrangement to the establishment of the James Stewart Professors of Medicine and Surgery and their respective Departments in at the Royal Melbourne Hospital some 10 years earlier. In 1979 the Department of Psychiatry expanded to St Vincent's with the establishment of a section for the Department there headed by a Professor/Director position filled by Dr R Ball. In 1983 a further section of the Department was established at the Austin and Repat Hospital headed by a new Professor/Director to which Dr Graeme Burrows was appointed.

With the retirement of the Foundation Cato Professor Brian Davies in 1990 and the appointment of Professor Singh as his successor the Department operated across 3 sites, but with the core administrative and support staff located at RMH with the Cato Chair, and co-ordination of the Department being undertaken from the RMH section of the Department. Over the next 15 years the Department has grown from an establishment of 7 academic staff and a budget of approximately \$1 million, to its current size in 2004 of approximately 109 teaching and research staff with a budget of \$10.9 million. In addition 2 new sites for the Department have been established in the private sector (Melbourne Clinic and Albert Rd Clinic), 3 new major research centres (ORYGEN, Research Centre, Australian Centre for Posttraumatic Mental Health, and Melbourne Neuropsychiatry Centre) have been developed as well as 2 offices (Office for Gender and Health and Office for Psychiatry Education & New Media) and 2 Research Units (Psychosocial Research Unit – Bell St, and Northern Psychiatry Research Unit). As a result of the broader responsibilities for the Cato Professor across the Department with academic and support staff now located across 15 different sites, it has proved increasingly difficult to provide research leadership at RMH. Although the RMH continues to provide excellent under Graduate and post Graduate education its role as a major centre for psychiatric research has diminished. With the departure of Associate Professor Ames from the R.M.H section of the Department to take up Chair of the Old Age Psychiatry at St George's it has become important to re-establish the RMH role in psychiatric research.

In the past 15 years there has been considerable expansion of Clinical Psychiatry facilities at the RMH. Whereas before mainstreaming and the National Mental Health strategy, the RMH had a general hospital 20 bed psychiatry ward and out-patients, it is now the centre of an integrated general hospital and community psychiatry service (The RMH-IWAMHS). Component services include a 25 bed Acute Mental Health Inpatient Unit at RMH, a 20 bed community care rehabilitation unit and community psychiatry services for persons residing in the Cities of Melbourne and Moonee Ponds. These community mental health and outreach services include an Outpatient Continuing Care Team with a case management load of over 400 patients, an outreach mobile Crisis Assessment and Treatment team (CATT), an outreach Mobile

Assessment and Treatment team (MSTT) plus specialised community mental health teams serving the homeless (HOPS) and General Practice liaison for high prevalence psychiatric disorders through the Primary Mental Health Team (PMHT). In addition the service comprises an active Enhanced Crisis Assessment and Treatment team (ECATT) operating 24 hours per day in the RMH Emergency Department, a Consultation-Liaison Psychiatry service to the general hospital work and two Regional/Statewide Specialist Psychiatry programs - the RMH Eating Disorders Program and RMH Neuropsychiatry Program. The Eating Disorders Program serves the Western Metropolitan and country region and Neuropsychiatry has a statewide charter. Both RMH specialist programs have 8 bed wards, outpatient facilities and outreach consultation components. The budget for all of the above RMH-IWAMHS services is now approximately \$25 million. Whereas the RMH Neuropsychiatry program has been incorporated into the Melbourne Neuropsychiatry Centre of the Department of Psychiatry, University of Melbourne, the remainder of the service components lack academic and research leadership except for that currently provided through its links with MHRI.

This proposal has the aim of providing academic leadership at RMH-IWAMHS with prime responsibility for developing major themes of research in the current areas of clinical work of the service. The position will also provide support for other academic staff associated with NWMH who are not located in Centres, Office, or Research units.

## **INTRODUCTION**

Despite major advances in both psychopharmacuetical and psychosocial treatment of mental illness in the past few decades, the development, evaluation and implementation of therapeutic interventions for people suffering a mental illness is a complex task. The effective implementation of these interventions in clinical practice has remained elusive to most researchers, and there remains a traditional dichotomy between rigorous research and real world application. Historically, there remains little strategic planning in the scientific world to ensure sustainability of therapies that may provide meaningful change in outcomes for the person experiencing a mental illness. Recently there has been a shift by researchers and services in understanding the importance of implementing the outcomes of research effectively. This requires not only for the research to occur, but a longer term focus on sustainability. In an environment of an ever shrinking health dollar, sustainability needs to consider economic outcomes, staffing and skills mix.

The establishment of this Chair acknowledges the commitment of the Department of Psychiatry and the Royal Melbourne Hospital Inner West Area Mental Health Service - NorthWestern Mental Health to provide academic leadership in the development and evaluation of a comprehensive therapeutic framework for consumers, clinicians, services and others to work systematically towards the achievement of optimal mental health outcomes. The aim of this therapy is to deliver, within mainstream services, psychopharmacological and psychosocial treatments that are evidence-based and individually tailored.

The Chair will have the responsibility for conducting research into the psychiatric disorders which are the main focus of interest of the service. The Chair will also be responsible for developing evidenced based practices and guidelines for implementation of therapies for people with a mental illness primarily in the Royal Melbourne Hospital Inner West mental health service but also with other adult (and aged) Area Mental Health Services (AMHS) in NorthWestern Mental Health (NWMH), Melbourne and across the country.

The major role of the Chair will be to provide leadership in clinical research for people with mental health problems who are patients of the RMH and to develop research programs addressing areas of need of such patients. The subsidiary role of the Chair will be to provide leadership for undergraduate and postgraduate education in psychiatry for students and trainees at RMH and in NWMH more specifically. The Chair will also be responsible for providing research leadership for specific academic staff in psychiatry at RMH and in NWMH more broadly, who are currently not associated with the Department of Psychiatry Centres, Offices or Units.

In specific terms the main role of the Chair will be to develop research programs in general adult psychiatry, consultation liaison psychiatry, emergency psychiatry and the eating disorders services which are part of the RMH-IWAMHS. Methods will include epidemiological, qualitative / scoping studies, pilot studies, randomised control trials and evaluative methodologies including economic evaluation where appropriate.

The academic justification for the proposal is the need to continue to provide research leadership in general and special adult psychiatry, to establish and facilitate cooperative research activities with both members of the hospital and also the broader NWMH staff, and to support teaching of undergraduate and postgraduate students in this field at RMH.

The appointment of the University of Melbourne's full Professor in Clinical Research in Psychiatry to the RMH-IWAMHS, with responsibility for clinical research and education in both biological and psychosocial aspects of adult psychiatry is timely in the context of developments in Adult Psychiatry and will be an important focus for psychiatric research at the Royal Melbourne Hospital and The University of Melbourne. This position supports the strategic plans of the Department of Psychiatry and NorthWestern Mental Health in further developing adult and also strengthening old age psychiatry research both at Royal Melbourne and across NWMH.

The proposal for this Chair will ensure the continued growth in high quality clinical and research activity in adult 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 at RMH and within NWMH.

## **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 a number of research centres, offices and units and many psychiatric units within Victoria that are affiliated with the Department of Psychiatry in which academic appointees of the Department are located. The research structures are: ORYGEN Research Centre; Melbourne Neuropsychiatry Centre (MNC); Australian Posttraumatic Mental Health Centre; Office of Psychiatric Evaluation and Educational NewMedia; Office of Gender and Health; Psychosocial Research Unit; Northern Psychiatry Research Unit. The psychiatric units include those at 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.

### **Royal Melbourne Hospital - Inner West Area Mental Health Service (RMH-IWAMHS)**

The RMH-IWAMHS is an integrated general hospital and community mental health service which serves the RMH, a community area covering the cities of Melbourne and Moonee Valley plus tertiary specialized services. The Royal Melbourne Hospital, City Campus is a 360 bed teaching general hospital with significant tertiary medical and surgical specialist services.

Psychiatric services to Royal Melbourne Hospital, City Campus include a Consultation-Liaison psychiatry service to medical / surgical in- and out-patients of the hospital. There is also a 24 hour per day enhanced crisis assessment and treatment team (ECATT) serving the RMH Emergency Department.

Community mental health services to an adult population of around 160,000 from the local catchment area include a 25 bed Acute Mental Health Adult Inpatient Unit on the RMH, City Campus site and a 20 bed rehabilitation community care unit, Norfolk Terrace, in nearby Flemington. The community outpatient mental health services are centred on the Waratah Clinic in Moonee Ponds with an outreach crisis assessment and treatment team (CATT), a mobile support and treatment outreach team (MSTT) and a continuing care and treatment team (CCTT) with an emphasis on multidisciplinary care and case management. There are also a specialized homeless outreach psychiatric service (HOPS) and a primary mental health team linking with general practitioners in the area (PMHT).

At the RMH City Campus site there are two specialized psychiatric services - A RMH tertiary Eating Disorders Program serving western Metropolitan and country regions and a state wide RMH Neuropsychiatry Program. Each of these programs have 8 inpatient beds, outpatient services and a range of outreach community linkages with other clinical service providers.

## **NorthWestern Mental Health (NWMH)**

NorthWestern Mental Health is one of the largest publicly funded providers of mental health services in Australia. Its aim is to ensure that the communities who live in the northern and western regions of metropolitan Melbourne are provided with quality mental health services that are responsive to their needs, based on best practice and delivered by the best clinicians.

A clinical division of Melbourne Health, NWMH operates in partnership with Northern Health (Northern Hospital, Broadmeadows Health Service and Bundoora Extended Care) and Western Health (Sunshine, Williamstown and Western Hospitals) to deliver a comprehensive range of specialist, community and hospital-based mental health services. This service evolved primarily out of the closures of Footscray Psychiatric Hospital in 1996 and Royal Park Psychiatric Hospital in 1998, and the redevelopment of the North Eastern Health Care Network in Melbourne in 1998.

NWMH delivers a comprehensive range of psychiatric services including crisis assessment and treatment, rehabilitation, community-based treatment, case management, acute inpatient, residential and specialist services to a catchment area of 1.2 million people.

## **Melbourne Health**

Melbourne Health was established in July 2000 under the Health Services (Governance and Accountability) Act 2004 and comprises:

- The Royal Melbourne Hospital
- Melbourne Extended Care and Rehabilitation Service
- NorthWestern Mental Health
- North West Dialysis Service
- Victorian Infectious Diseases Reference Laboratory
- Infrastructure Services Group

Melbourne Health is proud of the comprehensive range of health services it delivers – from acute inpatient care to community based programs.

The Royal Melbourne Hospital, Melbourne Extended Care and Rehabilitation Service and NorthWestern Mental Health are internationally recognised teaching and research facilities and The Royal Melbourne Hospital is Victoria's second Adult Trauma Service.

Melbourne Health has an annual operating budget in excess of \$500 million and manages 1050 beds in the acute, sub-acute and community settings. It serves a population of nearly one million people living in Melbourne's northern and western metropolitan region. It also provides a range of specialist services to all Victorians.

## **RESPONSIBILITIES OF THE POSITION**

### **Position Summary**

The Professor of Clinical Research in Psychiatry will hold the position of a Professor in the Department of Psychiatry, University of Melbourne and will be located in 1 North, Main Block, Royal Melbourne Hospital in space allocated for the Department of Psychiatry. Accommodation for research and support staff will be provided either in 1N or in additional space in RHM-IWAMHS. The incumbent will also have a clinical role with the Service the details of which will be negotiated. The incumbent will be responsible for supporting additional academic staff appointed to the Department of Psychiatry in RMH-IWAMHS and NWMH except those associated with specific Centres, Offices or Units (see below). The appointee will report for academic issues to the Cato Professor and Head of the Department of Psychiatry and for their clinical role to the Clinical Director, RMH-IWAMHS, currently Associate Professor J Fielding.

## **KEY RESPONSIBILITIES**

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

The Professor in Clinical Research in Psychiatry (RMH) will:

1. Initiate, develop, facilitate and participate in appropriate research projects in Adult General Psychiatry in RMH-IWAMHS. This will involve co-operation with both mental health and general hospital staff and with other appropriate clinical and research staff in NWMH.
2. Develop clinical research policy in Adult Psychiatry for RMH-IWAMHS in conjunction with the Head of the Department of Psychiatry and the Clinical Director of the service.
3. Provide leadership in the development and submission of competitive research grant applications.
4. Provide leadership within a research team and undertake and supervise the preparation of conference and seminar papers and publications from that research.
5. Supervise other academic staff in RMH-IWAMHS and within NWMH but not those located within ORYGEN Research Centre, MNC, Office for Gender and Health, Office for Psychiatric Evaluation and Educational NewMedia, Psychosocial Research Unit (Bell St) or Northern Psychiatry Research Unit, who will continue to report directly through their relevant academic heads to the Cato Professor.
6. Participate in planning and supervision of programs of study for postgraduate research students and research elective undergraduate students.
7. Provide a continuing high level of personal commitment to and achievement in his or her particular scholarly area.
8. Contribute to teaching activities in Adult Psychiatry at both an undergraduate and postgraduate level.
9. Participate in and provide leadership in community affairs, particularly those related to the discipline, in the profession and community.
10. Undertake such additional tasks and responsibilities as may be delegated by the Head of Department from time to time.

## **RMH-IWAMHS Key Responsibilities**

The Professor in Clinical Research in Psychiatry (RMH) will in addition:

1. Provide clinical collaboration and leadership in conjunction with research initiatives within the RMH-IWAMHS.
2. Provide clinical supervision to RANZCP Trainees working in the Professor's clinical area(s) of practice.
3. Contribute actively to the development of safety and service improvement strategies across all programs of the RMH-IWAMHS.
4. Chair and/or co-convene the multidisciplinary RMH-IWAMHS Research Committee.

## **SELECTION CRITERIA**

### **Essential**

The appointee will have:

1. International standing and demonstrated leadership in psychiatric research
2. A track record of success in achieving research grants, conducting research programs and publishing the results in the international psychiatric literature
3. A doctoral higher research degree (MD or PhD) in psychiatry or a related area
4. Experience in supervising postgraduate research students
5. Demonstrated ability to participate in strategic planning for research
6. Extensive experience in the delivery of adult psychiatry services in the public sector
7. Clinical experience in general hospital psychiatry
8. Demonstrated ability to provide clinical leadership to multi-disciplinary staff in both research and clinical teams
9. Comprehensive knowledge and understanding of the provision of Mental Health Services in Accordance with the Mental health Act, 1986 and Amendments
10. Excellent problem-solving and communication skills
11. A high level of interpersonal, written and oral skills
12. Fellowship of the RANZCP or equivalent qualification as a specialist psychiatrist

## **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 the Department of Psychiatry through the upgrading of a currently vacant academic position.
- b) Infrastructure support for the Chair, including secretarial support will be provided by RMH-IWAMHS.

- 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 the Department of Psychiatry together with RMH-IWAMHS.

**PROCEDURES FOR APPOINTMENT**

The procedures for appointment will be as established by the University with representation from RMH-IWAMHS and NWMH 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 costs of the position.

Chair of Clinical Research in Psychiatry (RMH), Department of Psychiatry

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 \$	G WC \$	H PROVISION FOR LSL (2% of B,C,D,E) B,C,D,F,G)	I TOTAL ONCOSTS	J TOTAL SALARY AND ONCOSTS
Jan to Mar	28,193	4,793	378	1,752	167	698	7,788	35,981
Apr to Sept	48,398	8,228	512	3,000	286	1,198	13,223	61,621
Oct to Dec	39,106	6,648	0	2,402	229	968	10,247	49,352
CD Loading	16,886	2,871		1,037	99	418	4,424	21,310
<b>Total</b>	<b>132,584</b>	<b>22,539</b>	<b>890</b>	<b>8,191</b>	<b>780</b>	<b>3,282</b>	<b>35,682</b>	<b>168,265</b>

- 1 This costing includes all allowances and oncosts, and is based on salary levels at 1/1/2005.
- 2 Lochtenberg payments are not included. They are a separate arrangement between the Hospital and the professor.
- 3 Salary rises of at least 3% and 1% are expected in early April and early September 2005 (included).
- 4 Provision for LSL has been reduced from 2.5% to 2% from 1/1/2005.
- 5 Annual Leave Provision has been ignored for this budget as it reverses out when AL is taken (net affect usually zero).