A PhD project centred on organisational factors involved in the implementation of a managerial decision-making tool is available as a key component of an Australian Research Council Linkage Project: Improving management decisions in mental health care through applications of advanced simulation modelling.

The broader project is being delivered by a multi-disciplinary team and will provide significant innovation within mental health care management, to the benefit of people with mental disorders in Australia.

It will do this by:

1. Developing a sophisticated healthcare management decision support tool; and

2. Bringing it into practical use by managers of mental health services as they go about service reform and redevelopment.

It is anticipated that planning decisions will be improved by the application of this simulation modelling tool. The simulation model will enable managers better to anticipate the impacts on efficiency and effectiveness of delivery of care as they make decisions regarding reconfigurations of community and residential facilities. The work will facilitate delivery of more effective, acceptable and efficient mental health care to the Australian community.

The PhD candidate will focus on the conceptual development and implementation of the modelling tool within the Southern Health Mental Health Program (SHMHP). The candidate will liaise closely with SHMHP staff (conducting interviews and qualitative and quantitative evaluations) and other members of the research team to ensure that the model is relevant to the needs of mental health services managers and is ultimately embraced as a standard decision support tool by end users. The candidate will be involved in developing measures and frameworks to assess SHMHP management team decision-making processes, team cohesion, team engagement, team confidence in decision making, team reflexivity, and other relevant constructs, throughout the implementation of the modelling technology.

The successful candidate will possess sophisticated communication skills and a tolerance of ambiguity, and ideally will have knowledge of the principles of organisational psychology along with expertise in qualitative research methods. This PhD project would be well-suited for someone with an employment background in health services.

An ARC scholarship is available for a full-time candidate.

For further information, please contact:

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