

**Southern Health Psychiatry Postgraduate
Training Scheme**

**Introductory information for prospective
applicants**

Current at June 2009

Southern Health

Introduction

Southern Health is the largest metropolitan health service in Victoria. The mental health services provide adult mental health care across the full spectrum of disorder types for the two catchment areas of the Middle South and Dandenong areas. Child and adolescent services, services for the elderly, and the developing early psychosis service bridge slightly different catchment areas, and there is a degree of partnership in service provision for these specific groups with both the Bayside and Peninsula Mental Health Services.

Southern Health has an avowed population-health focus to its whole approach to care delivery, and recognizes that the community that it serves has great diversity and needs a range of locally configured service delivery models.



Middle South Catchment Area

Dandenong Catchment Area

Each year the Southern Health Mental Health Registrar training scheme has places for up to 7 incoming first year trainees. All the necessary positions can be guaranteed for these trainees entering to complete all the required experiences within the college training structure.

The training offered is fully compliant with RANZCP guidelines and requirements. It reflects the progressive shift of emphasis from in psychiatry towards modern community mental health practice, so now there is emphasis on understanding of a range of psychotherapeutic practice, population health perspectives, understandings of the range of collaborative processes that support mental health service delivery, and evidence based practice.

The size of the training institution that Southern Health provides means that we can provide the diversity of experience, mentoring and role models that are critical to supporting trainees through both basic and advanced training stages. There are research programs of international standing running in child and adolescent psychiatry, general practice psychiatry, consultation liaison psychiatry and innovative approaches to CBT for depression to give only four examples. Computer and Internet Access is well provided for, there are extensive training courses and other professional developmental opportunities on offer.

The training scheme has close linkage with Monash University through the School of Psychology, Psychiatry and Psychological Medicine. Monash academics are heavily involved in teaching at all levels, and so Southern Health trainees gain benefits from professional apprenticeship and mentoring from a wide range of skilled consultant staff and also the exposure to cutting edge innovations in mental health care, with a particular evidence on modern evidence based approaches to psychotherapies, Learning of critical appraisal skills is closely supported by academics who are currently research-active.

Southern Health Psychiatry Postgraduate Training Scheme; Draft Vision, Purpose and Aims.

Vision

A place of excellence in practice, learning, innovation and understanding in mental health care

Statement of Purpose

To support junior psychiatrists in becoming clinicians of high quality, valued, respected and adaptable team members who can be the leading academics and clinical leaders of the 21st century.

Aims

To assist trainees in smooth passage through the requirements of RANZCP Fellowship

Through:

- Ensuring training meets or exceeds RANZCP guidelines and requirements
- Supporting candidates through all stages of the RANZCP examination

To provide comprehensive clinical training in psychiatry

Through:

- Ensuring skills for building and maintaining respectful and effective clinical and team relationships are well learnt from an early stage of training
- Providing opportunities for acquisition of interviewing skills including sound assessment skills across a wide range of clinical paradigms
- Supporting learning around working with the individual in a social and community context including working with consumer and carer advocates
- Providing training opportunities in working with disorders as they present throughout the life span
- Providing training for psychiatry as applied in the context of other disabilities and comorbidities
- Making available training in specialist psychiatric programs whether defined by setting or focus
- Giving opportunities to learn judicious prescribing skills and reflect on the influences on a personal prescribing pattern
- Encouraging reflective learning around clinical relationships from the briefest of encounters to long term psychotherapeutic contracts
- Exposing trainees to the viewpoint of the patient from different places within and outside the healthcare system
- Providing learning opportunities to develop skills to work within different sectors of healthcare where mental health problems commonly occur.
- Making available training opportunities in a wide range of the psychotherapies; encouraging trainees both to integrate learning from the breadth of this experience into a personal way of working and also to understand the role of guideline adherent practice.

To support development of a sophisticated understanding of evidence based practice and research

Through:

- Providing all trainees with opportunities to see research as it is conducted across a wide range of disciplines
- Providing exposure to critical analysis in a way facilitating robust and enduring skills in rational development and modification of beliefs that guide clinical practice
- Providing interested trainees with opportunities to participate in research programs across a wide range of focus areas and involving a wide range of methodologies
- Proving research committed trainees with opportunities to successfully pursue higher degrees and gain grant funding for work in their areas of interest.

To equip trainees for leadership roles and to adapt to changing healthcare systems

Through:

- Exposure to a wide range of service delivery settings
- Providing a public health perspective within which to appraise service developments
- Giving access to leadership training programs within and across disciplines
- Encouraging and supporting trainees in taking part in innovation and change management as it occurs within the services.
- Promoting understanding of links between evidence, policy, strategy and practice
- Assisting development of strategic sense that recognises the role of conservatism in clinical services and practice but also the occasional need for bold and radical change.

Institutions Involved

Southern Health includes the Monash Medical Centre (MMC), Dandenong Hospital, Associated community services, the Kingston Centre and the associated Child and Adolescent Service, and participating rural and specialist services listed as below.

P block (MMC)

Adult – IP Rehabilitation Wurringga

Adult IP – Acacia

Adult -- Continuing Care, Dandenong

Adult IP – Banksia

Adult – Continuing Care, Casey/Cardinia

Primary Mental Health, MMC

Primary Mental

Health, Dandenong

MMC C/L services

Dandenong Hospital C/L services

Adult – Private IP: Pine Lodge Clinic

•Gender Dysphoria Clinic

Clayton Clinic

Thomas Embling (Forensic Psychiatry)

Southern Clinic, Moorabbin

Child Psych, MMC -- Frankston

Mother Baby /Eating Disorder Unit (MMC)

Child Psych, MMC – Cranbourne

Adult Rehab. -- Moorabbin CCU

Child Psych, MMC – Dandenong

Adult Rehab. -- Doveton CCU

Child Psych, MMC – Clayton

Adult – Emergency Psych, MMC

Rural – La Trobe Regional

Adult – Emergency Psych, Dandenong

Rural – Shepparton

Adult – CATT, Dandenong

Aged -- Kingston Centre

Adult – CATT, Casey-Cardinia

Aged – Dandenong

- Work is also under way to develop a long-term GP liaison attachment experience for trainees.

Aspects of training offered

Southern Health offers training rotations in:

- Adult-Continuing Care
- Adult In Patient
- Child Psych,
- Forensic
- Consultation-Liaison
- Primary Mental Health/Consultation Liaison
- Adult – CATT
- Private Adult – Pine Lodge Clinic
- Adult/Rehabilitation
- Aged Psychiatry
- Adult – Emergency Psych

Through collaborations also the training program offers private adult (Pine Lodge Clinic), forensic and rural experiences

Training coordination

Oversight of the training is through the Post Graduate Training Committee whose core terms of reference are to develop, establish, maintain and coordinate all post graduate psychiatry training in Southern Health. Membership includes academics, clinical directors, consultants with specialist responsibilities, and two trainee representatives who provide an important conduit for feedback regarding the training provision as well as an opportunity for advanced trainees to develop committee work skills as required by the College.

There are two training coordinators, one of whom supports trainees from entry to completion of the written examinations and case submissions, then a second who supports clinical examination preparation and advanced training.

Mechanism for Training Rotations

Rotations are allocated at the end of each year. The process is as follows:

- A preferences document is circulated to the trainees in August/September.
- In November/December there is annual allocation meeting with the site coordinators, taking into account current registrars training needs and matching these as best as possible with available positions.
- A preliminary spread sheet of rotations for the following year is sent to all supervisors to peruse and ratify.
- Concerns are addressed at this stage wherever possible
- Then a pre-final draft is circulated, and if necessary minor adjustments are made at this stage before finalising.

Supervision

RANZCP training places great emphasis on supervision. Trainees are continuously assessed during their supervision and performance is discussed during supervisor peer supervision sessions. Any concerns are usually addressed during the rotation. Individual supervisors are encouraged to address issues before the end of the rotation and if necessary have the assistance of the trainee coordinator. In addition to having a range of processes in place to monitor the provision of 1-1 supervision, we work to maximize the value for trainees of group clinical activities including ward rounds and case review meetings within community services. These meetings are part of the supervision requirements for College training. In

order for this to be a meaningful opportunity for professional development, the trainee is required to play an active part in the clinical process, in a way that conforms to the apprenticeship model and so that the trainee acquires an actual understanding of the process and practice of contributing to multidisciplinary team forums as a senior mental health clinician. Training within this organization will provide the trainee with exposure to a variety of teams and working practices, and with modelling opportunities to learn about working effectively in teams, developing a leadership style, and negotiating issues of power and responsibility. The senior medical management within Southern Mental Health is a fresh, energetic group who can provide positive yet approachable role models both as clinicians and also as psychiatrists working in management capacities.

Educational opportunities

Southern Mental Health provides a full range of educational opportunities for trainees, and space does not permit full listing of these here, however some of the key elements of training available are as follows:

Regular Activities:

All basic trainees have leave to attend an approved education course such as the Masters of Psychological Medicine on a weekly basis

Internal activities for educational purposes include:

- First year training is conducted in a block on Tuesday afternoons at Dandenong with a program including interview skills, phenomenology, psychopharmacology, research methods and basic psychotherapy skills.
- MMC, Dandenong and Casey sites have an active weekly journal club. Teleconferencing facilities are used to link multiple sites for these and other training activities so economising on travel times for trainees and maximising attendance.
- Group supervision in psychotherapy is provided by consultants with appropriate training and support. Southern Health provides the various levels of supervision to assure quality in psychotherapeutic supervision for multiple modalities. Long case supervision is predominantly psychodynamic in basis while supervisory activities in CBT make for the major thrust of supervisory arrangements for the short cases.
- A fortnightly Case Conference is held at Dandenong, with registrars presenting illustrative/complex cases for discussion in a multi-disciplinary setting
- A series of exam focused tutorials lead up to Written Examinations and Clinical Examinations and include a mock written paper and a mock OSCE exam, both with detailed feedback to candidates. Southern Health was one of the first centres to hold a full mock exam and continues to do so on a regular basis
- Normal Supervision supplements practice preparation for OCI's by exam candidates. Opportunities are present for weekly OCI presentations.
- There is ready access to specialist courses including for instance two Monash University School short courses in Brief Psychotherapies and Mindfulness Based Cognitive Therapy

Application

A coordinated process advertised each year allows both for the selection process by southern Region Training Scheme on behalf of the RANZCP and also by Southern Health as the employer. For further information on the course of the application round in a specific year contact one of the senior staff listed below or alternatively if you direct your request to the Administrative team at Southern Synergy, also listed below, then they will give you an update on the current year's schedule.

Summary

The Training on offer through this scheme will provide opportunities for trainees to equip themselves well for future professional practice in a wide range of settings. We commit to all trainees:

- That the RANZCP requirements for the positions will consistently be met, and generally exceeded.
- That trainees will get access to a range of rotations through their time in the program so as to provide necessary training opportunities, opportunities to pursue special interests and that gives a balance between more and less busy positions.
- That a graded series of training opportunities will provide stage-sensitive support to professional development and examination preparation
- That trainees will be supported with positive supervision throughout their experience, and provided with approachable role models at multiple levels within the organisation.
- That there and access to a very extensive range of professional and academic activities. In a stimulating and collegiate learning environment

We invite interested trainees to contact either of the training coordinators or the Chair of the Postgraduate Training Committee for further information. Should you feel that what we have on offer is of interest, we look forward to your application, to meeting you, and to a long and productive association with you through your years of training in this rewarding area of medical practice.

Professor Graham Meadows, Chair of the Postgraduate Training Committee
Dr Athula Polonowita, Training Coordinator
A/Professor Saji Damodaran, Medical Program Director

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