Psychiatry Trainee Handbook:
General information for new trainees
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NSW Institute of Medical Education and Training

The NSW Institute of Medical Education and Training (NSW IMET) was established in September 2005 following the merger of the Postgraduate Medical Council of NSW (PMC) and the Medical Training and Education Council of NSW (MTEC).

NSW IMET is an entity within the NSW Health system reporting to the Director General of NSW Health (Health Administration Corporation – HAC) and providing advice to the Minister for Health.

What we do:

NSW IMET works with the health system, hospitals, colleges and doctors to make sure on the job medical training is the best in Australia. Working closely with doctors-in-training, clinician teachers, health services, Colleges and Universities we strive for excellent patient care through the delivery of high quality medical education and training throughout New South Wales.

Our principles:

1. Patient safety and quality care is paramount
2. Equity of access to high quality care for patients through a well trained and fairly distributed workforce
3. Equity of access to excellent medical training for the medical workforce
4. Medical training and workforce development is a core business of health services
5. Teaching and training are integral and rewarding parts of medical practice

Our role:

- Advocate for safe patient care through high quality medical training
- Support and coordinate the delivery of postgraduate medical training in the NSW Health System
- Lead and support changes in the delivery of medical training through innovation and engagement with trainees, clinicians, training organisations and health services
- Recognise and support the roles of clinicians as trainers and teachers
- Provide advice on medical training issues including the distribution of medical training positions within NSW Health services
- Set standards and accredit institutions for prevocational medical training
- Undertake research and evaluation of medical training systems

IMET Website: www.imet.health.nsw.gov.au

The IMET website is a useful source of information for trainees. Here you can find more information about IMET. The website has dedicated areas to Psychiatry training where you can learn more about Scholarship information, IMET supported and facilitated Trainee Courses, and News and Events. IMET is currently developing an extranet site devoted to trainees, where you can access IMET developed resources and information.

NSW Psychiatry Training Program

Our history

The 2005 review of the delivery of Psychiatry training in NSW recommended a networked approach to training, bringing together hospitals and community health services from across NSW. IMET was given the task to coordinate this program and continues to work closely with the health system, hospitals, colleges and doctors to ensure on the job training is the best on offer in Australia.
Our Partners in Training Delivery

Our training program is a joint initiative of:

- The NSW Department of Health
- Doctors and other health professionals who welcome trainees into their hospitals, departments and clinics. They share their knowledge and skills, come from towns and cities across NSW and they form our networks.
- The Royal Australian and New Zealand College of Psychiatrists (RANZCP) which represents doctors who specialise in Psychiatry and is responsible for the quality of training and the certification of specialists in Psychiatry.
- The NSW Institute of Psychiatry and the Hunter New England Institute which provide the academic programs to trainees based in the cities and in rural towns.

Our Committees, who oversee the Psychiatry Training Program, include representatives from these important groups and work tirelessly to provide the best training opportunities possible.

What is a Training Network?

A Network is a group of hospitals linked for the purposes of providing training and delivering medical services across the group. The primary purpose of networks is to optimise the quality of training available at each site and to ensure equitable distribution of trainees across the network. Trainees will work in both the city and regional hospitals during their training.

What is involved in Training?

Doctors registered in Psychiatry training complete a minimum of 4 years of Basic Training then a further 2 years of Advanced Training in either General or Sub-Specialty programs. The RANZCP site can tell you more www.ranzcp.org or go to our training pages Basic Training and Sub-Specialty at www.imet.health.nsw.gov.au.

Who are our Doctors in Training?

They are qualified doctors who:

- Completed their medical degree and preferably two years post graduate experience
- Come from many backgrounds, from within NSW or elsewhere in Australia or overseas.
- Have qualifications acceptable to the RANZCP for entry into the program.
- Have agreed to experience the training opportunities in a network of hospitals.

If you are interested in training in Psychiatry consider joining the program. Information on how can be found on our website www.imet.health.nsw.gov.au. The Trainee tab will also give you information and advice from the ground.

What about Junior Doctors?

Do you think mental health will be important in your future medical practice? Prevocational Trainees have opportunities to complete terms in Psychiatry during their first two postgraduate years. Speak with your training supervisor or Psychiatry Network in your area about term opportunities.

What about Overseas Trained Doctors?

Entry into the program requires current registration as a medical practitioner in Australia, New Zealand or other approved countries. Overseas Trained Doctors should consult the Medical Board of Australia for information, www.medicalboard.com.au and then the RANZCP site, www.ranzcp.org.

Training opportunities can be discussed with the Network Directors of Training.
Network based Psychiatry Training: How it works

Psychiatry Training Networks in NSW

There are 5 networks for Basic and Generalist Advanced Training each managed by a Network Governance Committee (NGC). There is a Network Director of Training (NDOT) appointed for each.

A. Hunter New England Training Network (HNET)
B. North Sydney Central Coast Network (NSCC)
C. Western FAB (WFAB)
D. South Eastern Sydney Illawarra Training Network (SESI)
E. Sydney South West North Coast (SSWNC)

There are 7 networks for Statewide Subspecialist Advanced Training each managed by Subspecialist Advanced Training Sub-Committee (SSATSC). There is a State Director of Advanced Training (DOAT) appointed for each.

- Psychotherapy
- Forensic
- Adult
- Old Age
- Addictions
- Consultation-Liaise
- Child & Adolescent

Training networks include metropolitan and rural sites all accredited for training by the RANZCP.

Governance of Network Based Training

Network Oversight Committee (NOC)

The NOC has been established to promote high quality psychiatry training by ensuring the effective functioning of the NGC and the State Subspeciality Advanced Training Sub-Committees in NSW. The terms of reference for the NOC can be seen at www.imet.health.nsw.gov.au.
The NOC provides an opportunity for all groups important to psychiatry training to be involved in the decision making processes relevant to the delivery of psychiatry training in NSW. Issues can be referred to the NOC by members of the committee, by Network Directors and Committees, State Directors of Subspecialty Advanced Training and trainees (from March 2006 via the Trainees’ Sub Committee). The NOC utilises the ‘Principles for the Delivery of Psychiatry Training in NSW’ as a guide for decision making. You can view the Principles document at www.imet.health.nsw.gov.au.

The NOC meets bi-monthly at IMET in the grounds of the Gladesville Hospital. Submissions for the agenda need to be sent by the due date to the Psychiatry Support Officer info@imet.health.nsw.gov.au for consideration by the NOC Chair. Current membership of the NOC can be viewed on IMET website.

NOC Chair: Dr Murray Wright

Contact IMET on (02) 9844 6551 or info@imet.health.nsw.gov.au for further information.

Network Oversight Committee Priority Areas


2009 priority work areas from the Strategic Plan are:

1. Supervisor Support – improving quality of supervision
2. Pre-Vocational Training – increase Psychiatry involvement in pre-vocational training
3. Rural Training – equitable distribution and rural training condition
4. Education Support – strategic allocation of ESF and support for training initiatives to meet mandatory requirements
5. Trainee Retention – NOC working group will develop and oversee this project

Network Governance Committees

Each of the five Basic and Generalist Advanced Training networks has a Network Governance Committee (NGC) which is responsible for the delivery of psychiatry training within its network. Its role is to ensure trainees receive high quality teaching and supervision across the network with coordinated allocation to terms within the network. The NGC is also responsible for ensuring equitable distribution of trainees across the network. The NGCs work closely with the NOC and the RANZCP NSW Branch Training Committee to provide the best training opportunities. NGCs report regularly to the NOC and IMET on workforce and training issues.

Membership of the NGC includes a Network Director of Training, Site Coordinators of Training, representatives from hospital administration and trainees. Meetings are held regularly during term. Further information can be found sought from your local Training Supervisor and Network Education Support Officer.
State Subspecialty Advanced Training Sub-Committee

Each of the seven Subspecialties in Psychiatry has a Training Sub-Committee (SSATSC). These are responsible for ensuring advanced trainees receive high quality teaching and supervision across the statewide network and that the training is consistent with RANZCP requirements. Speak with your Training Supervisor and Network Director of Training about your opportunities for advanced training.

Your Trainee Committee

NOC Trainees’ Sub-Committee

This is a sub-committee of the NOC and is an important link between Psychiatry Trainees and the Network Oversight Committee, the Royal Australian and New Zealand College of Psychiatrists (RANZCP), the Australian and New Zealand Association of Psychiatrists in Training (ANZAPT) and the training networks.

Membership of the committee includes trainees from each of the networks. The Committee meets regularly and agenda items can be forwarded by the due date to the Psychiatry Support Officer info@imet.health.nsw.gov.au for consideration by the Chair.

Membership of the Trainee sub committee is now open to all psychiatry trainees.

How to get involved

The Trainee sub committee gives Psychiatry Trainees the opportunity to enhance your involvement in the Psychiatry training program and develop professional skills. You will be able to voice your concerns and implement changes where you see a need in your training.

Representation for the Trainee Sub Committee extends from Basic to Advanced Trainees. Some achievements of the Trainee Sub Committee for 2008 include:

- Recommendations to the NOC for expanding training opportunities
- Trainee Survey

Your involvement in the Trainee Sub Committee may include:

- Representation on the NOC
- Involvement in organising education sessions for Psychiatry trainees
- Review of network training programs and policies to discuss models of training and supervision and share best practice from across the networks
- Liaison with other trainee committees

If you are interested in being involved in the Psychiatry NOC Trainee Sub Committee, please contact the Psychiatry Support Officer on info@imet.health.nsw.gov.au.
## Network Directors of Training & Education Support Officers

<table>
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<tr>
<th>Network</th>
<th>Network Director of Training</th>
<th>Education Support Officer</th>
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<tbody>
<tr>
<td>HNE</td>
<td>Dr Martin Cohen</td>
<td>Philippa Ditton-Phare</td>
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<td><a href="mailto:martin.cohen@hnehealth.nsw.gov.au">martin.cohen@hnehealth.nsw.gov.au</a></td>
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<td>NSCC</td>
<td>Dr Stephen Jurd</td>
<td>Paula Britten</td>
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<td>Western FAB</td>
<td>Dr Saretta Lee and Greg De Moore</td>
<td>Hazel Grant</td>
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<td><a href="mailto:saretta_lee@wsahs.nsw.gov.au">saretta_lee@wsahs.nsw.gov.au</a>; <a href="mailto:Gregory_De_Moore@wsahs.nsw.gov.au">Gregory_De_Moore@wsahs.nsw.gov.au</a></td>
<td><a href="mailto:Hazel_Grant@wsahs.nsw.gov.au">Hazel_Grant@wsahs.nsw.gov.au</a></td>
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<td>SESI</td>
<td>Dr Andrew Pethebridge</td>
<td>Angela Bennett</td>
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<td><a href="mailto:Andrew.Pethebridge@sesiahs.health.nsw.gov.au">Andrew.Pethebridge@sesiahs.health.nsw.gov.au</a></td>
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<td>SSWNC</td>
<td>Dr Bruce Boman</td>
<td>Leanne McKechnie</td>
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State Directors of Advanced Sub-Specialty Training:

**Psychotherapy**  
Dr Jeffrey Streimer  
Department of Psychological Medicine  
Royal North Shore Hospital  
Pacific Highway  
ST LEONARDS NSW 2065  Ph: (02) 9926 7746  streimer@med.usyd.edu.au

**Forensic**  
Dr Anthony Samuels  
Justice Health  
PO Box 150  
MATRAVILLE NSW 2036  Ph: (02) 9289 2977  Anthony.Samuels@justicehealth.nsw.gov.au

**Adult (and Director of Advanced Generalist)**  
Dr Prashanth Mayur  
Mental Health Services Building  
Cumberland Hospital  
Locked Bag 7118  
PARRAMATTA BC NSW 2150  Ph:  Prashanth_Mayur@wsahs.nsw.gov.au

**Old Age**  
Dr Claire Jones  
Braeside Hospital  
Locked Bag 82  
WETHERILL PARK NSW 2164  Ph: (02) 9616 8686  Claire.Jones@sswahs.nsw.gov.au

**Addictions**  
Dr Stephen Jurd  
Academic Unit  
Macquarie Hospital  
PO Box 169  
NORTH RYDE NSW 1670  Ph: (02) 9887 5936  sjurd@nsccahs.health.nsw.gov.au

**Child and Adolescent**  
Dr Michael Bowden  
NSW Institute of Psychiatry  
Locked Bag 7118  
PARRAMATTA BC NSW 2150  Ph: (02) 9840 3833  Michael.Bowden@nswiop.nsw.edu.au

**Consultation-Liaison**  
Dr Rhonda Buskell  
Department of Psychiatry  
Westmead Hospital  
WESTMEAD NSW 2145  Ph: (02) 9845 6688  Rhonda_buskell@wsahs.nsw.gov.au
# Psychiatry Basic and Generalist Advanced Training Networks

<table>
<thead>
<tr>
<th>Network</th>
<th>Network Composition</th>
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</table>
| **A** Hunter New England Training (HNET) Network | - James Fletcher Hospital  
- Newcastle Mental Health Service  
- Psychiatry of Old Age  
- Lake Macquarie Mental Health Service  
- Lingard Private Hospital  
- John Hunter Hospital  
- Nexus Inpatient Child and Adolescent Unit  
- Maitland Hospital  
- Maitland Mental Health Team  
- Mater Misericordiae  
- Morisset Hospital incorporating the Kestrel Unit  
- The Junction Community Adolescent Team  
- Wallsend Child & Youth Mental Health Services  
- Tamworth Base Hospital  
- Manning Base Hospital  
- James Fletcher and Morisset Neuropsychiatry Units |
| **B** Northern Sydney Central Coast Network | - Royal North Shore Hospital  
- Gosford District Hospital  
- Greenwich Hospital  
- Hornsby & Ku-ring-gai Hospital  
- Macquarie Hospital  
- Manly Hospital  
- Wyong Hospital  
- Northside Clinic  
- Ryde Community Health Centre  
- Chatswood Community Mental Health Centre  
- Dubbo Hospital  
- Bloomfield Hospital (Orange)  
- Broken Hill Hospital |
| **C** Western FAB Network | - Westmead Hospital  
- The Children's Hospital at Westmead  
- Blacktown Hospital  
- Blue Mountains Hospital  
- Cumberland Hospital  
- Lithgow Hospital  
- St Joseph's Hospital  
- Nepean Hospital  
- Blacktown & Mt Druitt Community Health Services  
- Goulburn Hospital  
- Wagga Hospital  
- Albury Hospital |
| **D** South Eastern Sydney Illawarra Training Network | - Prince of Wales Hospital  
- St Vincent's Hospital  
- Sutherland Hospital  
- St George Hospital  
- Wollongong Hospital  
- Sydney Children's Hospital  
- Shellharbour Hospital  
- Nowra Hospital  
- Justice Health  
- Lismore Base Hospital  
- Tweed Heads Hospital |

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<tr>
<th>Network</th>
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| Sydney South West North Coast Network | Royal Prince Alfred Hospital  
                           | Liverpool Hospital  
                           | Bankstown Hospital  
                           | Concord Repatriation General Hospital  
                           | Braeside Hospital  
                           | Bowral Hospital  
                           | Campbelltown Hospital  
                           | Camperdown Community Centre  
                           | Canterbury Community Health Clinic  
                           | Croydon Community Health Centre  
                           | Liverpool Community Health Centre  
                           | Fairfield Community Health Centre  
                           | Rivendell Adolescent Unit  
                           | Redfern Community Health Centre  
                           | Glebe Community Health Centre  
                           | Port Macquarie Hospital  
                           | Kempsey Hospital  
                           | Coffs Harbour Hospital |
### Support Programs

- **Psychiatry Education Support Fund (ESF)**
  ESF is an IMET initiative managed by the NOC. It provides financial support and encourages innovative projects and developments aimed at enhancing Psychiatry training delivery in NSW. Applications are sought each year for this funding from Training providers.

#### 2008/09 Submissions

<table>
<thead>
<tr>
<th>Submission</th>
<th>Contact</th>
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<tbody>
<tr>
<td>Skills based Cognitive Behaviour Therapy Training program</td>
<td>Jason Fowler, Psychotherapy Educator</td>
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<tr>
<td>Enhancing Performance Skills for Doctors Trainee Workshop</td>
<td>Drs Saretta Lee &amp; Greg Moore, NDOT</td>
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<tr>
<td>Family/Systemic therapy: Introduction and Clinical supervision</td>
<td>Dr Brett Coulson, A/SCOT POW</td>
</tr>
<tr>
<td>Introduction to Psychiatric Epidemiology Objectives Course</td>
<td>Drs Saretta Lee &amp; Greg Moore, NDOT</td>
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<td>CBT Skills in Action</td>
<td>Dr Lisa Lampe</td>
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<tr>
<td>Rural ECT Training Course</td>
<td>Dr Andrew Petherbridge, A/NDOT SESI</td>
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<tr>
<td>Developing Communication: Acting and Presentation Skills for Medical Staff</td>
<td>Dr Elsa Bernardi - Site Coordinator of Training CCMHS</td>
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<tr>
<td>Psychiatry Supervisors Forum</td>
<td>Jan Veitch, IMET</td>
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<tr>
<td>Essay Writing Skills for ESL</td>
<td>Dr Andrew Petherbridge, NDOT SESI</td>
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<tr>
<td>Introduction to DBT: Managing Difficult Patients with emerging Borderline Personality Disorder (BPD)</td>
<td>Dr Nick Kowalenko, RNSH</td>
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#### 2007/08 Submissions

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<th>Submission</th>
<th>Contact</th>
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<tr>
<td>Acute Psychiatric Management Text</td>
<td>Dr Michael Robertson - Royal Prince Alfred Hospital, SSWAHS</td>
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<td>Comprehensive Program of Professional Ethics for Psychiatrists</td>
<td>Dr Michael Robertson - Royal Prince Alfred Hospital, SSWAHS</td>
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<tr>
<td>Communicating in the Australian Setting for IMG working in Mental Health</td>
<td>Dr Elsa Bernardi - Site Coordinator of Training CCMHS</td>
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<tr>
<td>Development of an operationalised teaching process for the psychiatric clinical interview</td>
<td>Dr Jeffrey Streimer - Psychological Medicine, Royal North Shore Hospital,</td>
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<tr>
<td>Cognitive Behaviour therapy (CBT): introduction and clinical supervision</td>
<td>Dr Diana McKay, Joint Site Co-ordinator of Training Mental Health Rehabilitation Unit, POWH</td>
</tr>
<tr>
<td>Further Education Seminars in ECT</td>
<td>Dr Andrew Petherbridge, Network Director of Training SESI, St George Hospital</td>
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<tr>
<td>Sydney Advanced Course in Consultation Liaison Psychiatry</td>
<td>Dr Ronda Buskell, Director of Advanced Training in Consultation Liaison Westmead Hospital</td>
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<tr>
<td>Teaching Registrars/CMO’s on best practice in the administration on ECT</td>
<td>Dr Elsa Bernardi - Site Coordinator of Training CCMHS</td>
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### Rural Scholarship Program

Trainees who have completed at least double the minimum requirement of a rural rotation (minimum RANZCP NSW requirement is 3 months FTE) and have a track record of support for rural health...
delivery will be eligible to apply for a rural scholarship. The scholarship is provided to assist with approved educational expenses such as relevant courses and exam fees. This is capped at a maximum of $6,000 per trainee per annum (for 2008). Trainees based in rural sites are also eligible. The policy for this scholarship is currently being reviewed by NSW Health and IMET will shortly provide all trainees with information relating to the new application process for 2009. For more information, please contact the Psychiatry Support Officer on info@imet.health.nsw.gov.au.

Who can help when things go wrong?

Being a Psychiatry Trainee does not make you immune to the common stresses of combining the role of learner and employee. Internal and external factors all play a role in how balanced your life and training experience will be. At times the build up of these factors can lead to seemingly untenable situations, so where can you go for help?

You are now a member of a Training network and also an Area Mental Health Service. Within both these systems there are levels of support that can assist you in dealing directly with most issues. The key point is to raise your issue early and with the right people.

Individual issues

Your first point of call or clarification is with your local Supervisor. It is likely you can resolve most problems with an early discussion of the issue. Make a note in your diary that you have raised the issue and what has been agreed. Ensure you fulfil your part of the agreed action. Meet again with your Supervisor to discuss progress and outcomes, positive or negative. Make another note in your diary.

If you feel you have fulfilled your commitment but the issue continues then it is time to raise the issue with your Site Coordinator of Training (SCOT). Arrange a meeting and overview the issue and how you have worked to resolve this. Use your diary as a record of events. Allow your SCOT time to work with you on a resolution. Not everything can be fixed immediately. Listen to their advice and notate again the agreed action in your diary. At this point you are working with your local team to resolve the issue and this is appropriate. Keep in communication with your SCOT. They can escalate the issue to the Network Director of Training (NDOT) and the Network Governance Committee if this is the best action. They can also take the issue to the local Director of Mental Health if that is appropriate. You should not attempt this level of contact without first addressing your Supervisor and SCOT.

Should your efforts not resolve the issue and you honestly believe you have a case that can be addressed then make your case to your Network Governance Committee and ask that they discuss the matter at their next meeting. You can do this via your Network Director of Training or Education Support Officer (ESO).

Take care about escalating an issue further too early. Be aware that the Psychiatry Network Oversight Committee and IMET staff will ask if you have addressed the issue fully and locally before considering any action.

The vast majority of issues are addressed locally to the satisfaction of both trainee and supervisor so follow this path as the need arises.

Issues affecting a number of trainees

Often an issue arises that affects a group of trainees and may be beyond the scope of a local Supervisor to resolve. This does not take away the need to address the issue with your Supervisor so they are well informed. Seek their agreement to raise the issue with the appropriate level: SCOT, NDOT or local Director of Mental Health. They may advise you take the issue directly to the Network
Governance Committee. It is always wise to garner support for your proposed action from your team before escalating an issue further.

Where an issue is affecting a wider group and needs wider consideration across networks, your Trainee Sub-Committee (TSC) may be the best place to raise the issue. The TSC is tasked to look into issues affecting Psychiatry Trainees and to advise the Psychiatry Network Oversight Committee on policy. You can ask your ESO for your network representatives or IMET for details of the next meeting.

Key IMET Contacts

Jan Veitch  
Program Coordinator  
Medical Education and Training Division  
p: (02) 9844 6543  
f: (02) 9844 6544  
e:jveitch@imet.health.nsw.gov.au

Neharika Ralhan  
Support Officer  
Medical Education and Training Division  
p: (02) 9844 6566  
f: (02) 9844 6544  
e:nralhan@imet.health.nsw.gov.au  or  
info@imet.health.nsw.gov.au