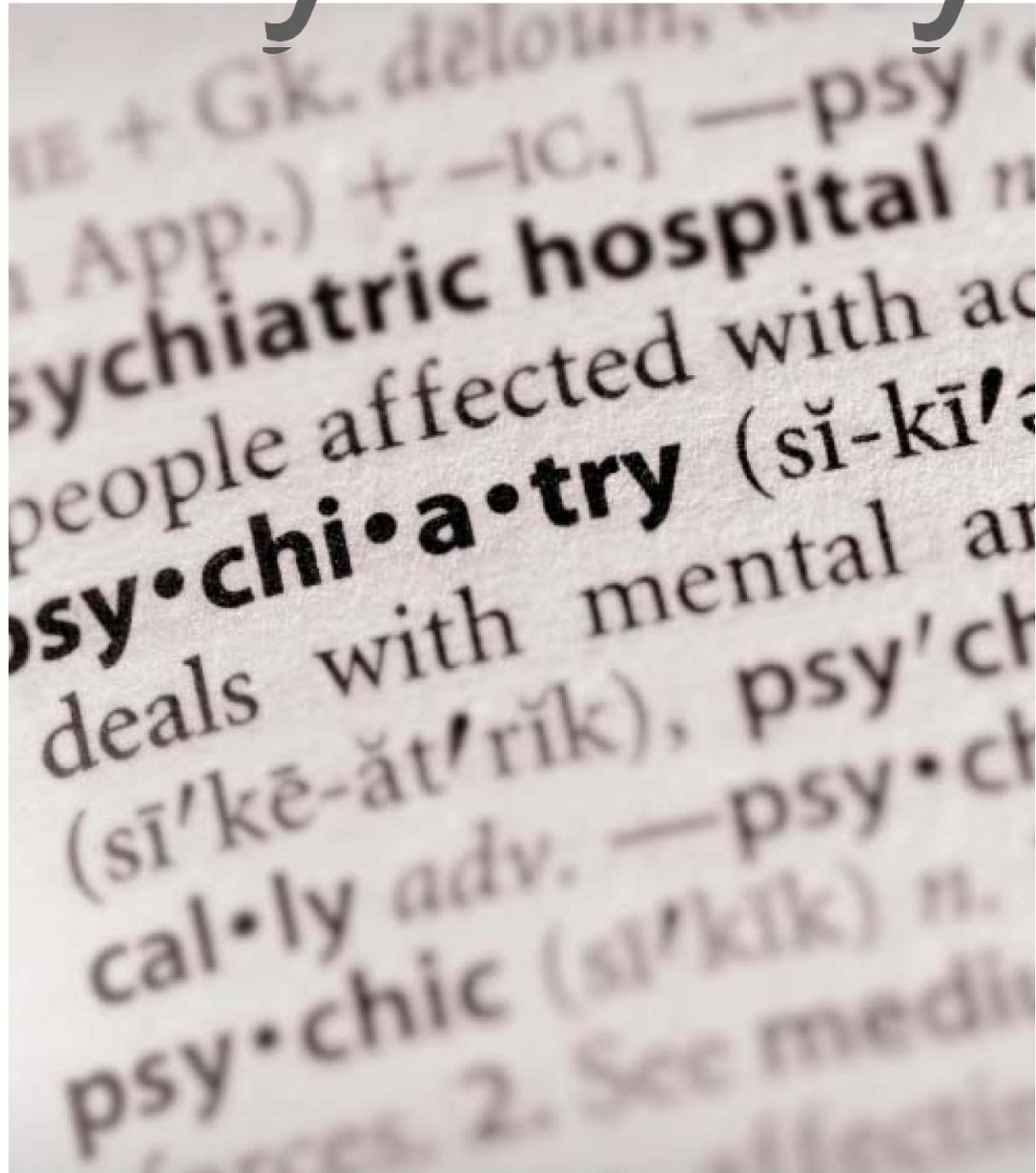


HUNTER NEW ENGLAND TRAINING IN

Psychiatry



POSITIONS



HNET
Psychiatry



Construct your Career with **CONTENTS**



HNET
Psychiatry



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Where Training is the Priority!

Updated 21/12/21



About HNET



HNET refers to Hunter New England Training (in Psychiatry)

We are recognised as a national leader in psychiatry training.

An integrated unit within Hunter New England Mental Health (HNEMH) catering for all the training and administrative needs of medical staff in our service.

The HNET Philosophy

We believe the HNET philosophy is a unique one in Australian psychiatry training. Our belief is that health service needs should support training and vice versa.

We also believe in recognising psychiatry trainees at an early stage and supporting them in their career choice.

We have implemented an Accelerated Psychiatry Program and JMO Teaching Program for Interns in our service to support our most junior medical staff.

We place great emphasis on those trainees who join our service, offering a contract to cover the period of basic training, flexibility in work hours, a comfortable after hours roster and a tailored training program, all of which have led to very high written and clinical examination success rates since 2004.

We offer high quality Advanced Training placements in a range of subspecialty areas in our service and the majority of such Fellows join our service as Staff Specialists upon graduation.

For International Medical Graduates (IMGs), there are a number of opportunities to work and we value your contribution to our service and will work hard to assist you in obtaining your goals, whether they are to gain specific experiences and/or training, or attempt AMC examinations for FRANZCP exemptions examinations.

Hunter New England Health - a great place to work, a great place to live

HNEMH is part of the HNE Local Health District, a recognised leader in health innovation in Australia. The Hunter New England lifestyle is one of the best on offer in Australia, whether you are seeking comfortable cosmopolitan beachside living or a semi-rural relaxed lifestyle.



REGISTRAR POSITIONS

HNET is proud of its premier Psychiatry Training Program

Each year we select 8-10 First Year Trainees to join our Registrar cohort. Psychiatry Trainees who are successful in being appointed to the HNET Network are provided with a tenured training experience, which allows them to fulfill all of their Basic Training requirements with the Royal Australian and New Zealand College of Psychiatrists (RANZCP).

Registrars typically undertake the first 12-months of their training as full time. You will commence your training in Acute Adult Psychiatry, which is available at the Mater Hospital in Newcastle (Waratah), The Maitland Hospital, Morisset Hospital, Manning Base Hospital, or Tamworth Rural Referral Hospital.

A 6-month rural rotation is required for psychiatry trainees in NSW and our current sites for this are Tamworth, Armidale and Taree. On secondment, you will receive travel support, accommodation at our expense, a grade higher in pay, and access to the training program via videoconference.

Other mandatory basic training experiences are Child and Adolescent, available at the Nexus Inpatient Unit or the Newcastle, Lake Macquarie, Hunter Valley, Taree or Tamworth community CAMHS Services; and Consultation-Liaison Psychiatry, available at either the Mater, John Hunter, Maitland, or Tamworth Hospitals.

The remainder of training consists of electives and various assessments, including a scholarly project, a long psychotherapy case, workplace based assessments (WBAs) that lead to entrustable professional activities (EPAs), and examinations (both written and clinical).

The type of elective rotations we have available include:

- Various community mental health service rotations
- Older persons psychiatry
- Forensic psychiatry
- Neuropsychiatry
- Rehabilitation psychiatry
- Addiction psychiatry
- Drug & Alcohol community secondment
- Education and training rotation
- Psychotherapy training

HNET is an award-winning training program.

In 2008, HNET was a recipient of the HNE Health Quality Award and a finalist in the NSW Health Quality Awards for its training programs. More recently in 2021, HNET was a finalist in the HNE Health Excellence Awards, High Value Health Care Award (People & Culture) with a submission titled "Training and sustaining a psychiatry medical workforce".

Training is tailored to the developmental level of the trainee with specific lectures provided to First Year trainees, trainees midway through their training, and trainees approaching examinations. Teachers include local experts as well as binational and international experts.

Trainees are paid to attend lectures during work time and lectures are not interrupted by pagers or mobile phones. HNET has an excellent reputation for training that is exemplified by the success of our trainees – HNET registrars are highly successful in their RANZCP examinations, evidenced by a high pass percentage comparative to the rest of Australia and New Zealand.

Since 2007, the local Formal Education Course has been provided free of any cost to HNE network trainees!

We honestly believe that HNET is not only the best psychiatry training program in NSW but one of the best in Australia and New Zealand. But don't ask us - speak to our trainees and Consultants.



Dr Harsimrat Sandhu, Director of Training, HNET



Interns and Residents

Interns and Residents in HNE Local Health District enjoy some of the best opportunities in Australia to obtain high quality experience and training in Psychiatry at the prevocational level. We were the first network to set up a structured formal training program for JMOs in psychiatry, which is now considered the best training program for prevocational trainees in NSW. HNET has previously been awarded the HETI NSW Prevocational Training Provider of the Year.

Why Psychiatry as a Career?

There is some truth that certain types of doctors are more inclined towards psychiatry as a career and that psychiatry is not for everyone. A variety of studies matched with our local experience indicate that doctors with the following characteristics have both an aptitude and interest in psychiatry:

- Have a holistic outlook on patient care
- Enjoyed social sciences at school and university
- Rate communication skills highly
- Are interested in being members of a team of health workers
- Are comfortable in situations where the right course of action is not always obvious
- Understand and can empathise with the stigma attached to mental illness

Many psychiatry trainees also considered careers in General Practice and Medicine. However, if the above does not sound like you, then do not despair, not all is lost. Psychiatry offers a diversity of experiences, patient types and modes of working from psychotherapy to neuropsychiatry,

from child to old age, from leading a public mental health service to developing a private practice.

Psychiatry is never boring!

receive specific JMO teaching in Psychiatry topics. JMOs often comment that they get the best teaching of the year when they come to mental health.



Dr Vinodkumar Raveendran
Director of Prevocational Education and Training (DPET)

Opportunities to experience Psychiatry at the pre-Registrar level in Hunter New England

The best way to test whether you might be suited to undertake psychiatry training is to do an Intern or RMO term in it.

Fortunately, in HNELHD there are a number of opportunities now available, including the following:

- Acute Terms at the Mater Mental Health Centre, The Maitland Hospital, Tamworth Hospital and Manning Hospital
- Dual Diagnosis and Older Persons Term at the Mater Mental Health Centre
- Consultation-Liaison Terms at John Hunter Hospital and Maitland Hospital
- Integrated Term at Armidale Hospital

There are also Drug and Alcohol Terms available as part of the JMO rotation.

As part of your rotation you will

Contacts:

If you would like to know more about what it is like to be a psychiatrist, talk to the RANZCP, the local training program or our Registrars, who are experts and are more than happy for you to buy them a cup of coffee in exchange for having their brain picked.

The HNET Psychiatry JMO Framework is supported by education registrars. These registrars run JMO Group Supervision sessions and JMO Journal clubs, and facilitate the JMO Training program. They will be happy to have a talk to you!

Or contact one of the HNET staff.

View HNET's contact information at: www.hnehealth.nsw.gov.au/hnet/contact_us



Accelerated Psychiatry Program For Interns and Residents

The Hunter New England Accelerated Psychiatry Program (HNAPP) is the only program in Australia specifically tailored for Interns and RMOs interested in Psychiatry.

Interns and Residents considering a career in psychiatry should seriously consider applying to HNE Local Health District for a position in this program.

As part of the program, you are given an overall quality general prevocational medical training experience, which incorporates **maximum exposure*** to psychiatry in your PGY1 and PGY2 years, as well as additional psychiatry education opportunities on top of your general medical training. Approximately 40% of time is spent in mental health terms over the first 2 years of prevocational training.

Each year, four to six suitable Interns are enrolled in the program and appointed their own personal **mentor** from one of the the current Psychiatry trainees in our program. Your mentor will guide and support you through your first two years in training.

At the end of the HNAPP program, HNAPP medical officers are encouraged to seamlessly flow into a **training position** in one of Australia and New Zealand's best psychiatry training programs, where an extremely percentage of trainees pass their major exams first time.

The program is based upon the successful Maryland Combined Accelerated Psychiatry Program, as well other evidence-based literature that indicates that many medical students are inclined towards a career in psychiatry, but should receive good support, teaching, role modeling and exposure to a variety of high quality

psychiatry experiences in order to further develop this interest.



The program has been running now successfully for multiple years with great interest shown in it by organisations such as HETI and the RANZCP, as well as other public mental health services.

If you are interested in obtaining a position as an HNAPP intern or RMO, you will need to secure a post in HNE Local Health District as part of the Annual Medical Recruitment process for NSW Health.

You will rotate through some of the psychiatry terms listed on page 5 of this document. Further information about the program is available online at:

<http://www.hnehealth.nsw.gov.au/hnet/Pages/JMO-Training.aspx>



Dr Moetapele (Coach) Gasemotse. Coach completed the HNAPP and successfully completed his training with HNET, enjoying first time passes in examinations. A very proud Botswana celebrates their new psychiatrist!



General Practice Training Positions

HNE Mental Health has a range of options for local GP trainees (as well as experienced GPs) to undertake mental health training terms.

For GP trainees needing to undergo hospital based terms, we offer SRMO positions in Acute Psychiatry throughout our service.

These posts sit between RMO and Registrar level and you will generally be working on an acute inpatient unit managing around a dozen patients at time with direct reporting to a Consultant Psychiatrist. This ensures that you get good on-the-job supervision and teaching and are able to gain experience in managing your own patients. There are also other Registrars available for support.

As your confidence grows in psychiatry and depending on how long you are working with us, you may be given the opportunity to see patients in the community or the general hospital (consultation liaison) setting and perform some limited after hours work.

Your initial training will be via the JMO training program, after which as a GP trainee you will then be invited to join the psychiatry trainees in their training program.

GP trainees also need to attend GP registrar training events and we are happy to support your attendance in these programs as part of your mental health attachment. We would, however, ask that you give us early notification of the dates and times, so that we can organise appropriate cover for you.

The Newcastle Mental Health GP registrar term has been a popular term for many years now and is suitable for GP trainees seeking and Extended Skills post or Advanced Skills Post.

GP registrars in this term learn a range of skills that are highly relevant to General Practice. These include seeing a range of referred community patients in a centre-based appointment fashion, as well as performing case reviews with members of the multidisciplinary team.

You will learn to assess and arrange management for a range of common psychiatric disorders, including depression, psychosis, bipolar, personality disorders and anxiety disorders. You will also develop skills in the prescribing of psychotropic medication, including Clozapine, appropriate referral for various psychotherapy modalities and the management of common comorbid problems, such as substance abuse and metabolic syndrome.

The term is based at Newcastle Mental Health Service, which is located at the Newcastle Community Health Centre, Hunter Street, Newcastle.

Supervision is provided by an experienced GP trainer also working in the service, as well as Consultant Psychiatrists.

There is an Advanced Skills Rural Training GP post available at the Hunter Valley Mental Health Service:

This position is accredited by the GP College and the College of Rural and Remote Medicine, and the term is supervised by Dr Terry Parkin and Dr Anand Swamy. The term offers a breadth of experience in both inpatient and community psychiatry and allows a GP registrar to provide follow up of allocated patients over 12 months.



Dr Terry Parkin, GP trainer based at Newcastle Mental Health Service.



International Medical Graduates

HNEMH welcomes the contribution that International Medical Graduates have made to the service

Without IMGs, we would not have been able to grow and develop our services in the last ten years. IMGs have made significant contributions to service development and leadership and have helped to support and grow the group of local psychiatry trainees. A number of our IMGs have completed RANZCP exemptions processes and are now Fellows of the RANZCP.

Dr Rahul Gupta is an example of the high calibre of IMG staff who are attracted to our service

Rahul is from Delhi, India. He initially joined our service as a CMO in Area of Need. He has since completed his FRANZP and is currently Director of our Psychiatric Emergency Service. Rahul has held various leadership posts in the service, including having given a significant contribution to rural mental health services. Rahul is well known by all staff for his positive attitude and supportiveness.



Dr Rahul Gupta, Northern Mental Health Emergency Care Rural Access Program (NMHEC-RAP) and Intermediate Stay Mental Health Unit (ISMHU). One of the many doctors who has come from overseas to work for HNE Health



HNEMH values IMGs

Unlike many other mental health services, we do not see the contribution of IMG staff as limited to filling gaps in service. We ensure that all of the IMGs who join our service receive good local training and support to progress through AMC or College examinations. Having now seen a number of IMGs join our service, we are in the fortunate position of having many of our current staff familiar with the needs of new IMGs so that when you join the service as an IMG medical officer, there are good support structures in place to ensure that your initial few months in the service are enjoyable and give you a good grounding in the way mental health services operate in Australia.

Specific dedicated training for passing examinations is provided to our IMG staff

A Clinical examinations training group is run where IMG staff can prepare for clinical examinations. The purpose of this training is two-fold. One is to assist you in familiarising yourself with the Australian healthcare system. The second is to assist in preparing for the RANZCP Exemptions exams. There is also a very good IMG support network based at the John Hunter Hospital and they provide other training experiences for IMGs.

IMGs can take up a variety of positions in the service

For junior medical officers, you may be able to obtain an RMO position in our service to support you through the AMC workplace based assessment process. For more senior psychiatry trainees, positions as Specialist-In-Training are often available (2 year posts to support your training in your country of origin).

Consultants from other countries with at least 3 years experience are invited to apply for Staff Specialist positions which have been deemed as Area of Need in our service. For more information about positions available to IMG doctors, please contact Dr Anand Swamy at Medical Administration. When you do so it is helpful to submit a CV.

HNELHD-HNET@health.nsw.gov.au



Advanced Training

What happens after Basic Training?

Following successful completion of Basic Training requirements, registrars are invited to apply for Advanced Training positions in the generalist stream or in the subspecialty streams. Advanced Trainees are supported to attend an appropriate educational program, as part of their work time. Ultimately, we hope that our trainees will take up a senior position in our organisation as a Staff Specialist.

HNET encompasses the full spectrum of Advanced Training opportunities available under the RANZCP

Recent HNET Advanced Trainees have achieved subspecialty Advanced Training Certificates in the following subspecialties:

- Adult
- Child and Adolescent
- Consultation-Liaison
- Forensic
- Older Persons
- Psychotherapy
- Addiction

Formal training for Advanced Trainees is generally organised on a Statewide or even binational level

HNET supports its ATs in attending formal training programs with paid study leave. We also recognise that Advanced Training is a particularly important phase in your development as a Consultant Psychiatrist and therefore provide a local training and mentoring program to assist you in the development of professional and consultant level skills in order to prepare you for the next step in your career.

Our advanced trainees form peer review groups in preparation for formal CPD requirement and play key leadership roles in the service, often taking on senior tasks such as developing policies and guidelines, committee participation, organisation of training programs and administration for other medical staff.

HNET also welcomes applications for Advanced Training from suitable Registrars not currently working for HNE Local Health District.



Support for your Medical Education

The Medical Education Support Officer is a full-time role dedicated to training and is the main point of contact for College Trainees. Philippa Ditton-Phare organises regular training sessions for Stage One and Stage Two registrars, as well as exam preparation sessions for College written examinations.

The training scheme keeps a record of all training activities and can advise on trainees' College trajectory. It is important to note that **training for College trainees in our region is free!**

One of the impressive achievements of HNET is that all of its formal training programs are delivered in live sessions with face-to-face delivery, as well as being videoconferenced to enable trainees to participate in education from distant sites. It also means that we are in high demand from trainees in other parts of rural Australia to provide formal training.



Dr Philippa Ditton-Phare,
Medical Education Support
Officer, HNET



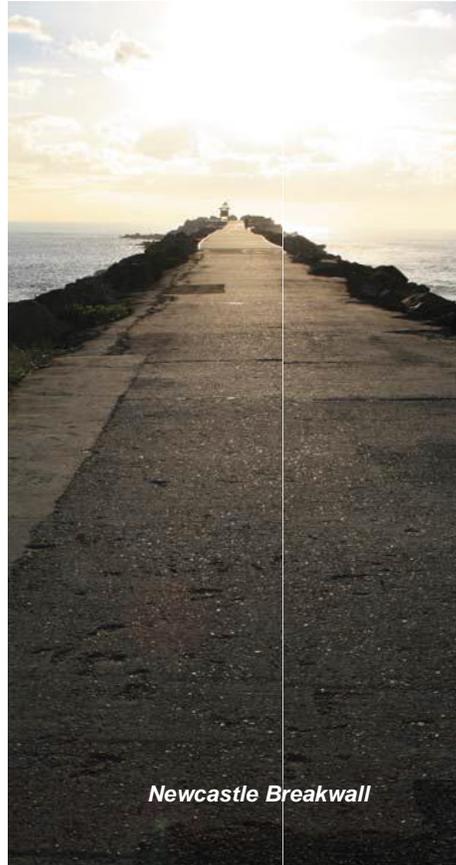
Career Medical Officers (CMOs)

HNEMH welcomes senior medical staff with appropriate levels of experience in mental health to become Career Medical Officers (CMOs) in the service.

HNEMH CMOs are valued members of the team who take on senior roles, often required to act in an independent manner, providing expert advice and leadership to other team members.

HNEMH CMOs normally have a number of years of experience in mental health service delivery and take up key roles in the service, such as working on community mental health services, providing a consultation-liaison service or acting in a training role for junior doctors.

Remuneration for CMOs is quite generous and includes a salary reflective of the year's of experience, as well as an allowance for Continuing Professional Development. Importantly CMOs often play a role in providing a level of continuity in teams as they generally work in one service location for several years, whereas Registrars will rotate usually every 6 months.



Medical Administration

Medical Administration is part of the overall HNET Unit

Medical Administration is likely to be your first point of contact on commencing with the service and will assist you in organising registrations, visas (where required), pay documentation and orientation requirements, as well as being responsible for organising the after hours roster for the junior and senior medical staff.

Contact Medical Admin on (02) 4033-5156 or email at HNELHD-HNET@hnehealth.nsw.gov.au



Karen Ruberto,
Medical Administration Team Leader,
HNET



Positions for Senior Medical Staff

Positions for Senior Medical Staff in HNEMH are highly sought after posts in public psychiatry in Australia.

The position of Staff Specialist in our service is a highly valued one. Our Staff Specialists are required to both deliver high quality clinical care to our patients as well as ensure a high quality training environment in psychiatry for other staff in the team.

All of our services have been fully funded to ensure that there are sufficient senior medical staff to cover all aspects of their role. All of our services are led by a Clinical Director, who in most cases is a senior Psychiatrist in our service. Consultant Psychiatrists enjoy good rates of pay under the NSW Award, as well as a generous training and education support.

Medical leadership for the service is provided through Dr Marcia Fogarty, who is the Executive Director of HNEMH. Marcia reports directly to the Chief Executive of the Health Service. Marcia was also the former Director of Medical Services (DMS) in HNET. Marcia has a keen interest in health service improvement.

Dr Anand Swamy is the A/DMS and is responsible for all matters related to medical staff recruitment, onboarding and administration. Brendan is a keen advocate for training to support medical officer recruitment, development and retention in the service. Brendan works closely with the Director of Training, Dr Harsimrat Sandhu, to ensure a high quality training experience for all medical staff in the service.



**Dr Anand Swamy, A/Director
Medical Services**



**Dr Brendan Flynn, A/Executive Director,
HNEMH**



THE HUNTER NEW ENGLAND LIFESTYLE



Newcastle

Unofficial capital of the Hunter region and NSW's 2nd largest city. Home to HNE MH HQ, Child Unit and Acute Inpatient Services, and University of Newcastle.

Lake Macquarie

Sister city to Newcastle. Family oriented Lake-side living. Rehabilitation and Forensic Inpatient Services based at Morisset Hospital



Maitland and the Hunter Valley

The Regions fastest growing area and Australia's best known wine region. Maitland Mental Health Unit at Maitland Hospital and Integrated Community Services.

Manning

Natural lake paradise and summertime beaches without the crowd. Inpatient and community mental health services at Manning Hospital



Tamworth

Big sky country. Country Music Capital. NSW's busiest and largest Emergency Department. Inpatient and community mental health services.

Armidale

Cosmopolitan rural city, hosting a regional medical school (University of New England). Small voluntary inpatient unit and attached community mental health services

Hunter New England Health:

- Provides care for approximately 921,000 people, including 53,000 Aboriginal and Torres Strait Islander people
- Covers a geographical area of over 130,000 square kilometres - the size of England
- Employs approx. 16,000 staff
- Is supported by 1600 volunteers
- Spans 25 local government areas
- Has strong academic and research links with the two University medical schools in the region (UON and UNE) and the Hunter Medical Research Institute, NSW's largest medical research organisation
- Places a strong emphasis on medical leadership in the management and improvement of its services

- Has an international reputation for innovation and reform in health
- Places a strong emphasis on career development with several high quality training programs for medical specialists
- Values contributions from all of its medical staff, including recognising the contribution of international medical graduates who frequently seek out positions in our service based on our reputation for support



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