



HEALTH  
EDUCATION  
& TRAINING

# PSYCHIATRY TRAINEE HANDBOOK 2019

General Information for New Trainees





## **ACKNOWLEDGEMENTS**

Produced by: Health Education and Training Institute (HETI)

HETI takes this opportunity to acknowledge the strong collaboration with Local Health Districts, Specialty Networks, the NSW Ministry of Health, NSW Health Pillars and other public health organisations.

HETI greatly values the partnerships and expertise without which the successful development of this resource would not have been possible.

With special thanks to:

Network A – Hunter New England Psychiatry Training Network

Network B – Northern Sydney Coastal Psychiatry Training Network

Network C – Sydney West and Greater Southern Psychiatry Training Network

Network D – South Eastern Sydney Illawarra Psychiatry Training Network

Network E – Sydney South West North Coast Psychiatry Training Network

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Locked Bag 5022, Gladesville NSW 1675

[www.heti.nsw.gov.au](http://www.heti.nsw.gov.au)

[info@heti.nsw.gov.au](mailto:info@heti.nsw.gov.au)

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# 1. PSYCHIATRY TRAINING IN NSW – AN OVERVIEW

## HISTORY

The “2005 Review of the Delivery of Psychiatry Training in NSW” recommended the commencement of a networked approach to training, bringing together hospitals and community health services from across NSW. HETI (originally MTEC, then IMET, then CETI) now has the task to coordinate this program and continues to work closely with the health system, hospitals, the Royal Australian and New Zealand College of Psychiatrists (RANZCP) and doctors to ensure on the job training is the best on offer in Australia.

## PROGRAM STAFF

HETI supports a number of positions that support psychiatry training in NSW at a state, network and local level.

## PARTNERS IN TRAINING DELIVERY

The Psychiatry networked training program is a collaboration between:

- NSW Ministry of Health
- Doctors and other health professionals who welcome our trainees into their hospitals, departments and clinics. They share their knowledge and skills, come from towns and cities across NSW and form our networks.
- The RANZCP represent doctors who specialise in Psychiatry and is responsible for the quality of training and the certification of specialists in Psychiatry.
- HETI Higher Education and the Hunter New England Institute provide academic programs and formal education courses to trainees based in cities and rural/regional towns.
- The Brain and Mind Centre run the Master of Medicine (Psychiatry) at the University of Sydney. This course has been approved as a formal education course for RANZCP trainees.

The HETI Psychiatry State Training Council (PSTC) oversees the Psychiatry Network Training Program and includes representatives from these important groups. Members work tirelessly to provide the best training opportunities possible for trainees in Psychiatry.

## HETI CONTACTS

<p>Ms Anne Ndaba</p> <p>Program Coordinator</p> <p><a href="mailto:HETI-PsychiatryTraining@health.nsw.gov.au">HETI- PsychiatryTraining@health.nsw.gov.au</a></p> <p>Ph: (02) 9844 6173</p>	<p>Ms Sarah Moore</p> <p>Support Officer</p> <p><a href="mailto:HETI-PsychiatryTraining@health.nsw.gov.au">HETI- PsychiatryTraining@health.nsw.gov.au</a></p> <p>Ph: (02) 9844 6120</p>
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## WHAT IS A TRAINING NETWORK?

A Training Network is a group of hospitals linked for the purposes of providing training and delivering medical services across the group. A training network may encompass two or more Local Health Districts. The primary purpose of a network 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 city and regional hospitals during their training.

## WHAT IS INVOLVED IN TRAINING?

Doctors registered in the psychiatry networked training program complete a minimum of one year of introductory training, two years of training at a proficient level and two years at an advanced level (Stages 1, 2, 3 respectively). Stage 3 training can be in either General or Subspecialty programs. The RANZCP website can tell you more at [www.ranzcp.org](http://www.ranzcp.org); also visit the HETI website [www.heti.nsw.gov.au](http://www.heti.nsw.gov.au)

## WHO ARE OUR DOCTORS IN TRAINING?

They are qualified doctors who:

- Have completed their medical degree and preferably two years of postgraduate experience
- Have qualifications acceptable to the Royal Australian and New Zealand College of Psychiatrists (RANZCP) for entry into the program
- Have agreed to participate in the training opportunities in a network of hospitals.

If you are interested in training in psychiatry, consider joining the program. Visit the HETI website for more information which can be found on the '[Stage 1, Stage 2 and Stage 3 Generalist Training](#)' page or visit the [RANZCP website](#).

## PREVOCATIONAL TERMS

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 your Psychiatry Network contact in your area about term opportunities. Visit the Prevocational pages on the HETI website or the Psychiatry Trainee's page on the [HETI website](#) for more information.

## SPECIALIST INTERNATIONAL MEDICAL GRADUATES

Entry into the program requires current registration as a medical practitioner in Australia, New Zealand or other approved countries. Specialist International Medical Graduates should consult the [Medical Board of Australia](#) for information, the [Australian Medical Council](#) and also the [RANZCP](#).

Training opportunities can be discussed with the Network Directors of Training. For information on Network Directors of Training, see [Section 4](#) or visit the [HETI website](#).

## 2. PSYCHIATRY TRAINING NETWORKS AND SUPPORTING COMMITTEES

### PSYCHIATRY TRAINING NETWORK IN NSW

There are 5 networks for **Stage 1, Stage 2 and Stage 3 Generalist Training** each managed by a Network Governance Committee (NGC). There is a Network Director of Training (NDoT) appointed for each. The five networks are labelled as follows:

Network Name		Local Health Districts included in each Network
Network A	Hunter New England Training Network (HNE)	Hunter New England
Network B	North Sydney Central Coast Training Network (NSCC)	Northern Sydney Central Coast Far West Western NSW
Network C	Sydney West Greater Southern Training Network (SWaGS)	Western Sydney Murrumbidgee Southern NSW Nepean Blue Mountains
Network D	South Eastern Sydney Illawarra Training Network (SESI)	South Eastern Sydney Illawarra Shoalhaven Northern NSW Justice Health and Forensic Medical Health Specialist Network* St Vincent's Health Network*
Network E	Sydney South West North Coast Training Network (SSWNC)	South Western Sydney Sydney Mid North Coast

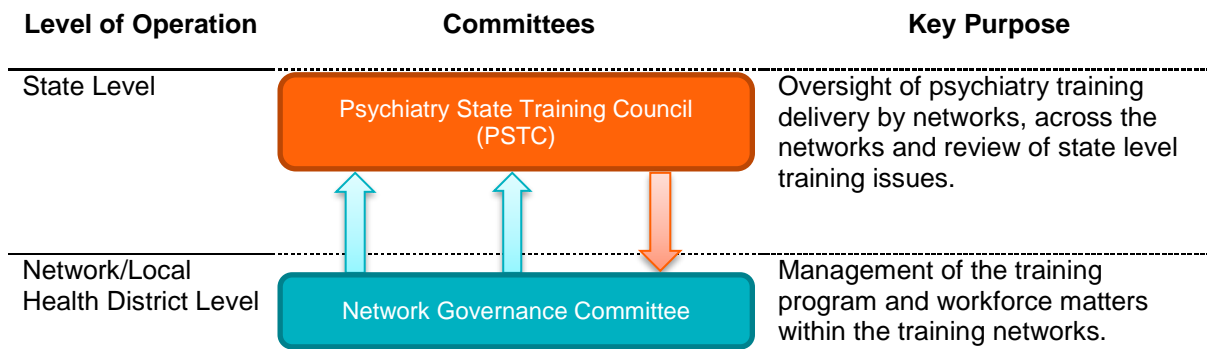
\* These networks report to the SESI Network but interact with all five networks.

There are 7 networks for **State-wide Subspecialist Certificate Training**, with a State Director of Advanced Training (DOAT) appointed for each.

1. Psychotherapy
2. Forensic
3. Adult & Generalist
4. Old Age
5. Addiction
6. Consultation-Liaison
7. Child & Adolescent

Training networks include metropolitan and rural sites, which are accredited for training by the RANZCP. It is a NSW Health requirement as part of the employment contract that a trainee completes at least one rotation (3 months) in a rural location. This rural rotation will be allocated to the trainee at the discretion of the network.

## COMMITTEE RELATIONSHIPS



## PSYCHIATRY STATE TRAINING COUNCIL (PSTC)

The Psychiatry State Training Council (PSTC) has been established to promote high quality psychiatry training by ensuring the effective functioning of the governance structures within each network (e.g. the Network Governance Committees (NGC), the Network Directors of Training (NDoTs), the Education Support Officers (ESOs), the State Subspecialty Advanced Training Sub-Committees in NSW, etc.).

The PSTC provides an opportunity for all groups important to psychiatry training to be involved in decision making processes relevant to the delivery of psychiatry training in NSW. Issues can be referred to the PSTC by members of the committee, by Network Directors and Committees, State Directors of Subspecialty Certificate Training and trainee representatives.

The PSTC utilises the reviewed 2011 'Principles for the Delivery of Psychiatry Training in NSW' as a guide for decision making. This document is available on the HETI website.

The PSTC meets four times per year at HETI in the grounds of the Gladesville Hospital. Submissions for the agenda need to be sent at least one month before the indicated meeting date to the Psychiatry Team at [HETI-PsychiatryTraining@health.nsw.gov.au](mailto:HETI-PsychiatryTraining@health.nsw.gov.au) for consideration by the PSTC Chair.

PSTC Meeting Dates 2019
28 March 2019
13 June 2019
8 August 2019
5 December 2019



## TRAINEE REPRESENTATIVES

Trainee representatives are members of the Psychiatry State Training Council; they provide an important liaison between the PSTC, Royal Australian and New Zealand College of Psychiatrists (RANZCP) and training networks/programs.

You could be involved! Contact your Network's [Education Support Officer](#) to express your interest in becoming a trainee representative for your network.

Members of the PSTC can be contacted via the Psychiatry Team: [HETI-PsychiatryTraining@health.nsw.gov.au](mailto:HETI-PsychiatryTraining@health.nsw.gov.au).

## NETWORK GOVERNANCE COMMITTEE (NGC)

Each of the five Stage 1, Stage 2 and Stage 3 Generalist Training networks has a Network Governance Committee (NGC) which is responsible for the delivery of psychiatry training within the network. The NGC's 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 PSTC and the RANZCP NSW Branch Training Committee to provide excellent training opportunities for trainees.

Membership of the NGC includes Network Director of Training, Site Coordinators of Training, representatives from hospital administration and trainees. Meetings are held four times per year.

Each NGC should have trainee representatives sitting on the committee. The role of the trainee representatives is to provide trainees' feedback on issues discussed at meetings and to bring any matters of concern regarding training to the attention of committee members.

## 3. PSYCHIATRY TRAINEES

This page provides important information for psychiatry trainees to explain various aspects of the training process and the program. Suggested changes or additions to this information provided should be directed to the HETI psychiatry team at [HETI-PsychiatryTraining@health.nsw.gov.au](mailto:HETI-PsychiatryTraining@health.nsw.gov.au).

### THE ROLE OF HETI IN THE PSYCHIATRY TRAINEES' EDUCATION AND TRAINING PATHWAY

The Health Education and Training Institute (HETI) provides support to networks, manages reporting to the Ministry of Health, facilitates innovation, provides advice, and collaborates with the College, networks, and State-wide committees to ensure an excellent training experience for trainees.

The psychiatry networked training program is supported by the Psychiatry State Training Council; trainees are involved at a NSW State-level in this Council to represent the trainee viewpoint and facilitate communication back to the networks.

### TRAINEE NETWORK CONTACTS

All trainees should be aware of the following people and structures working towards supporting their training:

- Trainee Supervisor
- Site Coordinator of Training
- Education Support Officer
- Network Director of Training
- Network Governance Committee

## 4. NETWORK DIRECTORS OF TRAINING AND EDUCATION SUPPORT OFFICERS

Network	Network Director of Training	Education Support Officer
Hunter New England Training (HNE)	Dr Harsimrat Sandhu <a href="mailto:Harsimrat.Sandhu@hnehealth.nsw.gov.au">Harsimrat.Sandhu@hnehealth.nsw.gov.au</a>	Philippa Ditton-Phare PO Box 833 NEWCASTLE NSW 2300 <a href="mailto:HNELHD-MESOPsych@hnehealth.nsw.gov.au">HNELHD-MESOPsych@hnehealth.nsw.gov.au</a> P: 02 4033 5157 F: 02 4033 5183
Northern Sydney Central Coast (NSCC)	Dr Stephen Jurd <a href="mailto:Stephen.Jurd@health.nsw.gov.au">Stephen.Jurd@health.nsw.gov.au</a>	Anne-Maree Driver PO Box 169 NORTH RYDE NSW 1670 <a href="mailto:AnneMaree.Driver@health.nsw.gov.au">AnneMaree.Driver@health.nsw.gov.au</a> P: 02 9887 5936 F: 02 9887 5985
Sydney West and Greater Southern (SWaGS)	Dr Gregory De Moore <a href="mailto:Gregory.DeMoore@health.nsw.gov.au">Gregory.DeMoore@health.nsw.gov.au</a>	Locked Bag 7118 PARRAMATTA BC NSW 2150  P: 02 8838 6496 F: 02 8838 2187
South Eastern Sydney Illawarra (SESI)	Dr Andrew Pethebridge <a href="mailto:Andrew.Pethebridge@health.nsw.gov.au">Andrew.Pethebridge@health.nsw.gov.au</a>	Carmen Wallace Area Mental Health St George Hospital Campus Level 2, 11 Short Street KOGARAH NSW 2217 <a href="mailto:SESLHD-ESOPsych@health.nsw.gov.au">SESLHD-ESOPsych@health.nsw.gov.au</a> P: 02 9113 1527 (Mon and Thur)
Sydney South West North Coast (SSWNC)	Dr Bruce Boman <a href="mailto:Bruce.Boman@health.nsw.gov.au">Bruce.Boman@health.nsw.gov.au</a>	Leanne McKechnie Locked Mail Bag 7103 LIVERPOOL BC NSW 1871 <a href="mailto:SLHD-ESOPsych@health.nsw.gov.au">SLHD-ESOPsych@health.nsw.gov.au</a> P: 02 9616 4272 F: 02 9602 4156

## 5. STATE DIRECTORS OF CERTIFICATE SUB-SPECIALTY TRAINING

Specialty	State Directors
Adult and Generalist	Dr Kathryn Drew <a href="mailto:Kathryn.Drew@health.nsw.gov.au">Kathryn.Drew@health.nsw.gov.au</a>
Child and Adolescent	Dr Magella Lajoie <a href="mailto:Magella.Lajoie@health.nsw.gov.au">Magella.Lajoie@health.nsw.gov.au</a>
Consultation Liaison	Dr Sara Ghaly <a href="mailto:Sara.Ghaly@health.nsw.gov.au">Sara.Ghaly@health.nsw.gov.au</a>
Forensic	Dr Andrew Ellis <a href="mailto:Andrew.Ellis@justicehealth.nsw.gov.au">Andrew.Ellis@justicehealth.nsw.gov.au</a>
Old Age	Dr Doug Subau <a href="mailto:dsubau@hammond.com.au">dsubau@hammond.com.au</a>
Addiction	Dr Mark Montebello <a href="mailto:Mark.Montebello@health.nsw.gov.au">Mark.Montebello@health.nsw.gov.au</a>
Psychotherapy	Dr Jeffrey Streimer <a href="mailto:Jeffrey.Streimer@health.nsw.gov.au">Jeffrey.Streimer@health.nsw.gov.au</a>

## 6. PSYCHOTHERAPY EDUCATORS

Area	Psychotherapy Educator
Hunter New England (HNE)	Marina Vamos <a href="mailto:Marina.Vamos@hnehealth.nsw.gov.au">Marina.Vamos@hnehealth.nsw.gov.au</a>
Northern Sydney Central Coast (NSCC)	Chris Willcox <a href="mailto:Chris.Willcox@hnehealth.nsw.gov.au">Chris.Willcox@hnehealth.nsw.gov.au</a>
Sydney West and Greater Southern (SWaGS)	Daniel (Sandy) Kuiper <a href="mailto:Sandy.Kuiper@health.nsw.gov.au">Sandy.Kuiper@health.nsw.gov.au</a>
South Eastern Sydney Illawarra (SESI)	Loyola McLean <a href="mailto:Loyola.McLean@health.nsw.gov.au">Loyola.McLean@health.nsw.gov.au</a>
Sydney South West North Coast (SSWNC)	Keryl Egan <a href="mailto:Keryl.Egan@health.nsw.gov.au">Keryl.Egan@health.nsw.gov.au</a> Jason Fowler <a href="mailto:Jason.Fowler@health.nsw.gov.au">Jason.Fowler@health.nsw.gov.au</a> Sophia Parnas <a href="mailto:sparnas@clinicalpsychology.net.au">sparnas@clinicalpsychology.net.au</a>

## 7. PSYCHIATRY STAGE 1, STAGE 2 AND STAGE 3 GENERALIST TRAINING NETWORK COMPOSITION

### Hunter New England (HNE)

- Newcastle Mental Health Services
- Lake Macquarie Mental Health Services
- Hunter Valley Mental Health Services
- Psychiatry of Old Age Service
- Consultation Liaison Psychiatry Child & Adolescent Mental Health Services (CAMHS)
- Neuropsychiatry Services
- Psychiatric Rehabilitation Services (including Forensic)
- Psychotherapy
- Peel Mental Health Services (Tamworth)
- Tablelands Mental Health Services (Armidale)
- Manning Mental Health Services (Taree)
- HNET Education

### Northern Sydney Central Coast (NSCC)

- Bloomfield Hospital (Orange)
- Broken Hill Hospital
- Coral Tree Family Services
- Dubbo Hospital
- Dudley Private Hospital
- Gosford Hospital & Community Services
- Greenwich Hospital
- Hornsby & Ku-ring-gai Hospital
- Justice Health
- Macquarie Hospital
- Manly Hospital & Community Services
- Northside Clinic
- Outreach Support for Children & Adolescents
- Royal North Shore Hospital
- Ryde Community Health Centre
- Wyong Hospital & Community Health Centres

### Sydney West and Greater Southern (SWaGS)

- Aboriginal Medical Service Western Sydney
- Albury Hospital
- Blacktown Hospital
- Blacktown & Mt Druitt Community Health Services
- Blue Mountains Hospital
- Children's Hospital at Westmead
- Cumberland Hospital
- Goulburn Hospital
- Leeton Medical Centre
- Lithgow Hospital
- Nepean Hospital
- Nepean Child & Youth Community Mental Health
- St Joseph's Hospital
- Wagga Hospital
- Westmead Hospital

### South Eastern Sydney Illawarra (SESI)

- Byron Bay Hospital
- Justice Health & Forensic Mental Health Network
- Lismore Base Hospital
- Prince of Wales Hospital
- Shellharbour Hospital
- Shoalhaven Hospital
- St George Hospital
- St Vincent's Hospital
- Sutherland Hospital
- Sydney Children's Hospital, Randwick
- The Tweed Hospital
- Wesley Private Hospital, Kogarah
- Wesley Private Hospital, Ashfield
- Wollongong Hospital

## Sydney South West North Coast (SSWNC)

- Bankstown Hospital
- Braeside Hospital
- Bowral Hospital
- Campbelltown Hospital
- Camperdown CHC
- Canterbury CHC
- Coffs Harbour Base Hospital
- Concord Centre for Mental Health
- Concord Repatriation General Hospital
- Croydon CHC
- Kempsey Hospital
- Liverpool Hospital
- Marrickville CHC
- Rivendell & Walker Child & Adolescent Units
- Redfern CHC
- Professor Marie Bashir Centre (PMBC)
- Royal Prince Alfred Hospital
- Port Macquarie Hospital
- St John of God Private Hospital (Burwood)
- Brain & Mind Centre, Camperdown

## 8. HETI SCHOLARSHIPS

### RURAL MEDICAL TRAINEE SCHOLARSHIPS

The HETI Rural Medical Trainee Scholarship Program (RMTS) provides support for medical trainees who are committed to training and providing patient care in rural locations in NSW through the continuum of their training and education years.

#### Key Dates:

- February – March 2019: Applications open
- April 2019: Applicants notified of application outcome
- July-August 2019: Applications open
- September 2019: Applicants notified of application outcome

Please refer to the HETI website for more information on rural scholarship requirements, guidelines and the application form (<http://www.heti.nsw.gov.au/rmts>).

### METROPOLITAN ACCESS SCHOLARSHIP

The Metropolitan Access Scholarship (MAS) aims to assist rural trainees, with a strong commitment to rural practice in NSW, to relocate to a metropolitan centre for further training.

#### Key Dates:

- 17 December 2018 – Applications open
- 8 March 2019 – Applications close
- April 2019 – Applicants notified of application outcome

Please refer to the HETI website for more information on MAS eligibility, guidelines and the application form (<http://www.heti.nsw.gov.au/mas>).

## 9. TRAINEE RECRUITMENT

This information relates to the application process for first year psychiatry trainees for the 2020 Clinical Year.

Recruitment for the 2020 period will be advertised in accordance with PD2018\_018 “**Recruitment and Selection of Junior Medical Officers to the NSW Health Service**”.

The recruitment process will comply with the NSW Health’s policies for recruitment in the public sector and the principles of Equal Employment Opportunity.

All potential first year trainees who wish to apply for Psychiatry Junior Medical Officer (JMO) positions must follow the **two-step** application process outlined below.

### APPLICATIONS

#### 1. Apply for a College training position

Contact the Royal Australian and New Zealand College of Psychiatrists (RANZCP) NSW Branch to obtain an application kit to be accepted into the College training program.

Ms Linda Young  
 RANZCP NSW Secretariat  
 Phone: (02) 9352 3600  
 Fax: (02) 9810 5073  
 Email: [Linda.Young@ranzcp.org](mailto:Linda.Young@ranzcp.org)

Please note that there are two selection interview rounds per year for entry to the College training program (June and November); applications are open in April and September respectively.

#### 2. Apply for relevant jobs

Complete an on-line application form for each position that the applicant wishes to apply for through the on-line NSW Health JMO eRecruit system. Positions for the 2020 clinical year will be advertised during July and August 2019.

For more information please see: <http://www.health.nsw.gov.au/jmo>

**NOTE:** Applicants must undertake **both** of these steps.

### INTERVIEWS

Employment interviews will be held in late August or early September 2019.

### OFFERS

The College will make offers of appointment onto the College Training Program and the Local Health Districts will make offers of employment. Please note that these are separate processes. Other training positions will continue to be advertised throughout the year by Local Health Districts.

## FREQUENTLY ASKED QUESTIONS

### **How does Stage 1 and Stage 2 psychiatry training work in NSW?**

Stage 1 and Stage 2 Psychiatry training in NSW is conducted in five training networks that cover the State and include metropolitan and rural sites. Details of the areas and sites included within the networks are listed below. Additional information for trainees can be found on the HETI website.

### **What are training networks?**

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 facilitate equitable distribution of trainees across the network.

### **Are all trainees required to be part of a network?**

All trainees who registered with the RANZCP as either Stage 1, Stage 2 or Stage 3 trainees in NSW are required to be undertaking their training within one of the networks.

### **How will the network system help trainees?**

Trainees benefit from the networks by having a consolidated training program. They also benefit from the support of a Site Coordinator of Training (SCoT), a Network Director of Training (NDoT), and an Education Support Officer (ESO).

### **Who is responsible for the network?**

Each network has a Psychiatry Network Governance Committee (NGC). The NGC's role is to ensure safe, high quality training for psychiatry trainees through good oversight and management of the network and the delivery of its training program. Trainee representatives are members of the NGC.

### **Where can I get more information?**

Please refer to the website of the Royal Australia and New Zealand College of Psychiatrists (RANZCP) for information relevant to psychiatry education and training: [www.ranzcp.org](http://www.ranzcp.org).

For information on the network system of psychiatry training, relevant committees, contact details for network roles and trainee representatives, please refer to the Health Education and Training Institute (HETI) website: [www.heti.nsw.gov.au](http://www.heti.nsw.gov.au).



## PSYCHIATRY TRAINING NETWORKS, CONTACTS AND FURTHER INFORMATION

### NETWORK A: HUNTER NEW ENGLAND (HNE) NETWORK

#### Covering Hunter New England Local Health District

A two-hour drive from Sydney, Newcastle offers an excellent lifestyle and quality of life with affordable living that is close to beaches and vineyards. Mental health services provide an integrated program of psychiatric hospital and community based services.

The Hunter New England Clinical Training Network has accredited training terms in Adult General Inpatient, Adult General Community, Integrated (hospital and community) general adult psychiatry, Psychiatric Intensive Care, Psychiatry of Old Age, Forensic, Rehabilitation, Psychotherapy, Consultation Liaison, Child/Adolescent, Neuropsychiatry, and Addiction psychiatry (both inpatient and outpatient), as well as roles for education registrars. The Network also provides a high quality-training program in ECT with a strong academic focus that is paired with regular supervised procedural experience.

Clinical services are provided over seven hospital sites. The Mater Hospital located in Waratah is an acute psychiatric hospital with 4 beds in Psychiatric Emergency, 8 beds in Psychiatric Intensive Care Unit, 44 beds in general adult psychiatry, 22 beds in Addiction, and 22 beds dedicated to psychiatry of old age. In addition there are 24 general adult psychiatry beds located in the Hunter Valley at Maitland Hospital. Morisset Hospital is located on the western shores of Lake Macquarie and has 130 beds for sub-acute and non-acute psychiatry including rehabilitation, forensic, neuropsychiatry and psychiatry for the older person. There is a 12 bed Child and Adolescent Unit (Nexus) at the John Hunter Hospital, and a 20 bed Intermediate Stay Mental Health Unit at the James Fletcher Hospital in Newcastle. Community based services linked to the inpatient services are located throughout the region. This network includes the following rural sites: Tamworth (25 beds), Armidale (8 beds) and Manning Hospital (20 beds). HNET has special funding for several integrated rural training pathways (IRTP) which allow trainees to maintain connections to rural communities while they complete their post-graduate training.

Psychiatry trainees who are successfully appointed to the HNE Training Network are provided with a tenured training experience, which allows them to fulfil all of their training requirements. The training program is tailored to the developmental level of the trainee. Lecturers include a number of local experts, as well as bi-national, and occasionally international experts. Trainees are paid to attend lectures during their work time and lecture times are protected from usual clinical duties, with the formal education course fees subsidised for HNE trainees by the service. There is a preparation program for pre-examination candidates for both the written and clinical examinations. In addition, HNET provides supports for scholarly project, leadership and management requirements, the psychotherapy written case, and CBT. A recently established CBT teaching clinic provides registrars with the opportunity to conduct CBT over three months with close supervision and teaching from CBT expert supervisors, including A/Prof Lisa Lampe. HNET has an excellent reputation for training that is exemplified by the success of our trainees in examinations and the high rates of retention of our recently elected fellows as staff specialists.

Network A: Hunter New England (HNE)	
Network Director of Training	Dr Harsimrat Sandhu <a href="mailto:Harsimrat.Sandhu@hnehealth.nsw.gov.au">Harsimrat.Sandhu@hnehealth.nsw.gov.au</a>
Education Support Officer	Philippa Ditton-Phare <a href="mailto:HNELHD-MESOPsych@hnehealth.nsw.gov.au">HNELHD-MESOPsych@hnehealth.nsw.gov.au</a>
Network Composition	
<ul style="list-style-type: none"> <li>• Acute Adult Psychiatry including Psychiatric Emergency Care Centre and Psychiatric Intensive Care Unit (Mater Hospital); Acute Care Team (based in Newcastle Community Mental Health Service); and Telepsychiatry Service Northern Mental Health Emergency Care – Rural Access Program (NMHEC-RAP)</li> <li>• Newcastle Mental Health Service (Mater Hospital and community)</li> <li>• Lake Macquarie Mental Health Service (Mater Hospital and community)</li> <li>• Hunter Valley Mental Health Service (The Maitland Hospital and community)</li> <li>• Psychiatry of Old Age Service (Mater Hospital, Morisset Hospital, and community)</li> <li>• Mental Health Substance Use Service (Mater Hospital and community)</li> <li>• Consultation Liaison Psychiatry (John Hunter Hospital, Calvary Mater Newcastle and Hunter Valley)</li> <li>• Child &amp; Adolescent Mental Health Service including John Hunter Hospital Inpatient Child and Adolescent Unit and community teams at Newcastle, Lake Macquarie and Hunter Valley as well as a Paediatric/ CAMHS term)</li> <li>• Psychiatric Rehabilitation Service (Intermediate Stay Mental Health Unit at James Fletcher Hospital, Morisset Hospital rehab and forensic unit [Kestrel], and community teams)</li> <li>• Neuropsychiatry (Mater Hospital and Morisset Hospital)</li> <li>• Centre for Psychotherapy (James Fletcher Hospital)</li> <li>• Tamworth Rural Referral Hospital (inpatient and community team)</li> <li>• Manning Rural Referral Hospital (inpatient and community team)</li> <li>• Armidale Rural Referral Hospital (inpatient and community team)</li> <li>• Mayo Private Hospital (Taree)</li> </ul>	

## NETWORK B: NORTHERN SYDNEY CENTRAL COAST (NSCC) NETWORK

### Covering Northern Sydney, Central Coast, Western New South Wales and Far West Local Health Districts

This Network covers a large suburban and coastal area north of the Harbour Bridge through to the Central Coast. The population is mixed culturally with a significant percentage of residents from non-English speaking backgrounds.

There is an excellent network of hospitals and community services with units of world repute. The following rural sites are included in Network B: Bloomfield Hospital (Orange), Dubbo Base and Broken Hill Base Hospitals.

Network B is a comprehensive training Network which offers all mandatory training, as well as a diversity of accredited training experiences with subspecialties such as Addictions, Psychiatry of Old Age, Child and Adolescent, Rehabilitation, Mood Disorders and Eating Disorders. There are 22 FTE accredited training positions in community health, 8 FTE in private settings, a full time psychotherapy post, and a position in Indigenous Mental Health and forensic. Comprehensive training occurs at each site, augmented by additional training for the examinations. Academic presence is high with the Academic Unit at Royal North Shore Hospital generating much research in the field of psychological medicine.

There is a strong emphasis on attention to the personal needs of trainees including family needs with flexible work arrangements available.

Network B: Northern Sydney Central Coast (NSCC)	
Network Director of Training	Dr Stephen Jurd <a href="mailto:Stephen.Jurd@health.nsw.gov.au">Stephen.Jurd@health.nsw.gov.au</a>
Education Support Officer	Anne-Maree Driver <a href="mailto:AnneMaree.Driver@health.nsw.gov.au">AnneMaree.Driver@health.nsw.gov.au</a>
Network Composition	
<ul style="list-style-type: none"> <li>• Bloomfield Hospital (Orange)</li> <li>• Broken Hill Hospital</li> <li>• Brookvale Community Health Centre</li> <li>• Central Coast Community Health Centres</li> <li>• Dubbo Hospital</li> <li>• Dudley Hospital, Orange</li> <li>• Gosford District Hospital</li> <li>• Greenwich Hospital</li> <li>• Hornsby &amp; Ku-ring-gai Hospital</li> </ul>	<ul style="list-style-type: none"> <li>• Justice &amp; Forensic Mental Health Network</li> <li>• Macquarie Hospital</li> <li>• Manly Hospital</li> <li>• Northside Group</li> <li>• Royal North Shore Hospital &amp; Community Health Centres</li> <li>• Ryde Community Health Centre</li> <li>• Wyong Hospital</li> </ul>

## **NETWORK C: SYDNEY WEST AND GREATER SOUTHERN (SWAGS) NETWORK**

### **Covering Western Sydney, Western NSW, Murrumbidgee, Southern NSW, and Nepean Blue Mountains Local Health Districts, Children's Hospital at Westmead and private hospitals/facilities**

The SWaGS network covers a population of approximately one million people of mixed cultural background. The area extends from Auburn to Westmead-Parramatta (the demographic heart of Sydney) to the Blue Mountains, and across to our rural sites in the Southern and Murrumbidgee Local Health Districts. Our rural sites include Goulburn, Wagga Wagga, Albury and the Blue Mountains Hospital.

Each hospital facility offers Psychiatry trainees weekly teaching sessions, allocated protected teaching time, as well as examination preparation workshops organised by reputable local supervisors (some of whom are also RANZCP examination markers).

The major teaching hospitals affiliated with the University of Sydney are Westmead Hospital, Cumberland Hospital, Blacktown Hospital and Nepean Hospital.

Located within the grounds of the Cumberland campus is the HETI Mental Health Portfolio; this proximity makes it easy for trainees to attend the Postgraduate Course in Psychiatry and/or the Master of Psychiatry. Also within the grounds is the NSW Transcultural Mental Health Centre and a tertiary referral medium-secure Forensic Unit. There is an extensive and integrated community mental health network linked with hospital based services. Parramatta's pivotal role in the birth of Sydney as the country's major metropolitan centre is reflected in a number of the historic buildings on this extensive psychiatric campus.

The accredited terms provided include Integrated Adult Psychiatry, Rehabilitation Psychiatry, Consultation Liaison Psychiatry, Old Age Psychiatry, Substance Abuse, Child and Adolescent Psychiatry, Forensic Psychiatry, Community Psychiatry and Perinatal Psychiatry.

Within the network there are special programs in Psychodynamic Psychotherapy (Professorial Unit), Perinatal Psychiatry (Professorial Unit), Eating Disorders, Anxiety Disorders, Huntington's Disease and other neurological disorders, Psychiatric Intensive Care, Neuroscience, Management of Trauma Victims, Family Therapy and Adolescent Psychosis early intervention programs and there are ample opportunities for research.

Network C: Sydney West and Greater Southern (SWaGS)	
Network Director of Training	Dr Gregory De Moore <a href="mailto:Gregory.DeMoore@health.nsw.gov.au">Gregory.DeMoore@health.nsw.gov.au</a>
Education Support Officer	TBA
Network Composition	
<ul style="list-style-type: none"> <li>• Aboriginal Medical Service Western Sydney</li> <li>• Albury Hospital</li> <li>• Blacktown Hospital</li> <li>• Blacktown &amp; Mt Druitt Community Health Services</li> <li>• Blue Mountains Hospital</li> <li>• Children's Hospital at Westmead</li> <li>• Cumberland Hospital</li> <li>• Goulburn Hospital</li> <li>• HeadSpace – Parramatta &amp; Mt Druitt</li> <li>• Justice Health Forensic Network</li> <li>• Leeton Medical Centre</li> <li>• Lithgow Hospital</li> <li>• Nepean Hospital</li> <li>• Nepean Child &amp; Youth Community Mental Health</li> <li>• Northside West Private Clinic</li> <li>• St Joseph's Hospital</li> <li>• St John of God, Richmond</li> <li>• Wagga Wagga Hospital</li> <li>• Westmead Hospital</li> </ul>	

## NETWORK D: SOUTH EASTERN SYDNEY ILLAWARRA (SESI) NETWORK

### Covering South Eastern Sydney, Illawarra Shoalhaven, and Northern NSW Local Health Districts

The Local Health Districts in Network D boast a range of career, lifestyle and opportunities for trainees in psychiatry.

Our hospitals and community clinics hug the coast from Darlinghurst, through Bondi to Ulladulla and everything in between. We include three universities, and over one hundred and fifty psychiatrists. Many services are supported by JMO rotations and CMO positions.

Although we span a large service, each six month rotation sees you as part of a small functioning unit with its own culture and cohesion. You will have variety, from rural to inner city, from pre-natal to old age. Trainees are a welcome part of each team, working alongside psychiatrists. Each hospital has a local psychiatrist who coordinates training. The trainees have a strong voice in plans for training, exam preparation and day to day issues. We have an enviable pass rate in the RANZCP exams, supported by specific teaching in examination technique.

We are one of the largest psychiatry training networks in New South Wales, providing a complete Royal Australian and New Zealand College of Psychiatrists accredited program from Basic through to the completion of Advanced training. Trainees rotate through all the mandatory terms and have a choice of a broad range of additional placements including subspecialties as diverse as old age psychiatry, early intervention, emergency psychiatry, private hospitals, peri-natal psychiatry, forensic mental health, psychotherapy, neuropsychiatry, mood disorders, youth mental health and intellectual disability psychiatry. There are many professorial units to which trainees can be allocated, including the Black Dog Institute, CRUFAD and The Neuropsychiatry Institute. Interested trainees are also encouraged to work within some of the professorial research units.

You have a chance to join our 20,000 strong workforce serving a population of more than 2 million residents and travellers along the breathtaking south-east Australian coast.

Network D: South Eastern Sydney Illawarra (SESI)	
Network Director of Training	Dr Andrew Pethebridge <a href="mailto:Andrew.Pethebridge@health.nsw.gov.au">Andrew.Pethebridge@health.nsw.gov.au</a>
Education Support Officer	Carmen Wallace <a href="mailto:SESLHD-ESOPsych@health.nsw.gov.au">SESLHD-ESOPsych@health.nsw.gov.au</a>
Network Composition	
<ul style="list-style-type: none"> <li>Justice Health &amp; Forensic Mental Health Network</li> <li>Prince of Wales Hospital</li> <li>Sydney Children's Hospital, Randwick</li> <li>St Vincent's Hospital</li> <li>St George Hospital</li> <li>The Sutherland Hospital</li> <li>Wollongong Hospital</li> </ul>	<ul style="list-style-type: none"> <li>Shellharbour Hospital</li> <li>Shoalhaven Hospital</li> <li>Lismore Base Hospital</li> <li>The Tweed Hospital</li> <li>Byron Central Hospital</li> <li>Wesley Private Hospital, Kogarah</li> </ul>

## **NETWORK E: SYDNEY SOUTH WEST NORTH COAST (SSWNC) NETWORK**

### **Covering South Western Sydney, Sydney and Mid North Coast Local Health Districts**

The Sydney South West Area covers the inner western suburbs of Sydney, and the south western suburbs which are the fast growing part of Sydney. The network comprises both rural and urban areas, and a culturally diverse catchment population. The area includes Sydney's largest Koori population as well as sizeable Vietnamese, Italian, Greek, Lebanese, South American and African communities.

The main mental health facilities are at Concord Centre for Mental Health, Professor Marie Bashir Centre, Rivendell (Thomas Walker Hospital), Bankstown-Lidcombe, Liverpool and Campbelltown hospitals. They are all teaching hospitals attached to University of New South Wales, University of Sydney and Western Sydney University.

We offer excellent training in Psychiatry and provide training in all the accredited terms as required by the Royal Australian and New Zealand College of Psychiatrists. They are Adult General (inpatient and integrated hospital and community), Child and Adolescent, Forensic (Long Bay Prison Hospital), Psychiatry of Old Age (both inpatient and community), Consultation Liaison, Drug and Alcohol, Rehabilitation Psychiatry, Aboriginal Mental Health, Eating Disorders, Early Psychosis Intervention (EPIP), Intellectual Disability, and Trans-cultural Psychiatry. There is a strong academic input with opportunities to do research at our Metabolic Clinic, the Centre for Excellence in Relapse Prevention and Neurosleep study and treatment resistance depression clinic, a partnership with the Brain & Mind Centre and Sydney University.

Additionally, our network offer two unique terms to eligible trainees: STARTTS (Service for the Treatment and Rehabilitation of Torture and Trauma Survivors) and Out of Home Care and Whole Family Team (for Advanced Trainees in Child & Adolescent Psychiatry and Generalist Psychiatry).

The network also offers a number of Specialist Training positions at St John of God Hospital, Brain & Mind Centre, the Chris O'Brien Life House, and the Aboriginal Mental Health Service at Royal Prince Alfred Hospital.

The aim of the network training program is to provide a breadth and depth of training that supports trainees in achieving both the highest possible pass rate in the RANZCP examinations, as well as great flexibility in long-term vocational preparation. We pride ourselves on a program which provides a range of options for supervision regarding the Psychotherapy Long Case, offered in a number of locations across the network. Additionally, we provide a comprehensive training and supervision program regarding other psychotherapy modalities, in particular Supportive Psychotherapy and Cognitive Behaviour Therapy. We have a strong focus on preparing trainees for their RANZCP examinations and provide a broad teaching program which includes teaching sessions and mock exams for both the Written and OSCE exams.

Network E: Sydney South West North Coast (SSWNC)	
Network Director of Training	Dr Bruce Boman <a href="mailto:Bruce.Boman@health.nsw.gov.au">Bruce.Boman@health.nsw.gov.au</a>
Education Support Officer	Leanne McKechnie <a href="mailto:SLHD-ESOPsych@health.nsw.gov.au">SLHD-ESOPsych@health.nsw.gov.au</a>
Network Composition	
<ul style="list-style-type: none"> <li>• Bankstown Hospital</li> <li>• Braeside Hospital</li> <li>• Bowral Hospital</li> <li>• Campbelltown Hospital</li> <li>• Camperdown CHC</li> <li>• Canterbury CHC</li> <li>• Coffs Harbour Base Hospital</li> <li>• Concord Centre for Mental Health</li> <li>• Concord Repatriation General Hospital</li> <li>• Croydon CHC</li> </ul>	<ul style="list-style-type: none"> <li>• Kempsey Hospital</li> <li>• Liverpool Hospital</li> <li>• Marrickville CHC</li> <li>• Rivendell &amp; Walker Child &amp; Adolescent Units</li> <li>• Redfern CHC</li> <li>• Professor Marie Bashir Centre (PMBC)</li> <li>• Royal Prince Alfred Hospital</li> <li>• Port Macquarie Hospital</li> <li>• St John of God Private Hospital (Burwood)</li> <li>• Brain &amp; Mind Centre, Camperdown</li> </ul>



## 10. 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 a Local Health District. Within both these systems there are levels of support that are available to you to assist 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. Make a note in your diary that you have raised the issue and what has been agreed and 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 (NGC)** 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 request 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 too early. Be aware that the PSTC and HETI staff will ask if you have addressed the issue fully and locally before considering any additional action.

The vast majority of issues that are addressed locally are usually resolved to the satisfaction of both trainee and supervisor. It is best to follow this path initially when and if the need arises.

## ISSUES AFFECTING A GROUP 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, the PSTC trainee representative may be the best person to raise the issue with, in order that he/she can advise the Psychiatry State Training Council. You can ask your ESO for your network representatives or HETI for details of the next meeting. The other option would be to contact the RANZCP directly to raise the issue.

## JMO SUPPORT LINE – 1300 JMO 321

The JMO Support Line is a support and advice service provided by NSW Health for junior medical staff.

Call 1300 JMO 321 or 1300 566 321 to make a confidential appointment.

The Support Line is part of the NSW Health Respectful Culture in Medicine initiative. It has been developed to provide a specialised, free and confidential support service to all junior medical staff in NSW Health.

The Support Line has been established for JMOs in response to evidence of junior medical staff experiencing difficult and unacceptable behaviours, and in some instances, bullying and harassment, during training.

Support on the Line is provided by Senior Medical Officers working in hospitals around NSW who understand your situation. There are measures in place to ensure that all support remains confidential and the Support Officers will be located in a different District or Network to you and be from a different specialty to ensure your anonymity.





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T 02 9844 6551

F 02 9844 6544

E [heti-info@health.nsw.gov.au](mailto:heti-info@health.nsw.gov.au)

[HETI.NSW.GOV.AU](http://HETI.NSW.GOV.AU)

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