A proposal for a College Advanced Training Stream in leadership and management

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RANZCP Advanced Training Programs

- RANZCP Advanced Training Programs
  - Addiction Psychiatry
  - Adult Psychiatry
  - Child and Adolescent Psychiatry
  - Consultation–Liaison Psychiatry
  - Forensic Psychiatry
  - Psychiatry of Old Age
  - Psychotherapies

- All of these advanced training programs are focused on specific areas of clinical practice
- Psychiatrists receive insufficient training in working effectively at system level
The opportunities for, and obligations of, leadership are many. They include:

- work in mental health policy analysis and development;
- innovative service design, implementation and evaluation;
- leadership of clinical institutions and teams;
- the formation of new constellations of partnership and collaboration;
- leadership of research teams working in new areas of mental health systems research;
- and many other areas.

Components of a curriculum

1. Issues in mental health: the local and international context
2. The national mental health system within the broader health system
   a. Health financing
   b. State and Commonwealth roles and responsibilities
   c. Stakeholders
3. National mental health reform in Australia
   a. Pre–1992
   b. 1992 – 2005
   c. 2006 and beyond
Components of a curriculum

4. Understanding the policy-making process
   a. Theory of policy formulation
   b. What constitutes a mental health policy?
   c. Policy-making within government – political and bureaucratic dimensions

5. Influencing the policy-making process
   a. Advocacy
   b. Formal government processes
   c. The research-policy nexus
   d. Professional associations

6. Challenges for mental health reform – what needs to change?
   a. Problem definition
   b. Causes
   c. Options development

7. Current issues in clinical leadership
   a. Clinical governance
   b. Information systems
   c. Multidisciplinary teams
   d. Outcome measurement

8. Introducing service change
   a. Case-based learning

9. Leadership theory and practice
Training positions and assessment

- Senior or principal registrars are frequently in positions that require them to assume a variety of leadership and management roles.
  - Clinical – e.g. as leaders of teams
  - Training programs
  - New service design and implementation
  - Research programs
- A number of existing positions could be designated as leadership and management training positions, but would require appropriate supervision and mentoring for this purpose
- One appropriate form of assessment would be writing up of one or more leadership and management case studies. Such case studies would become excellent teaching materials.

Question

- Is there a need for, and sufficient interest in, the development of an Advanced Training Program in Leadership and Management?