

**PROFESSOR OF GENERAL PRACTICE
SCHOOL OF PRIMARY HEALTH CARE
FACULTY OF MEDICINE, NURSING AND HEALTH SCIENCES
AND
DIRECTOR, PRIMARY CARE RESEARCH
DANDENONG AND CASEY REGION
AND
SOUTHERN HEALTH**

Position description

ORGANISATIONAL CONTEXT

Monash University, in conjunction with Southern Health and the Dandenong Casey General Practice Association are committed to promoting excellence in research, teaching and training in General Practice in the South-Eastern region of Melbourne. To facilitate this, the three organisations have forged a partnership to achieve their collective goals through the establishment of an Academic Unit based in Dandenong. We are now seeking to appoint a head of this Unit at the level of Professor.

Monash University

Monash University is a large and successful university in Australia's Group of Eight research intensive universities, distinguished by its international focus and commitment to innovative research and high quality teaching and learning. It has an excellent reputation for high quality research output, and undergraduate and graduate education and is emerging as an institution that is realising its potential to integrate its diverse strengths into significant research and education programs. As an institution it seeks to improve the human condition and is committed to a sustainable future. Monash has six campuses in Victoria, a campus in Malaysia, a campus in South Africa, a centre in Prato, Italy, and numerous international partnerships and co-operative ventures.

Monash has approximately 55,000 equivalent full time students spread across its Australian and off-shore campuses, and approximately 5,300 full time equivalent staff. Approximately 2,500 of these staff members are academic staff.

The Faculty of Medicine, Nursing and Health Sciences is the University's largest research faculty with many world-class researchers working across a range of disciplines, from laboratory-based medical science to applied clinical, social and public health research.

The faculty is also home to a number of leading medical and biomedical research institutes whose researchers have contributed to advances in areas including *in vitro* fertilisation, human stem cells, structural biology, cardiovascular physiology, drug discovery, functional genomics, infectious diseases, inflammation, neurosciences and mental health.

The faculty is ranked nineteenth in the world in biomedical research and aims to be Australia's leading medical research faculty within five years. All schools and departments are expected to be in the top three nationally in their discipline.

Courses offered by the faculty include undergraduate medicine, nursing, radiography and medical imaging, nutrition and dietetics, paramedic studies, biomedical sciences, physiotherapy, occupational therapy, behavioural neurosciences and social work. The faculty also offers a range of research and coursework postgraduate programs.

The faculty takes pride in delivering outstanding education in all its courses, in opening its students to the possibilities offered by new knowledge through a vital research teaching nexus, and in providing a nurturing and caring environment.

Faculty snapshot

Students (EFTSL) – 6,974

- Undergraduate – 5,475 (78.5%)
- Postgraduate coursework – 834 (12.0%)
- Higher degree by research – 665 (9.5%)

Staff (FTE) – 1,587

- Academic – 1,104
- General – 483

The faculty is organised into nine schools and several institutes comprising multiple departments, centres and further institutes:

- School of Biomedical Sciences
- School of Nursing and Midwifery
- School of Psychology, Psychiatry and Psychological Medicine
- Central Clinical School
- School of Primary Health Care
- School of Rural Health
- Southern Clinical School
- School of Public Health and Preventive Medicine
- Eastern Health Clinical School
- Monash Institute of Medical Research
- Australian Regenerative Medicine Institute

In addition, the three medical schools – Central Medical School, School of Medicine and Health Sciences, Monash University Sunway campus and Gippsland Graduate Entry Medical School – work together as the Monash University School of Medicine.

School of Primary Health Care

The School of Primary Health Care (SPHC) was formed in 2000. The conceptual underpinning of the establishment of a School of Primary Health Care (within a university setting) was to create an integrated group of disciplines which shared a common purpose, namely the provision of teaching, training and research to support professional development and to foster scholarship in those disciplines whose practice is predominantly in the community rather than in the hospital sector. The strength of any health system is judged by the effectiveness of its delivery of primary care. That delivery is not vested with a single discipline, but rather, with a number of disciplines working together with a common aim of effectively treating and supporting individuals, families and communities with medical, psychological and social needs.

The SPHC is the most rapidly growing entity in the faculty, with student numbers over 1200 in 2008. Staff numbers are now in excess of 160 FTE, excluding honorary staff. The school's budget is \$19m, with research income increasing from \$1.8 m in 2004 to \$3.2m in 2007. The school is also engaged internationally in collaborations with partners in China, the Middle East, Malaysia, Hong Kong and Fiji - supporting postgraduate GP training and in joint research projects in the areas of ageing, clinical safety and gambling.

The school is comprised of the following departments, centres and units:

Notting Hill site:

Department of General Practice; Primary Care Research Unit; Centre for Developmental Disability Health Victoria; Centre for Child Abuse Prevention Research Australia; Collaborative Centre for Gambling Research; Multi-cultural Health Unit; Primary Care Obesity Research Unit

Peninsula campus:

Department of Community Emergency Health and Paramedic Practice; Department of Health Science; Department of Occupational Therapy; Department of Physiotherapy

Caulfield campus:

Department of Social Work

Dandenong Casey General Practice Association (DCGPA)

With its head office in Dandenong this association is one of 30 divisions in Victoria (there are 121 divisions of general practice throughout Australia). Each division covers a specified geographical area, and is incorporated as an association or company largely funded by the Federal Government (Department of Health and Ageing). The DCGPA has a membership of 291 general practitioners, organized into five geographical sub-regions, comprising practices in the following suburbs:

- Dandenong, Bangholme, Doveton
- Keysborough, Noble Park
- Cranbourne, Hampton Park, Pearcedale
- Endeavour Hills, Hallam
- Berwick, Narre Warren

These general practitioners serve a population of the order of 340,000.

The DCGPA is committed to supporting local general practitioners to provide optimum primary care for the community. The division endeavours to be the focal point for general practice enhancement by providing members with educational and developmental opportunities. The division also **strives to influence the delivery of integrated health care for the community** by facilitating activities and communication with general practitioners, consumers, hospitals, health services/professionals and governments.

Southern Health

Southern Health provides services to an area in excess of 2,800 square kilometers with a population of over 750,000 people. Its primary catchment area includes the cities of Cardinia, Casey, Greater Dandenong, Kingston and Monash. Specialist services are also provided to a rural catchment including Gippsland with a population of more than 300,000.

Southern Health provides public hospital services; aged inpatient, community and home care services; and inpatient and community mental health services to its primary and nearby catchment populations.

Southern Health employs over 11,000 staff and has an annual turnover of \$900 million.

In the last year it served over 170,000 inpatients, provided over 750,000 outpatient occasions of service and assisted in the birth of 7,700 babies.

Services are provided through a number of hospitals and community health services:

- Casey Hospital
- Dandenong Hospital
- Kingston Centre Rehabilitation & Aged Care
- Monash Medical Centre Clayton
- Monash Medical Centre Moorabbin
- Casey Community Health Service
- Cardinia Community Health Service
- Greater Dandenong Community Health Service

Southern Health is a centre for medical and postgraduate nurse training, postgraduate study and medical research.

The vision of Southern Health is simple – “**Better Health for our Community**”.

Position accountability

The appointee will hold the position of Professor of General Practice at Monash University and be entitled to the rights and privileges that go with such a position. However, as the position is jointly funded by Southern Health, DCGPA and Monash University, accountability will be to an executive made up of a representative from each of these bodies. Direct daily reporting will be to the Head, School of Primary Health Care.

Location

The position will be based principally in Dandenong and co-located with the DCGPA. However, office space will also be available at the SPHC at Notting Hill.

OBJECTIVES

The appointee will be expected to:

- provide leadership and foster excellence in research, teaching, professional activities and policy development in General Practice within the department, the school, the University and DCGPA, both scholarly and general;
- make an outstanding contribution to all activities of the organisational unit or interdisciplinary area and within their profession or discipline.

DUTIES

Research

- define a research agenda relevant to the health needs of the region and health service providers in the region, in particular Southern Health and DCGPA;
- focus on research activities that meet the needs of the clinical and health service needs of the region and influence policy and practice related to clinical service and disease priority areas in the region;
- provide research leadership and foster collaborative research which is inclusive of other researchers in the SPHC and Department of General Practice within that school, academics in the Faculty of Medicine Nursing and Health Sciences at Monash, staff at Southern Health and at the DCGPA;
- within the University, ensure particularly close cooperation with the School of Public Health and Preventive Medicine, Southern Clinical School, School of Nursing and Midwifery, School of Rural Health and Gippsland Medical School;

- build research networks which include general practitioners and other primary health care providers;
- seek and secure funding from government, industry, philanthropic and other sources in the form of grants and tenders to support relevant projects;
- liaise with other researchers nationally and internationally to raise the profile of general practice research in the region;
- pursue personal research interests;
- ensure timely publication of research findings and presentation of these findings at relevant conferences locally, nationally and internationally.

Research training

- undertake supervision of honours, B Med Sci, HDR (Masters and PhD) students;
- supervise and train research fellows as part of the PCRED program and visiting international research fellows funded to receive training at Monash;
- provide research methods teaching and training to GPs, GP registrars and other Primary Care Providers in the region and contribute to the SPHC research training agenda.

Research management and administration

- be an active member of the SPHC Research Committee and work closely with the Chair of the Committee and the Director of Primary Care Research (Prof Shane Thomas) to ensure synergistic approaches to research between the SPHC, Southern Health and DCGPA;
- where appropriate represent SPHC on faculty research committees and external committees including ethics committees;
- performance manage a research team;
- report to the Head, SPHC and the executive of Monash-Southern Health-DCGPA on matters related to research administration and management.

Teaching and clinical training

- participate in undergraduate teaching in the MBBS curriculum in areas of interest and expertise, including teaching, tutoring and examining in consulting and communication skills where required;
- participate in teaching of Research Methods and other relevant research based courses to undergraduates and postgraduates in the SPHC;
- provide leadership in teaching and teaching coordination in the newly established super clinic to be based at the Casey site and create links between teaching and research wherever possible;
- support the recruitment and retention of teaching practices and staff within those practices in the region;
- support the development of inter-professional learning and inter-professional teaching in the region;
- support GP registrar training by working closely with VMA to facilitate vertical integration of undergraduate teaching and vocational training particularly at the super clinic and other practices in the region;
- create opportunities for cooperation in teaching and training with the Monash Gippsland Medical School and the School of Rural Health.

Community engagement and community service

- participate in relevant but limited clinical practice including private practice;
- sit on appropriate SPHC, faculty, Southern Health, DCGPA committees;
- sit on committees of various relevant professional bodies;
- engage in community activities related to the disciplines of general practice and primary health care.

APPOINTMENT PERIOD

The appointment will be for a fixed term of three years Subject to performance and other criteria, a further term would be negotiable.

PERFORMANCE MANAGEMENT

The performance of the appointee will be assessed annually by an executive consisting of the Head, School of Primary Health Care and the Chair or CEO of the DCGPA and Chair of the Southern Health Division of Primary Health Care, utilising the Monash University performance management program.

SELECTION CRITERIA

Qualifications

- be a qualified general practitioner and hold a Fellowship of the RACGP or equivalent body;
- be registered or registrable for medical practice in the State of Victoria;
- a research doctorate in a relevant discipline.

Achievements, qualities, capabilities

- highly developed skills of leadership, team-building, networking and management.
- international reputation for outstanding research.
- highly successful record of obtaining external grants for research.
- record of successful supervision of postgraduate research students.
- proven excellence in teaching at both undergraduate and postgraduate levels.

Indicators relevant to the selection criteria could include the following:

- possess strong interpersonal, leadership and team building skills and a capacity to develop and grow an academic unit;
- financial management experience and ability to contribute to and encourage the generation of non-traditional revenue sources;
- evidence of outstanding scholarly activity of an international standard in general practice and a demonstrated ongoing commitment to one or more programs of research;
- knowledge and skills in both qualitative and quantitative research methods which can be applied to clinical and social science research;
- demonstrated ability to supervise research, academic and general staff;
- the ability to make a significant contribution to postgraduate training programs in general practice;
- a vision for the future needs and development of general practice within Australia and internationally, from research and educational perspectives;
- evidence of ability in, and commitment to, the promotion of general practice as a discipline to potential students and the wider community.

FURTHER INFORMATION

Confidential enquiries regarding the position may be made to the Head, School of Primary Health Care, Professor Leon Piterman telephone +61 3 990 54315 or email: Leon.Piterman@med.monash.edu.au.