



GOVERNMENT OF
WESTERN AUSTRALIA



Rural Psychiatry Training

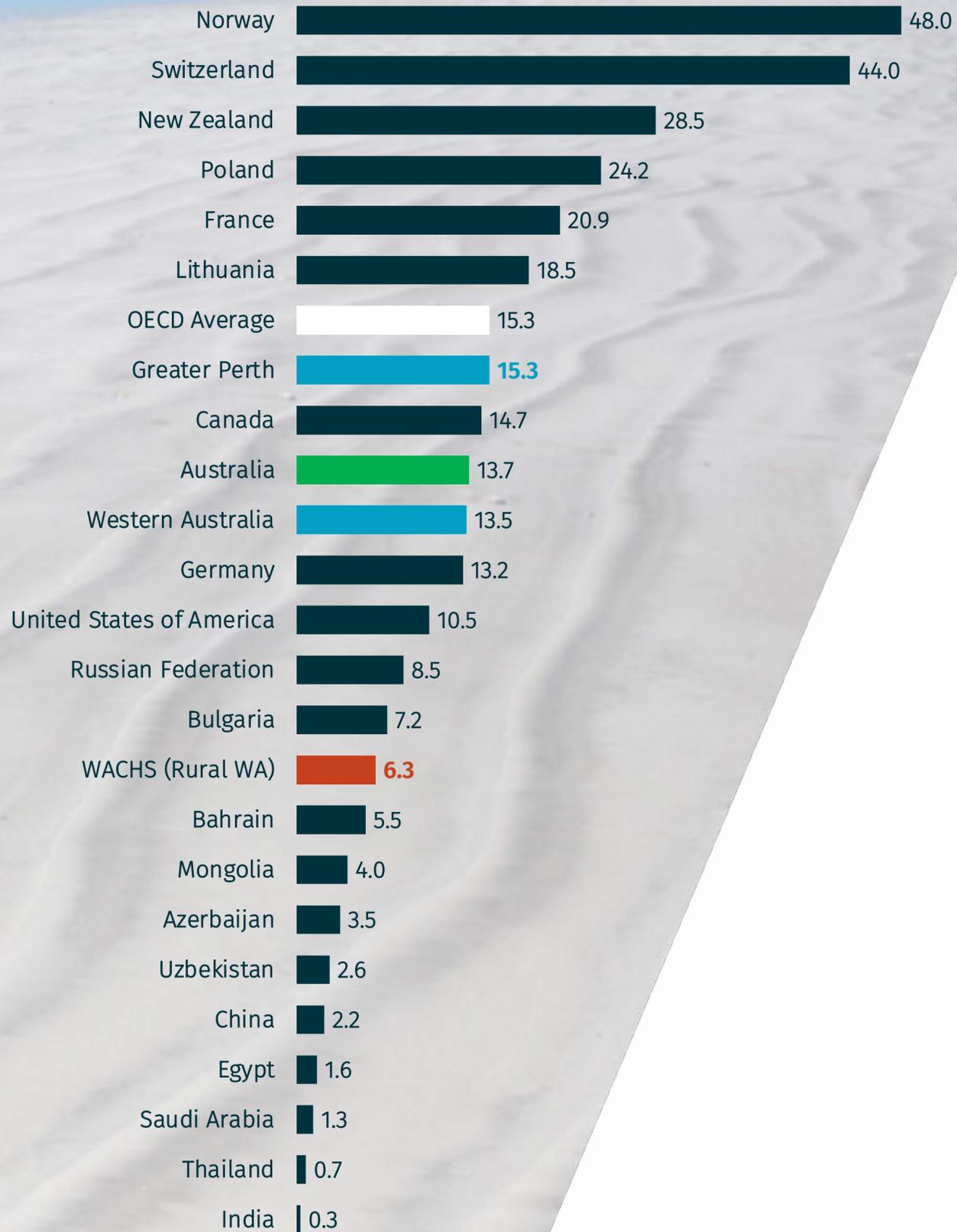
Western Australia



Government of Western Australia
WA Country Health Service



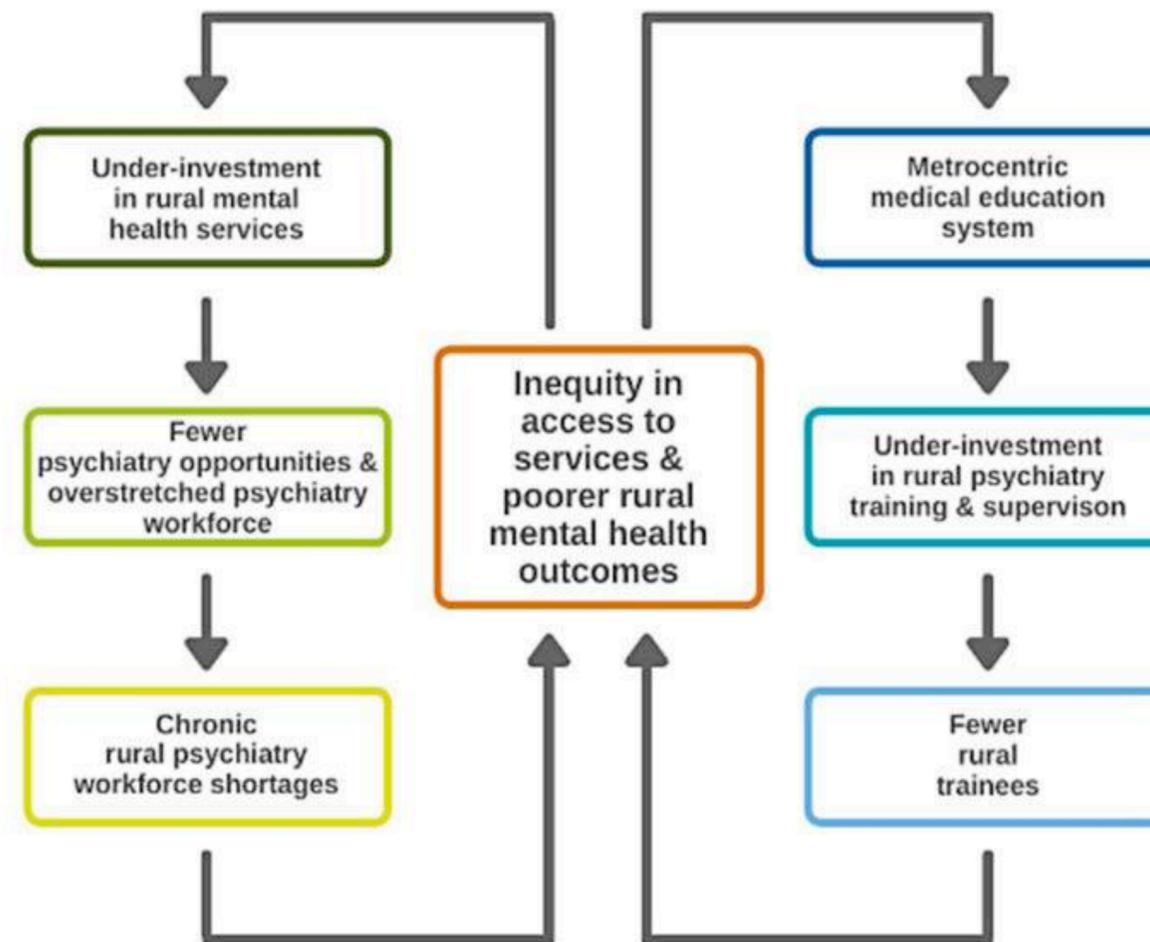
Psychiatrists per 100,000 people 2021



01. Background

Cycle of Rural Psychiatry Disadvantage

WACHS has continued to experience critical Psychiatry workforce shortages despite significant investment in every WACHS region as part of the \$1.5+ billion infrastructure modernisation program

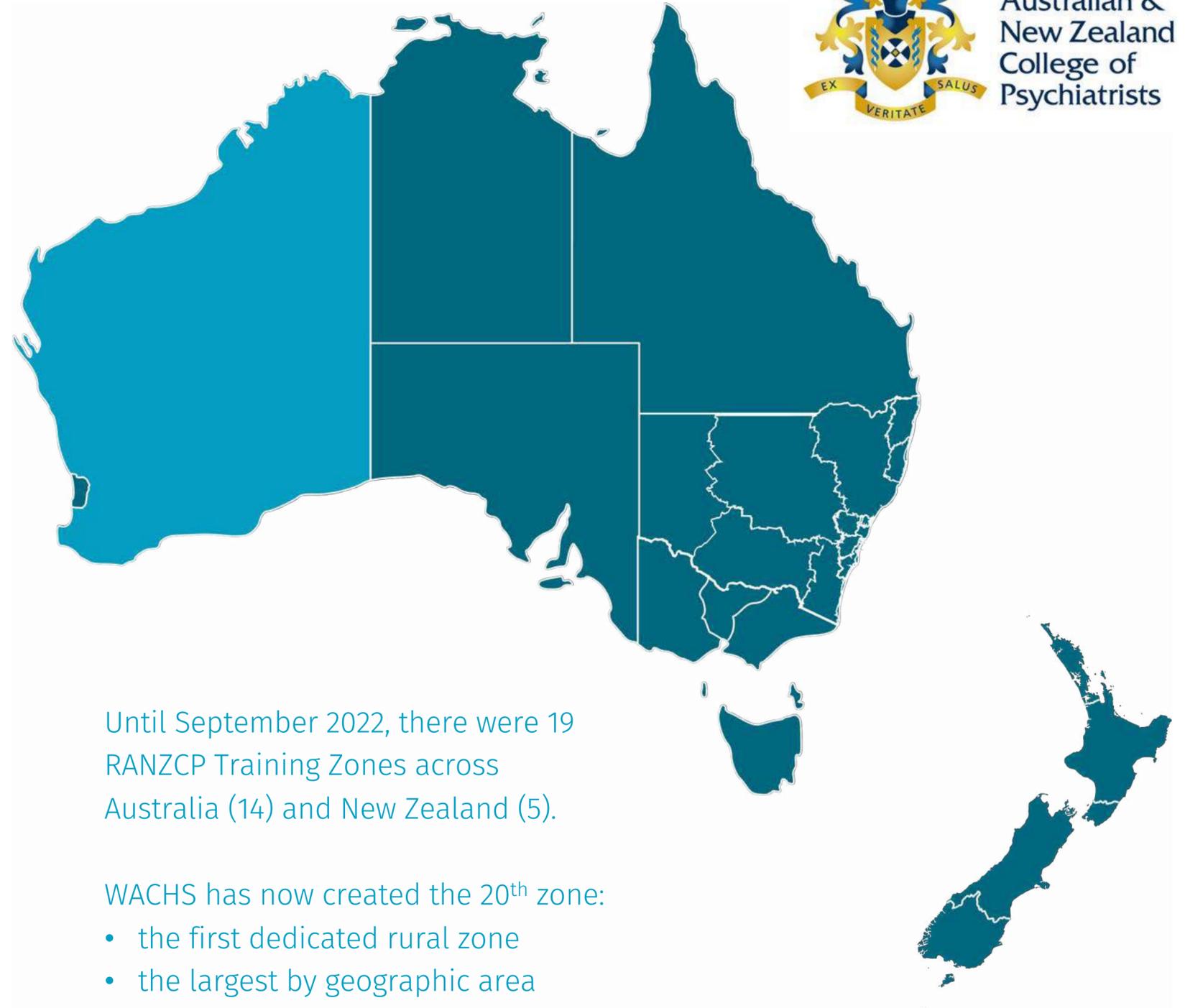




01. Background Psychiatry Training

Training to become a Psychiatrist takes 5 years, made up of 10 six-month training terms.

- **Stage 1 (1 year)**
Compulsory: at least 1 Adult Acute inpatient term
- **Stage 2 (2 years)**
Compulsory: Consultation-Liaison Psychiatry term and Child & Adolescent Psychiatry term
- **Stage 3 (2 years)**
Optional Advanced subspecialty training certificates:
 - Addiction psychiatry
 - Adult psychiatry
 - Child and adolescent psychiatry
 - Consultation–liaison psychiatry
 - Forensic psychiatry
 - Psychiatry of old age
 - Psychotherapies



Until September 2022, there were 19 RANZCP Training Zones across Australia (14) and New Zealand (5).

WACHS has now created the 20th zone:

- the first dedicated rural zone
- the largest by geographic area
- the first new zone in over 20 years



01. Background

Metro Training Bottlenecks

Despite having over 20 passionate RANZCP supervisors in rural WA, we had an **average of 6 trainees per term** over the last few years

- Unfilled positions are challenging to maintain, leading to **dependence on a locum medical workforce** and inconsistent care for rural communities.
- **Most WA trainees don't complete rural terms**, often only completing 6 months before returning to Perth.
- Of the 50+ who graduated in WA in the last 5 years, **only 4 new Psychiatrists are working in rural WA**
- There has been **strong interest in Psychiatry training** in WA, but we have had the **lowest intake in Australia** for 9 years in a row.



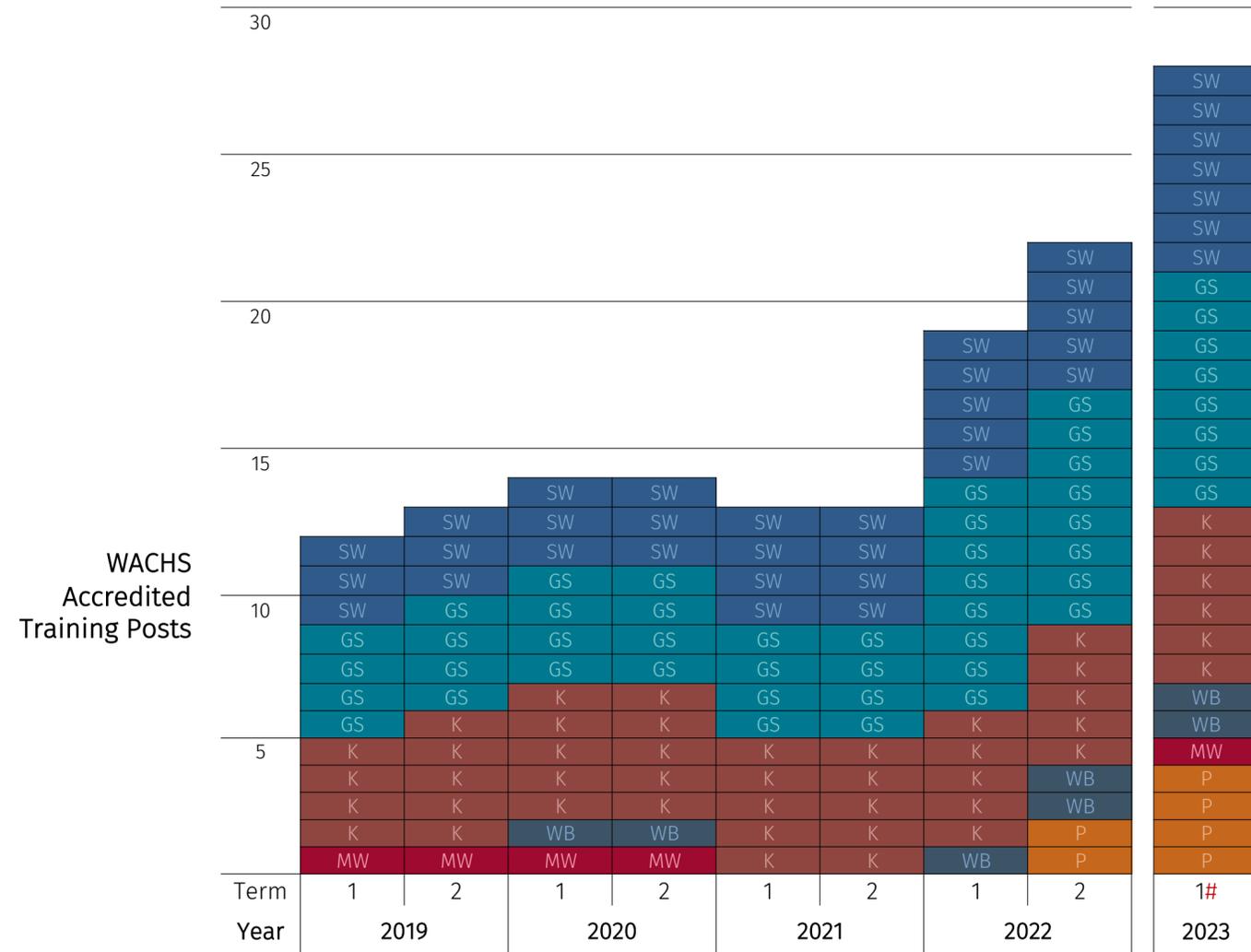
Intake	Type	Applicants	Commenced
2019	Metro	53	17
2019	IRTP/Rural	14	2
2020	Metro	54	17
2021	Metro	50+	18
2022	Metro	70	22



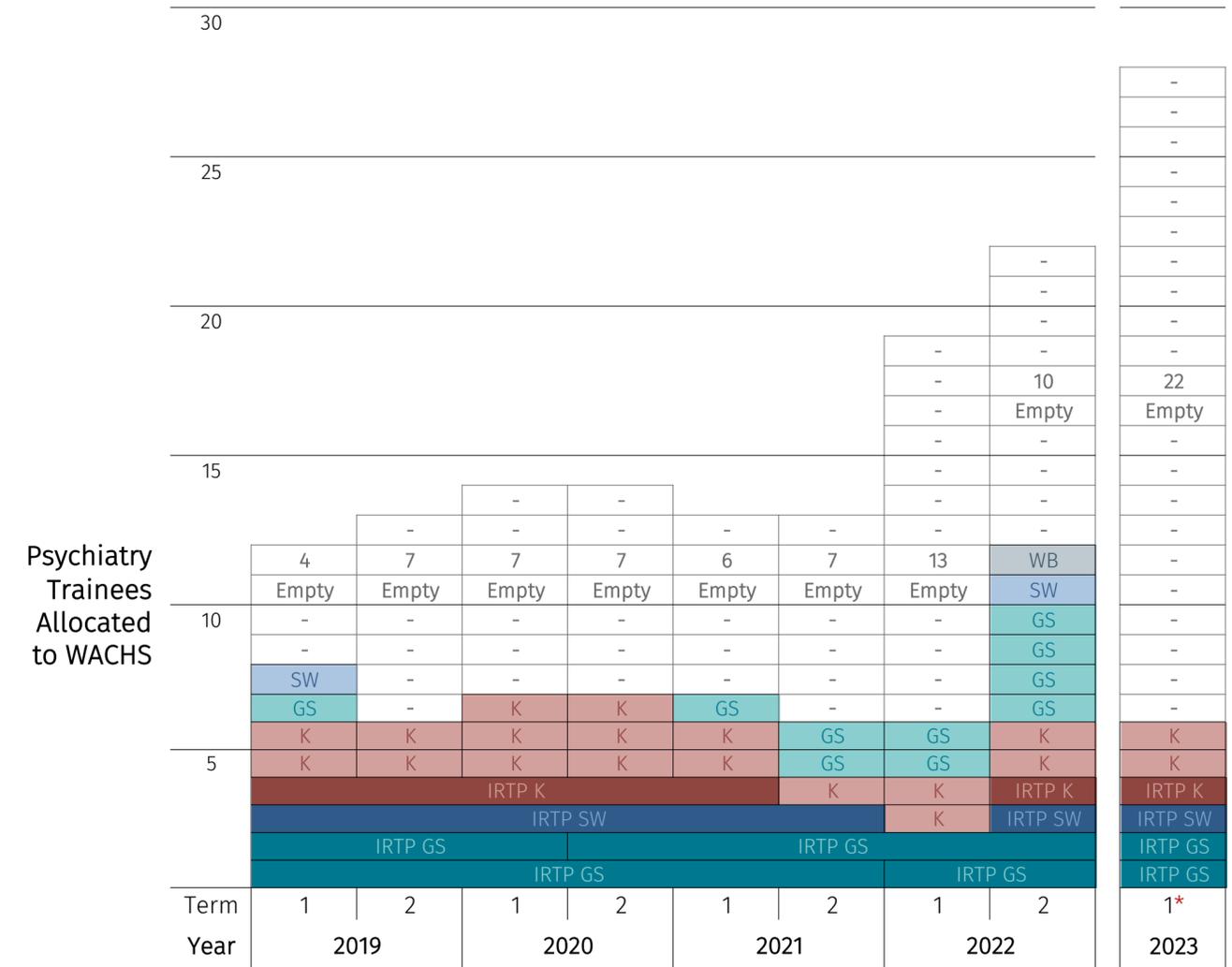
Despite all the work done by WACHS to increase training capacity, we were never allocated enough trainees

01. Background

Increasing WACHS Training Capacity



Total Training Posts that will be accredited by Feb 2023



* Planned Trainee allocation by Postgrad/WA BTC via their 2 yearly Rural allocation

02. Overview of the Program

Rural Psychiatry Training WA

We have now built an **experienced team** to deliver the WACHS Rural Psychiatry training program. The team will balance the needs of managing the daily operation of the training program as well as help with the **sustainable growth of future training posts** across rural WA.

We will also provide **direct support to Trainees, Supervisors and Regional Staff** across WACHS, aiming to ensure that Trainees have a rewarding and seamless experience within the RPTWA training program.

Location

Our team are based in Bunbury, home to one of our three Comprehensive Training Hubs.

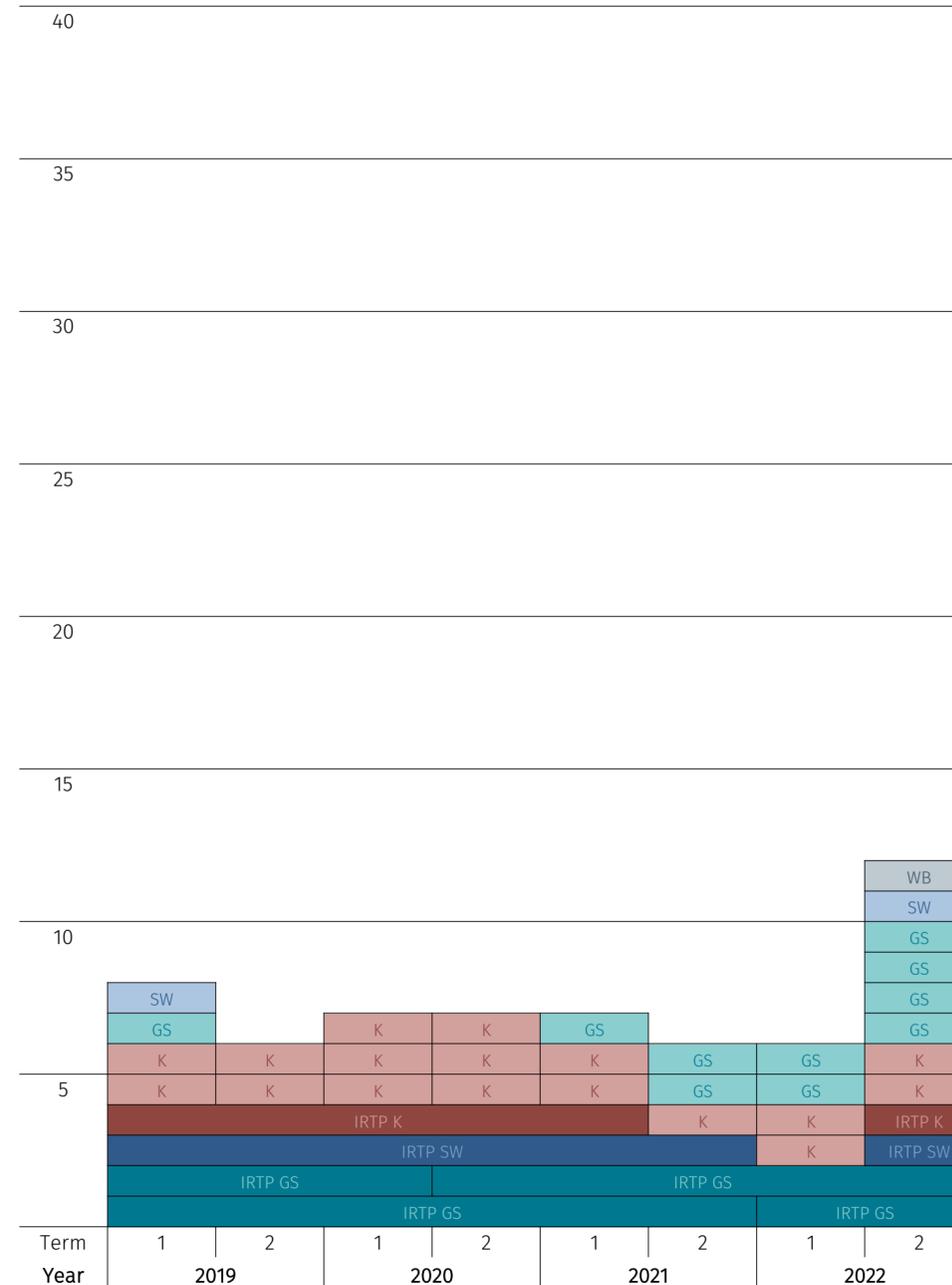
All of the RPTWA team have **lived and worked in regional and rural communities**, helping us understand the unique challenges and opportunities of living in rural Western Australia.



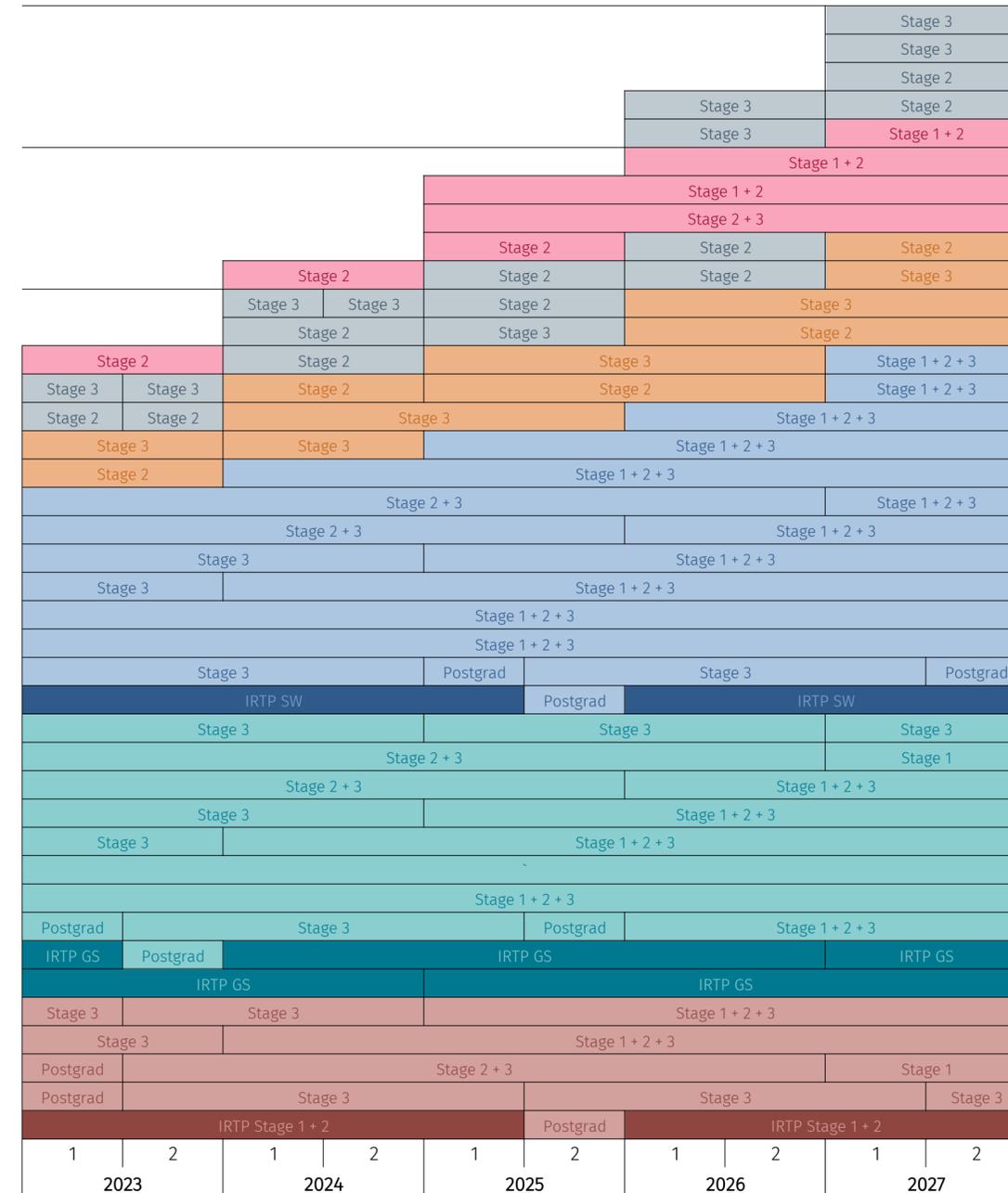
02. Overview of the Program

Rural Retention - Multiplier Effect

When we can recruit our own Trainees, we can retain them in our communities and “grow our own” future Psychiatrists



Past Trainee Allocations (Postgrad/WA BTC)



Projected Trainee Numbers (Moderate Growth Model)

Graduating more than **20** WACHS Psychiatrists in 5 years

Year	2023	2024	2025	2026	2027
1	1	2	-	4	1
2			5	5	2
3					7



02. Overview of the Program

Training Locations

The RPTWA program will provide training at 26 accredited WACHS posts.

Comprehensive Training Hubs

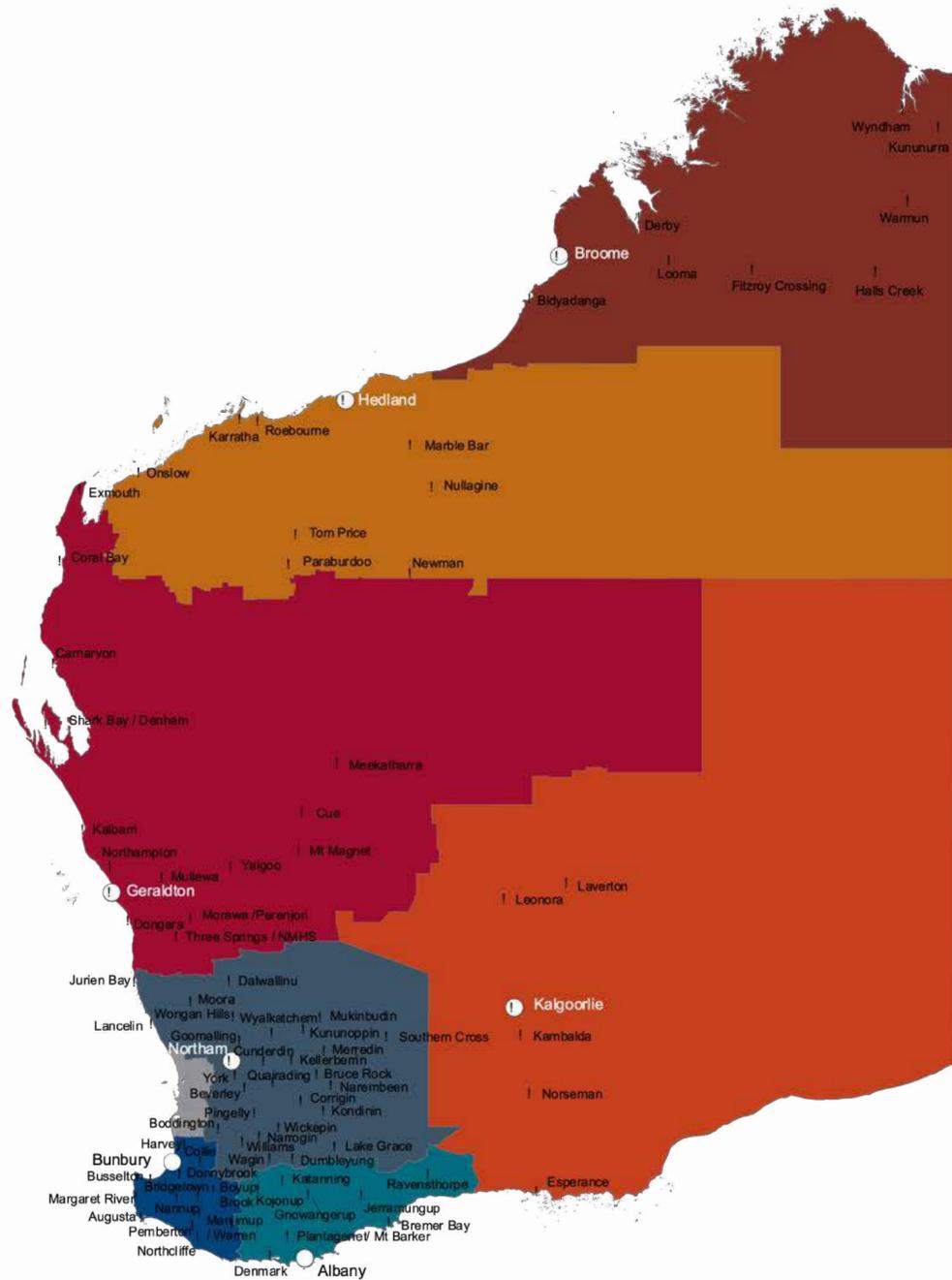
Stage 1 trainees will be allocated to one of three Comprehensive Training Hubs, which each have the full range of training posts required for completion of a 5-year generalist RANZCP Fellowship.

- **Great Southern** - Albany (8 posts, 5 Supervisor FTE)
- **Kimberley** – Broome (6 posts, 4 Supervisor FTE)
- **South West** - Bunbury (6 posts, 7 Supervisor FTE)

Rural Training Centres

Trainees will also have the option to explore the unique and well-supported training posts available at each of our Rural Training Centres.

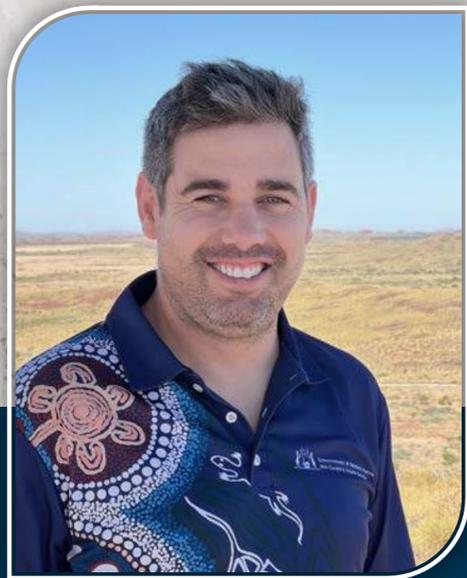
- **South West** - Busselton (1 post, 1.5 Supervisor FTE)
- **Midwest** - Geraldton (1 post, 4 Supervisor FTE)
- **Pilbara** - Port Hedland (2 posts, 2 Supervisor FTE)
- **Wheatbelt** - Northam (2 posts, 2.9 Supervisor FTE)





02. Overview of the Program

Rural Psychiatry Training WA Team



Director of Training
Dr Steven Blefari



Manager
Carol Chandler



Coordinator
Paula Ransome



Coordinator
Zoe Retallick

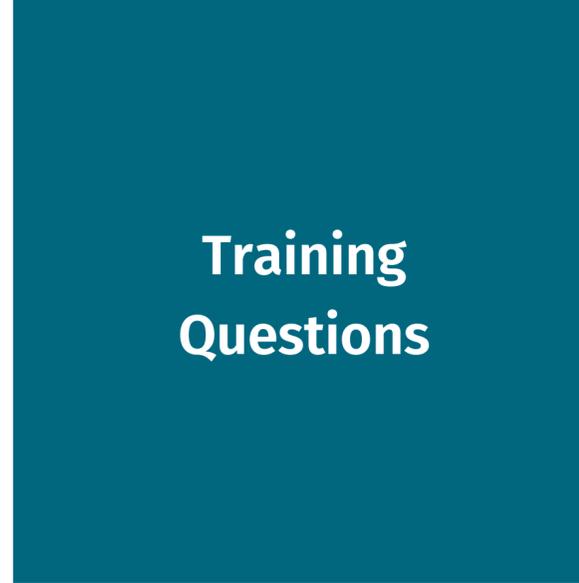


Education Registrar
Dr David Townsend



02. Overview of the Program RPTWA Admin Team

Carol, Paula and Zoe share decades of experience support medical students and doctors in training. They already have a wealth of knowledge about WACHS and are now reading every policy, procedure, guideline and handbook about the RANZCP Fellowship Program.



Training
Questions



Logistics
Advice



Personal &
Family
Support



Medical
Workforce
Advice





02. Overview of the Program

Trainee & Supervisor Support

Due to the small size of the training program and the risk of personal and professional isolation for Trainees & Supervisors, we are establishing a comprehensive support program including:

- **1:1 Training and Pastoral Support** from RPTWA Staff
- Independent **Support & Crisis Pathways**
- **Peer support and mentoring** for Trainees & Supervisors
- A supportive Trainee **accommodation & relocation package**
- A **directory of local services & contacts** to help Trainees, Supervisors and their families settle in their community
- A **library of educational material** to help Trainees & Supervisors with self-directed learning
- **Orientation, safety & security resources** to complement existing WACHS policies and procedures.



03. Our Activities So Far

Key Milestones

Over the last 12 months our plan has evolved from developing a simple “rural stream” within the existing WA Program, to creating the first new RANZCP training zone in over 20 years and the first ever Rural training zone.



August 2021

- 28 Rural WA Psychiatrists write to WACHS pledging support for a Rural Psychiatry Training program.

October 2021

- WACHS CE writes to RANZCP WA BTC to pledge funding for Rural Director of Training and future RPTWA staff.

November 2021

- Minister for Mental Health writes to RANZCP WA to express support for a Rural Psychiatry pathway within WACHS.

February 2022

- RANZCP WA BTC provide “In Principle” support for a separate WA rural training program.

May 2022

- Team travel to RANZCP Congress in Sydney to advocate for program. Receive support from President, CEO, Board members & many interstate Directors of Training



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June 2022

Letters of Support received from:

- Chief Executive, WA Country Health Service
- Minister for Mental Health
- Chief Medical Officer, Department of Health
- Commissioner & CMO, Mental Health Commission
- Chief & Deputy Chief Psychiatrist
- Director, Rural Clinical School of WA

July 2022

- Accreditation Application submitted to WA BTC for review, who provided support and endorsement
- Successfully applied for 2 years of RANZCP FATES funding for Rural Director of Training
- Secured annual MHC funding for RPTWA staff

August 2022

- Final application submitted to RANZCP

September 2022

- Provisional Accreditation granted by RANZCP Board

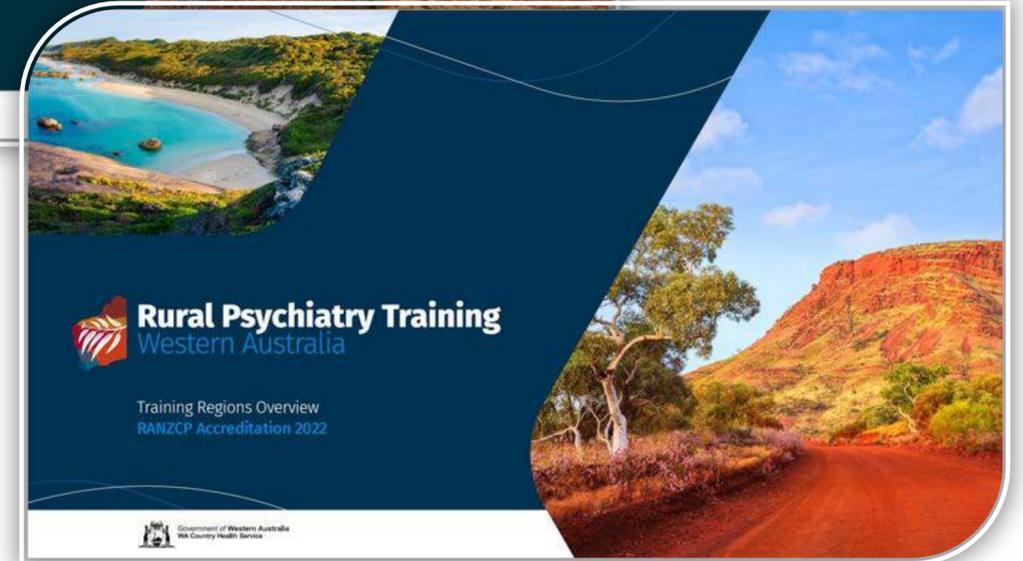
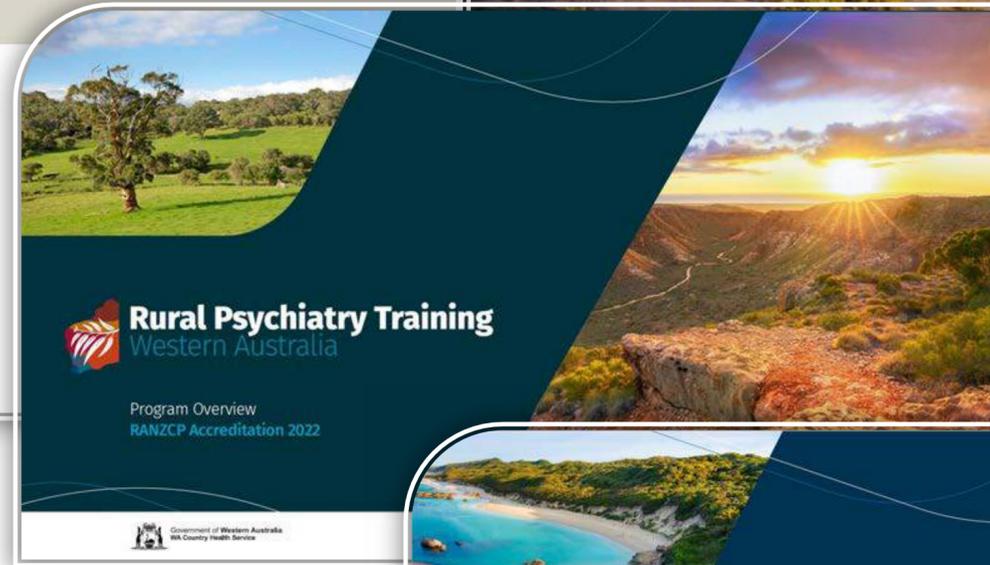
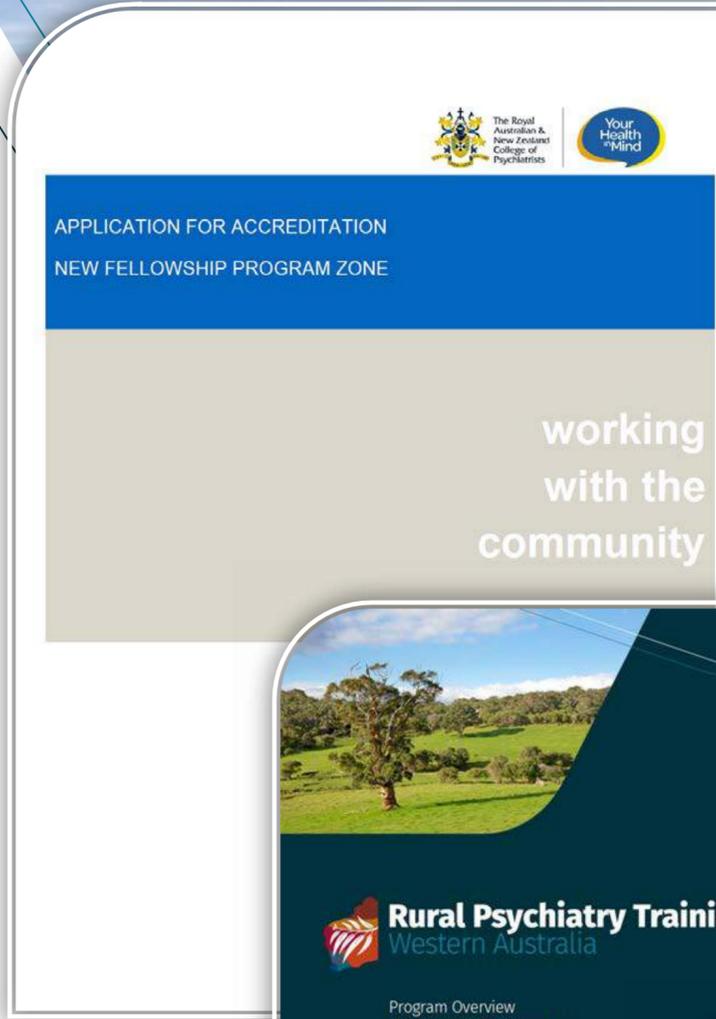


03. Our Activities So Far

Accreditation Application

The final training program application was 78 pages long, covered over 50 accreditation standards and included a further 98 appendices.

To help the Accreditation committee develop a better understanding of our program and the fantastic training opportunities in each WACHS region, we developed separate Program Overview & Regional Overview documents.



03. Our Activities So Far

Building Regional Capacity

We have a series of initiatives that will aim to support and build on the existing Training capacity in each Region

- RPTWA staff are developing a digital **Training Post management system** to streamline Post Accreditation & guide Regions through the process.
- We have completed **mapping of the WACHS MH medical workforce** and will work with each region to develop 5-year growth plans for increasing Training posts and Supervisor capacity.
- This work is happening in parallel with efforts to **map Mental Health service demand (projected vs actual)** and benchmark against metropolitan & interstate data.

Coordinated Funding Plans

We hope to use this data to **develop joint funding proposals with WACHS Regions** and go in partnership to source State and Federal permanent funding for increased Regional Trainee and Supervisor FTE over the coming years.

03. Our Activities So Far

Ongoing Activities



- **Bunbury TTR** Working to eventually move to dedicated offices within the new Bunbury Hospital Teaching, Training and Research (TTR) Development, establishing a world first Centre of Excellence in Rural Psychiatry Education & Training.
- **WARPPP** Working with WACHS Medical Education Unit to develop the WA Rural Psychiatry Prevocation Pathway, an education & promotional program for Junior Doctors completing Mental Health placements.
- **GP Training Pathways** Working with WACHS Rural Generalist team to get all WACHS Psychiatry training posts jointly accredited for GP Advanced Training.
- **Supervisor Peer Support** Organising online Peer group for Psychiatry Supervisors across 5 WACHS regions.



03. Our Activities So Far

Official Launch

RPTWA was officially launched by the WA Health Minister on 2 December 2022

“We know that doctors who train in rural areas are more likely to return to work in the country when they finish training.”

Health Minister
Amber-Jade Sanderson MLA



Pictured above from left to right - Dr Steven Blefari, Director of Training, RPTWA; Paula Ransome, RPTWA Coordinator; Hon. Amber-Jade Sanderson MLA, Minister for Health; RPTWA Manager, Carol Chandler and Associate Professor Mat Coleman.



Government of Western Australia
WA Country Health Service

Rural Psychiatry Training WA (RPTWA) Psychiatry Registrars

Albany, Broome, Bunbury, Geraldton, Northam & Port Hedland.

Three or five year length of training contracts, full-time from February 2023

This Expression of Interest is for Stage 1 training entry and Stage 2 & 3 training positions:

- 2 positions for RANZCP Stage 1 entry in Albany, Great Southern Region
- 2 positions for RANZCP Stage 1 entry in Bunbury, South West Region
- More than 10 positions for existing Stage 2 & 3 RANZCP trainees transferring to our new program across WACHS including Albany, Broome, Bunbury, Geraldton, Northam & Port Hedland.

The successful applicant will be committing to a length of training contract with WACHS (three to five years, dependent on RANZCP training stage) commencing February 2023.

The program provided by Rural Psychiatry Training WA is overseen by the Branch Training Committee, Western Australia in accordance with the requirements for obtaining Fellowship of the Royal Australian New Zealand College of Psychiatrists (RANZCP). The training program provides clinical and formal supervised training experiences in rural generalist psychiatry, with Stage 3 trainees completing Certificates of Advanced Training considered on a case by case basis.

Our Values: Community | Compassion | Quality | Integrity | Equity | Curiosity



03. Our Activities So Far Open for Business

Recruitment for February 2023

We have completed recruitment for our first intake and we have **23 trainees** joining our inaugural 2023 cohort

Stage 1 - New Trainees

- 4 posts available (2 in Bunbury, 2 in Albany)
- 17 Applicants**

Stage 2 & 3 – Transferring Trainees

- 10+ posts available (across WACHS)
- 17 Applicants from Perth & Interstate, plus 7 Perth trainees staying with WACHS**

03. Our Activities So Far

Orientation Weekend

This weekend was an important opportunity to bring together all trainees from across rural and regional WA.

- The Education program was opened by WA Chief Psychiatrist Dr Nathan Gibson. We were lucky to have speakers joining us from across the WACHS regions and a fantastic program designed by our rural Trainees.
- The orientation weekend is a critical part of the program, helping to build strong connections between the trainees and helping to reduce the potential for social and professional isolation.

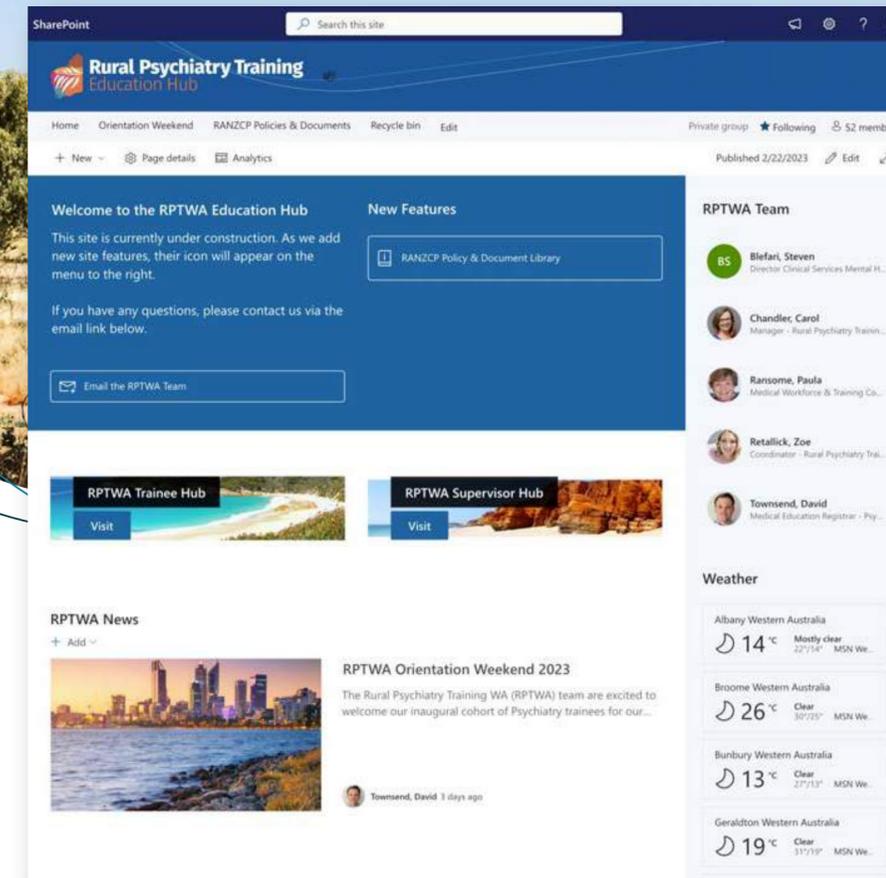


04. Our Next Steps

WACHS Regional Charter

We are currently developing a WACHS Regional Charter to ensure that RPTWA Trainees have a consistent experience across all of the WACHS regions.

- Length of Training Contracts
- Accommodation
- Relocation
- Logistics.



Building our Education Hub

- Training & assessment resources
- Support pathways & regional information



04. Our Next Steps

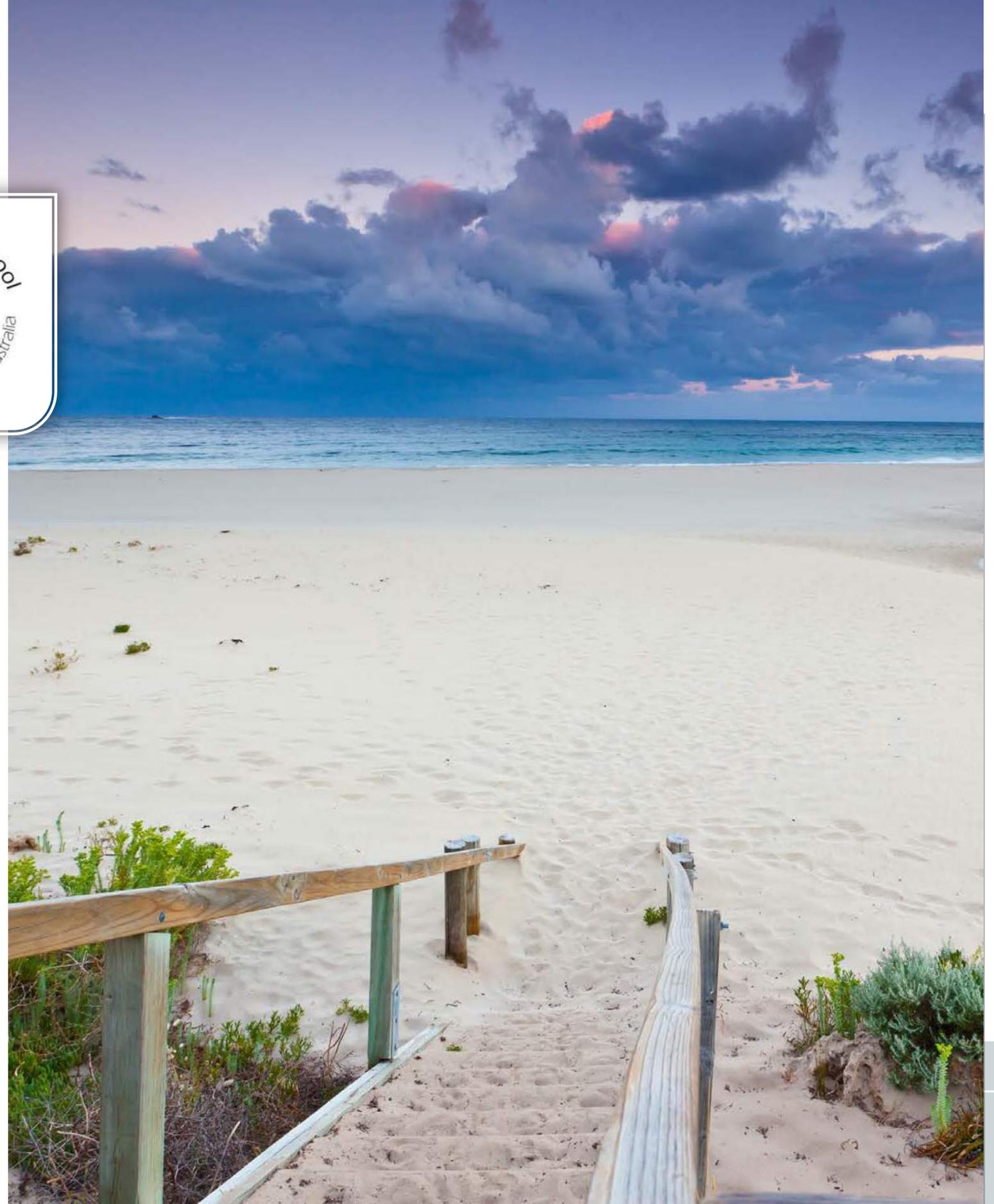
Examination Support

- Local access via RCSWA
- Education Hub Resources (in progress)
- Exam preparation program (planned)



Assessment Support

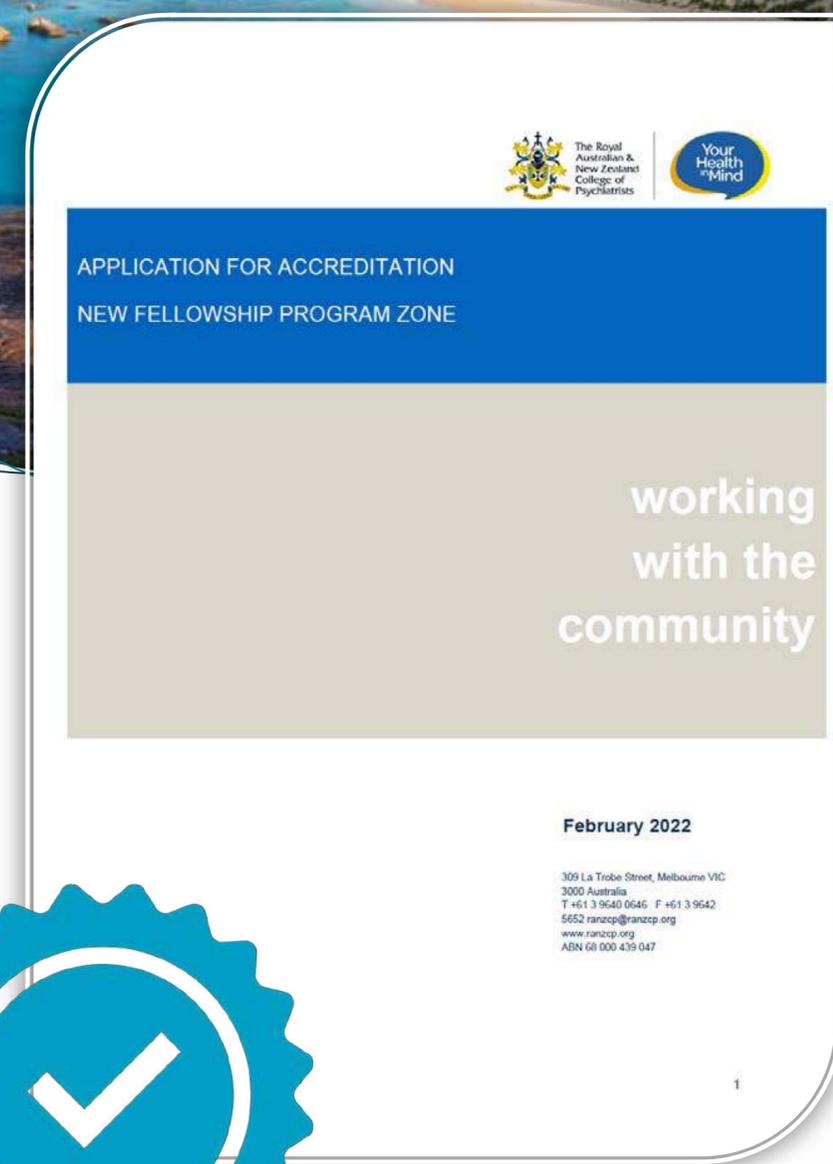
- Scholarly Project & Psychotherapy SCoTs appointed
- Education Hub Resources (in progress)
- Research project database (planned)



04. Our Next Steps

RANZCP Accreditation Visit in August 2023

An Accreditation team from RANZCP will be visiting for a week in August to complete a full assessment of our program, which will be the final step for full Accreditation.





Rural Psychiatry Training

Western Australia



Government of Western Australia
WA Country Health Service

For more information

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