



## **UNIVERSITY OF CAPE TOWN / WESTERN CAPE GOVERNMENT**

### **DEPUTY HEAD OF DEPARTMENT OF MEDICINE & SECOND CHAIR FACULTY OF HEALTH SCIENCES**

#### **INFORMATION SHEET & JOB DESCRIPTION**

#### **UNIVERSITY OF CAPE TOWN**

The University of Cape Town, founded 183 years ago, is one of the world's leading universities, and the highest ranked university in Africa. The University seeks to be "an outstanding teaching and research university, educating for life, and addressing the challenges facing our society". Part of its mission is to be an 'Afropolitan' university, by creating centres of research and teaching excellence that will bring together academics from South Africa, the rest of Africa and the world.

UCT is a medium-sized institution of some 25 000 students and 4 500 staff. Academically the University is divided into six Faculties (Commerce, Engineering and the Built Environment, Health Sciences, Humanities, Law and Science), the Centre for Higher Education Development and the Graduate School of Business. Teaching and research is underpinned by a number of Professional and Support Departments.

UCT's key strategic objectives include: to be research-led; to use its resources to contribute locally, nationally, regionally and internationally; to promote transformation in its institutional culture and in the composition of staff and students in order to address the inequities of the past; and to maintain itself as a medium-sized institution.

#### **THE FACULTY OF HEALTH SCIENCES**

Marking its 100th anniversary in 2012 as the oldest medical school in sub-Saharan Africa, UCT's Faculty of Health Sciences has a prestigious reputation for medical achievement and ground-breaking research that has impacted on health globally. It is also known for having trained some of the best health practitioners and health scientists internationally. UCT plays a vital role in advancing South Africa's health, by responding to local problems in the context of global health challenges through training, research and service. The Faculty Strategic Plan reflects the Primary Health Care approach, the will to engaged, policy-relevant and socially-responsive research and teaching, a commitment to transformation and a cultural identity in keeping with an Afropolitan institution.

Excluding Medicine, the Faculty is composed of 13 additional academic departments, comprising Anaesthetics, Health and Rehabilitation Sciences, Health Sciences Education, Human Biology, Integrative Biomedical Sciences, Obstetrics and Gynaecology, Paediatrics, Primary Health Care Directorate, Pathology, Psychiatry, Public Health and Family Medicine, Radiation Medicine and Surgery. In addition, there are many research units, centres and institutes.

The Faculty has approximately 350 full-time academic, research and scientific/technical staff including 95 professors and associate professors, as well as 173 part-time academic, research and scientific/technical staff. Most academic staff members in the clinical disciplines are jointly employed by UCT and Western Cape Government (WCG), or by UCT and NHLS (pathology disciplines).

The Faculty offers undergraduate degree programmes in medicine, physiotherapy, occupational therapy and communication sciences as well as a large number of postgraduate degrees at diploma, honours, masters and doctoral levels (including medical specialisations). The number of students in 2011 totalled 3641, half of whom were postgraduate students. The main teaching hospitals are Groote Schuur Hospital and Red Cross Children's Hospital;

student training also takes place at secondary and primary health care facilities in the broader Western Cape community.

The Faculty has a strong tradition of basic clinical health systems and public health research. Funding for research is available on a competitive basis from both the public sector- principally the Medical Research Council and the National Research Foundation - and international and local funders. Details of research in the Faculty are given in the University's annual research report [www.research2010.uct.ac.za](http://www.research2010.uct.ac.za).

### **WESTERN CAPE GOVERNMENT AND HEALTH SERVICES**

The Western Cape Department of Health is committed to deliver quality health care that is provided by a professional workforce, and health services that are safe, comprehensive, integrated, continuous and respectful of the people we serve.

The effective and efficient service delivery is enabled by support services such as Finance and Supply Chain, People Management, Infrastructure, Information Management and Information and Communication technology (ICT) departments.

The Department of Health received 36% of the Provincial budget and manages its complex services within this to have achieved a track record of 11 successive years of an unqualified audit.

Our services are rendered at multiple sites ranging from, amongst others, 42 acute hospitals, 11 specialised hospitals, 277 clinics (including that of the City of Cape Town), larger 8 hour Community day centres and 24 hour community health centres, 49 ambulance stations, 250 ambulance vehicles and patient transport fleet of 82 vehicles and 18 forensic laboratories.

Essential to our functioning is our partnerships with key role players such as the HEI (Higher Education Institutions) private sector, organised labour, civil society other departments and other spheres of government.

Challenges facing the health department include the increase of our population numbers as well as the escalating quadruple burden of disease in both communicable and non-communicable disease types, with the largest proportion being from chronic conditions, which forms 80% of patients attending our primary care facilities. Despite this, our performance is rated the best in the country with life expectancy at 66 years, an infant mortality rate of 19.1 compared to 27 nationally and a maternal mortality of 78 compared to 269 for the country as a whole. Services in the department are rendered by 31 267 competent staff and we have made huge strides in revitalizing the infrastructure and ICT of our facilities.

Our long term vision for the department, together with other information, is outlined in the Healthcare 2030 document, available at: <https://www.westerncape.gov.za/dept/health>

We are hoping to create a model of integrated service delivery with optimal involvement at all levels of care in order to ensure a streamlined patient journey through our services. As such, we have implemented structures such as the Geographic Service Areas, which maps out and links services across a referral pathway.

Groote Schuur Hospital (GSH) is one of two central hospitals in the Western Cape and is part of a Geographic Service Area, where all clinical departments function across the different levels of care. GSH has 975 beds and 3762 staff and offers specialist and sub specialist services. The hospital works very closely with the University of Cape Town to support its academic activities, but efficient and effective service delivery to our patients is a priority. The hospital continues to excel in 'Leading Innovative Healthcare' and this vision is upheld by every staff member in both clinical and academic activities.

## **DEPARTMENT OF MEDICINE:**

The Department of Medicine is the largest Department in the Faculty of Health Sciences. It consists of 18 Divisions and 11 research units. Academic staff members include 21 Professors/Associate Professors; 52 Lecturers/Senior Lecturers; and 61 Specialists/Sub-Specialists. An organogram of the Department can be found at the end of the document. In the current management structure of the Department teaching is managed by the Deputy Head and clinical services by the Head of General Internal Medicine.

### **Teaching**

The Department of Medicine provides all levels of medical education including undergraduate training in medicine and allied health sciences, registrar and senior registrar training, biomedical graduate education, and continuing medical education. The curricula and organisation of undergraduate medical education is under the purview of the Faculty Education Committee, with the members of the Department of Medicine playing an administrative role in its organisation and delivery.

We train approximately 50 registrars and 20 senior registrars in a wide variety of specialties and subspecialties of Medicine. Registrars and senior registrars work in an environment where they are expected to make significant contributions to the teaching of undergraduate students and research. A good consultant:registrar ratio of approximately 1:2 provides direct access of trainees to some of the finest clinicians and researchers in the world.

The Department of Medicine is fortunate to have in-house medical education expertise and a dynamic team of clinician educators who have implemented a number of innovations in the department over the past 10 years. Indeed, the Department of Medicine serves as an “incubator” for the development of education innovations that are later implemented in other departments within the faculty, in other SA universities and in other African medical schools. The innovations in teaching and assessment include Xhosa and Afrikaans bedside tutorials to produce practitioners who are competent in the use of the local languages, a Community-based Ambulatory Care rotation, and the multidisciplinary portfolio examination, which is regarded by participating clinicians as one of the most authentic ways to gain insight into the clinical reasoning skills and professional maturity of students in the clinical years of study. Much of the undergraduate bedside clinical teaching occurs in secondary level hospitals (see Affiliated hospitals below for details).

### **Research**

Since 2006, the Department of Medicine strategy for growth in research has been premised on encouraging staff members to apply for research grants and for rating by the National Research Foundation; the development of a clinical research training programme; and the establishment of a clinical research support unit. Over the past 8 years, we have been successful in winning a large number of Discovery Foundation Academic Fellowships, three South African Research Chairs (in Lung Infection and Immunity, Clinical Neurosciences, and Dermatology and Toxicology), and major international grants from the Wellcome Trust, National Institutes of Health and the European Developing Countries Clinical Trials Programme.

These concerted efforts have been matched by a rising performance in research outputs of the Department of Medicine, from about 100 publications per year in 2005 to over 400 in 2014. The National Research Foundation has rated at least 15 researchers in the Department of Medicine as national and international leaders in their fields based on the quality and impact of their research outputs; four members of the Department hold the prestigious A-rating, which marks them out as the international research leaders in their fields.

### **Service**

#### *Outpatient service*

Each month, over 38,000 outpatients are seen in the Department of Medicine at GSH by the 150 medical staff assisted by 40 medical officers and interns in 98 outpatient clinics and services. Patients are served in clinics of different types including consultative services, diagnostic testing, and invasive procedures. Outpatient consultation services are provided in Allergy, Cardiology, Clinical Haematology, Dermatology, Endocrinology, Gastroenterology, General

Internal Medicine, Geriatric Medicine, Hepatology, Human Genetics, Nephrology, Neurology, Occupational Health, Respiratory Medicine, and Rheumatology. Diagnostic tests are performed in Cardiology (e.g., 12 lead resting ECG, 24 hour Holter ECG, Stress ECG, Tilt ECG, and Echocardiography Services), Neurology (e.g., EEG and EMG services), and Respiratory Medicine (e.g., Pulmonary Function Tests). Invasive procedures are offered in Cardiology (e.g., Cardiac catheterisation), Gastroenterology (e.g., ERCP, Oesophageal Motility Studies, and GI Endoscopy), and Respiratory Medicine (e.g., Bronchoscopy).

Like many Departments of Medicine, we are challenged to develop and implement practice models that ensure timely and equitable access of patients in our drainage area to specialised care. We have embraced this challenge by improving access to outpatient services and providing outreach to secondary and primary care level centres.

#### *Inpatient service*

The Department of Medicine and its affiliated hospitals are responsible for approximately 350 hospitalised patients, and at least 75 new admissions every working day. The inpatient service is challenged by increasing demand for its services due to the impact of the colliding epidemics of HIV infection, tuberculosis and non-communicable diseases in the face of static investment in public health services. Bed occupancy in the medical wards has on occasion been 140%, and patients have waited for a bed in casualty for up to 5 days; during winter months, 50% of casualty admissions wait for longer than 24 hours for a medical ward bed, with a third of patients waiting for over 36 hours. This extreme pressure on tertiary health care services, which exists nationally, highlights the critical need for government to increase funding of public health services at all levels of care to meet the demand caused by a high burden of disease.

#### *Affiliated hospitals*

The Department of Medicine is based in the tertiary Groote Schuur hospital and has strong links with a number of secondary hospitals (George, New Somerset, Mitchells Plain, Victoria, and 2 Military), where registrars rotate through general medicine and/or where undergraduate bedside teaching occurs.

## **GENERAL CONDITIONS OF SERVICE**

### **Study and research leave**

Permanent full time staff on academic conditions of services who fulfil the standard requirements of teaching and learning, research and administration are eligible to apply.

Study and research leave may be granted to a staff member to enable him/her to devote himself/herself to a period of uninterrupted study and/or research of a kind that will be of benefit to the University and scholarship generally.

### **Professional Indemnity Insurance**

The University reserves the right to require appointees to clinical posts to carry personal professional indemnity insurance, at their own cost, through a group scheme, a designated scheme or an approved scheme, if they wish to engage in any private clinical practice.

### **Medical Examination**

Appointment to the University's Retirement Fund (UCTRF) will be subject to a satisfactory medical report.

### **Private Work**

The incumbent's primary commitment will be university academic and provincial health service responsibilities. Joint Staff on the establishment of the University of Cape Town under the Joint Agreement with the Provincial Government of the Western Cape are permitted to engage in remunerative private work under the university rules for limited private clinical practice.

### **General**

Appointment is subject to approval by, and in terms of, the agreement entered into between the University of Cape Town and the Department of Health, Western Cape Government.

The University reserves the right to appoint a person other than one of the applicants, or to make no appointment.

## **JOB DESCRIPTION**

**JOB TITLE:** *Deputy Head of Department of Medicine and Second Chair*

**LOCATION:** *GROOTE SCHUUR HOSPITAL*

*This permanent post is on the establishment of the University of Cape Town under the Joint Agreement with the Western Cape Government.*

### **1. JOB PURPOSE**

*To lead, consolidate and manage in the Department of Medicine within the context of South Africa, the African Continent and Internationally. This includes input into service provision, teaching, training and research.*

### **2. KEY PERFORMANCE AREAS**

*The staff member undertakes to focus and to work actively towards the promotion and implementation of the Key Performance Areas within the policy framework and procedures of the University and the framework of the laws and regulations governing the Public Service. The following is required:*

#### *2.1 Service*

- Coordinate the development of accessible, affordable and acceptable Medicine services throughout the public sector and provide evidence through research that supports these initiatives
- Develop and implement guidelines for the delivery of effective Medicine services across all levels of care (i.e primary, secondary and tertiary)
- Sustain relevant laboratory infrastructure to support efficient and appropriate services and research in Medicine
- Initiate, develop and sustain community partnerships for the promotion of Medicine, and to ensure that community development is a two-way dynamic partnership that benefits all participants
- Foster partnerships with WCG, and practitioners in the public and private health sectors
- Ensure consistent and relevant interaction between the University of Cape Town and the provincial and national Departments of Health
- Promote engagement with the national health care policies through teaching and research

#### *2.2 Teaching & Learning*

- Develop appropriate curricula (including courses, where relevant) for Medicine which includes primary health care approaches, issues related to human rights/equity, health service provision across different levels of health care (i.e. primary, secondary and tertiary)
- These curricula should include clinicians working in the public and private sectors and students at under- and postgraduate levels in South Africa, Africa and beyond

#### *2.3 Management and Leadership*

- Promote research, training and teaching in Medicine relevant to South Africa and the African continent
- Interface with government, related public services and other stakeholders for the development of evidence-based guidelines for the practice of Medicine
- Promote inter-disciplinary, multi-professional and inter-sectoral collaborative teamwork for the ongoing development of Medicine through clinical service, education and research initiatives
- Raise funding for ongoing, relevant and cutting edge research in Medicine

#### *2.4 Research*

- Develop an extensive research strategy for Medicine
- Conduct research. Support and supervise research projects at under- and / post-graduate levels in Medicine

- Interface with research units focusing on human rights and public health sector service issues

*(The detailed UCT/Western Cape Government performance agreement for Medical Specialists is available on request)*

### **3. CHARACTERISTICS OF THE INCUMBENT**

#### **Skills and Abilities**

- Excellent leadership qualities
- Research skills and the ability to lead a multi-disciplinary team of researchers
- Skills and experience in under and post-graduate teaching
- Ability to build and maintain effective partnerships and relationships with internal and external stakeholders
- Ability to consult and mentor
- Ability to identify and translate strategic needs into a practical set of objectives and action plan
- Proven track record of research
- Proven ability to generate funds for research

#### **Requirements for the position:**

- A medical doctor registerable or registered with the HPCSA as a specialist or sub specialist in Medicine or its affiliated disciplines.
- A record of scholarship and experience in the areas of clinical service delivery, teaching, training and research
- Knowledge of the health sector in South Africa and insight into the challenges and opportunities for advancing health care in South Africa and Africa
- Demonstrated ability as a manager for at least 5 years at senior level
- Appreciable record of scholarship and research

#### **Advantages:**

- Insight into the challenges and opportunities for advancing health care in South Africa and Africa
- Track record of mentorship and educational engagement at UG and PG level
- PhD will be an advantage
- International reputation as a leader in their discipline
- Track record of teamwork and building effective partnerships with internal and external stakeholders
- Track record of attracting funding through clinical studies and research grants
- Ability to mentor and support junior colleagues



# Department of Medicine

Active in clinical service, health education and research

## Organisational Structure



  = Divisions

  = Research Units

  = Affiliated Teaching Hospitals

