



UNIVERSITY OF CAPE TOWN / WESTERN CAPE GOVERNMENT

CHAIR AND HEAD DIVISION OF OPHTHALMOLOGY: SURGERY 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.

The Faculty is composed of 13 academic departments, comprising Medicine, 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 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.

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 SURGERY

The Department of Surgery comprises 10 Divisions, including Cardiothoracic Surgery, Emergency Medicine, General Surgery, Neurosurgery, Ophthalmology, Orthopaedic Surgery, Otolaryngology, Paediatric Surgery, Plastic & Reconstructive Surgery and Urology, each run by a Head of Division and overseen by the Head of Department. The various Divisions are spread across offices within the Faculty of Health Sciences campus and Red Cross War Memorial Children's Hospital, but most can be found within the iconic Old Main Building of the GSH precinct.

Members of the Department provide clinical care at GSH, RCWMCH and the various hospitals of the Metro West complex, extending to the Eden District. We offer the full spectrum of surgical specialties, with a growing number of subspecialties, and are committed to providing the best possible surgical care for patients from the Western Cape and elsewhere in the country.

In addition to undergraduate teaching, the Department of Surgery provides surgical training for postgraduate students (South African and international registrars) as well as Senior Registrars undertaking sub-specialist training and also Research Fellows. There are nearly 200 registrars registered for a Masters in Medicine and numerous fellows undertaking subspeciality training in the Department. Teaching is in the form of formal tutorials, Morbidity and Mortality meetings, research meetings, clinical meetings, observation, ward rounds as well as supervised surgical procedures. Our graduates are among the most sought after worldwide, many having taken up leadership positions in other centres around the country and internationally.

Clinical research has always been one of the strengths of the Department of Surgery, and the last 78 years have seen major contributions to the science of surgery emanating from our hospitals. Each Division has a rich tradition of research and innovation, with some having their own dedicated research laboratories, and Global Surgery is emerging as an area of shared interest.

DIVISION OF OPHTHALMOLOGY:

The Division of Ophthalmology at the University of Cape Town was established as the first academic ophthalmology department in South Africa and in sub Saharan Africa, with the appointment of Dr Wood as lecturer in ophthalmology in 1919. The Chair of Ophthalmology was established as an endowed Chair in 1969. The Department of Ophthalmology was later subsumed into and become a Division of the Department of Surgery. The Community Eye Health Institute was established as a unit within the Division in 2007.

Professor Colin Cook is the current Chair and Head of the Division of Ophthalmology. The Division is staffed by seven full time specialists and ten sessional specialists. There are additionally nine registrars and one medical officer.

The three areas of activity within the Division are clinical service delivery, teaching and training, and research.

Clinical Service Delivery

The Division provides a busy clinical service at both Groote Schuur Hospital and Red Cross Hospital, with outpatient clinics on five days each week at both hospitals and elective surgery lists on five days each week at Groote Schuur Hospital and on three days each week at Red Cross Hospital.

Teaching and Training

The Division provides teaching to undergraduate MBChB students, who rotate through ophthalmology for two weeks during their fifth year of study.

The Division provides training to postgraduate MMed students. The registrar training period is four years, during which time the registrars rotate through each of the sub speciality clinical units in the Division.

The Community Eye Health Institute runs a post graduate diploma in community eye health and a community eye health track within the MPH. This diploma and this degree are of interest to eye care programme managers and eye health clinicians with an interest in public health from South Africa and elsewhere in Africa. The Institute additionally runs simulated surgery training courses for eye surgeons from South Africa and elsewhere in Africa.

Research

There is ongoing research activity within the Division, with an annual research output of around 10 published papers per year. Additionally, collaboration with the Kilimanjaro Centre for Community Ophthalmology, which is included as

a unit within the Community Eye Health Institute, contributes a further research output of about 10 published papers per year.

GENERAL CONDITIONS OF SERVICE

Study and research leave

Permanent full time staff on academic conditions of services who fulfill 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.

POSITION DESCRIPTION

JOB TITLE: *Chair and Head of Division of Ophthalmology within the Department of Surgery*

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 the Division of Ophthalmology in the Department of Surgery 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 Management and Leadership

- Promote research, training and teaching in Ophthalmology 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 Ophthalmology
- Promote inter-disciplinary, multi-professional and inter-sectoral collaborative teamwork for the ongoing development of Ophthalmology through clinical service, education and research initiatives
- Raise funding for ongoing, relevant and cutting edge research in Ophthalmology

2.2 Service

- Coordinate the development of accessible, affordable and acceptable Ophthalmology services throughout the public sector and provide evidence through research that supports these initiatives
- Develop and implement guidelines for the delivery of effective Ophthalmology 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 Ophthalmology
- Initiate, develop and sustain community partnerships for the promotion of Ophthalmology, 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

2.3 Research

- Develop an extensive research strategy for Ophthalmology
- Conduct cutting edge research. Support and supervise research projects at under- and / post-graduate levels in OphthalmologyInterface with research units focusing on human rights and public health sector service issues

2.4 Teaching & Learning

- Develop appropriate curricula (including courses, where relevant) for Ophthalmologywhich 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

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

3. CHARACTERISTICS OF THE INCUMBENT

Knowledge

- Registered as a specialist in the discipline of Ophthalmology
- In depth knowledge and expertise in the discipline of Ophthalmology
- Skills and experience in undergraduate and post graduate teaching
- Knowledge of the health sector and its services, health equity and human rights for health as it pertains to Ophthalmology
- Knowledge of research methods including knowledge as it pertains to epidemiology, statistics and the science of the discipline

Skills and Abilities

- Demonstrated 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

Qualifications and experience

- Registerable as a specialist in the discipline of Ophthalmology with the HPCSA
- Experience in tertiary education is desirable
- Research record is essential

.....
Professor Bongani Mayosi
 Dean: Faculty of Health Sciences

Management Structure: Department of Surgery

