UNIVERSITY OF CAPE TOWN / WESTERN CAPE GOVERNMENT

DEAN: FACULTY OF HEALTH SCIENCES

INFORMATION SHEET & POSITION 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”.

UCT is a medium-sized institution of some 30,000 students and 5,000 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: being research-led; providing excellent education at undergraduate and postgraduate level; using its resources to contribute to solving problems locally, nationally, regionally and internationally; and strive for transformation and inclusivity. UCT’s vision 2030 is based on the interdependence of three pillars: excellence, transformation and sustainability.

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 undertake engaged, policy-relevant and socially-responsive research and teaching, with a commitment to transformation and inclusivity.

The Faculty is composed of 13 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 over 1,600 academic, research, scientific/technical and PASS staff on UCT conditions of service, as well as 900 joint staff on Western Cape Government (WCG) conditions of service and 66 on National Health Laboratory Service (NHLS) conditions of service, and 134 postdoctoral fellows from 25 different countries. Most academic staff members in the clinical disciplines are jointly employed by
UCT and the Western Cape Government (WCG), or by UCT and the National Health laboratory System (NHLS - pathology disciplines).

The Faculty offers undergraduate degree programmes in medicine, physiotherapy, occupational therapy and communication sciences, as well as many postgraduate degrees at diploma, honours, masters and doctoral levels (including medical specialisations). The number of students in 2018 totalled nearly 5 000 (2 300 undergraduate and 2 264 postgraduate students). The main teaching hospitals are Groote Schuur Hospital and Red Cross Children’s Hospital; but 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 and advanced 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 as well as international and local funders. The Faculty has a research Income of over 1 billion which is approximately 62% of the total University research income. Details of research in the Faculty are given in the University’s annual research report.

INTRODUCTION TO THE WESTERN CAPE HEALTH SERVICES

The Western Cape Government: Department of Health (WCG: DoH) 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 15 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 population and the escalating burden of both communicable and non-communicable disease. The largest proportion are chronic conditions, accounting for 80% of patients attending primary care facilities. Despite this, our performance is rated the best in the country with regards to life-expectancy, the infant mortality rate and the maternal mortality rate performing better than the country as a whole. Services in the department are rendered by 31 267 staff. Huge strides have been made in revitalizing the infrastructure and ICT of our facilities, including digital imaging and PACS.

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

The aim is 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 (GSA), which maps out and links services across referral pathways. Groote Schuur Hospital (GSH) is one of two central hospitals in the Western Cape forming part of a GSA, where all clinical departments function across the different levels of care. GSH has 975 beds and 3,762 staff and offers specialist and sub-specialist services. The hospital works very closely with the University of Cape Town to support its academic activities, with high quality service delivery to our patients 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.

INTRODUCTION TO THE NATIONAL HEALTH LABORATORY SERVICE

The NHLS was created in 2002 by an Act of Parliament to provide pathology services to all government institutions through a national network of laboratories. It is the largest diagnostic pathology service in South Africa (6700 staff, including 233 registrars) with the responsibility of supporting the National and Provincial Departments of Health in the delivery of health care and partnering with the Universities in research and training of pathologists and medical scientists. Matters generally applicable to all universities and the NHLS are regulated by an Umbrella Agreement and matters specific to UCT will be regulated by a Bilateral Agreement still to be concluded.

SERVICE CONDITIONS FOR THE DEAN OF HEALTH SCIENCES

The initial term of appointment of a Dean is for a period of five years with consideration given for renewal for a further 5 years in terms of the procedures for the renewal of Deans.

Provident Fund and Medical Aid
Membership of the university’s retirement fund and medical aid scheme is compulsory for permanent and contract (2-5 years) appointments. A member of staff who is covered by his or her spouse’s/partner’s medical aid may be excused from this requirement provided that proof of this membership is supplied and that the membership is with a registered medical aid scheme.

Relocation
Reasonable travel and relocation expenses, if applicable, are payable on appointment.

Bonus
UCT offers an optional service bonus which forms part of your CoE and which is paid annually in November. The service bonus is calculated as the Benefit Amount (BA) divided by 13 (BA = 70% of CoE). The service bonus is payable to staff on a pro-rata basis upon termination of service i.e. resignation prior to 30 November in a year. Staff may elect to have the service bonus as an allocation from their CoE paid in November each year or as cash on a monthly basis. A staff member may elect this option during the annual CoE review or when their CoE changes as a result of a contract change or when they receive a new CoE schedule.

Staff who wish to set aside additional savings may elect to do so via the annual increase exercise in January each year. Contributions are deducted from January to October and the saved amount is refunded to the staff member in November. If selected, the additional savings option may not be changed until the following January. If a staff member opts out of the savings scheme, they will not be permitted to join again.

Staff Tuition Fee Rate
Deans may be eligible to receive the staff tuition fee rate; this is usually 25% of the standard tuition fee rate. Further information can be obtained from the website at http://www.hr.uct.ac.za/hr/benefits/remuneration/staff_tuition_rates

**Annual Leave**
A Dean is entitled to 22 working days annual leave.

**Research and Research Support**
The University attaches importance to research and scholarship. All members of the academic staff are expected to undertake research. Members of staff work in fields of their own choice, and favourable conditions exist for collaborative work within the University. Facilities and funding for research are available subject to eligibility criteria and conditions.

Study and Research leave is accrued at 2 months per annum, which can be taken subject to the rules governing study and research leave.

Research leave for Deans will be by arrangement with the Deputy Vice-Chancellor designated by the Vice-Chancellor.

Academic staff may apply for funding for major items of research equipment through the University Equipment Committee.

**Private Work**
Joint Staff employed under the joint medical scheme on University conditions of service, are not permitted to engage in remunerative private work except under rules for limited private clinical practice and on approval of both UCT and the WCG Health.

**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.

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

The University reserves the right to make no appointment.

**June 2019**
POSITION DESCRIPTION

JOB TITLE: Dean

LOCATION: Faculty of Health Sciences

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

The Dean of the Faculty of Health Sciences will be expected to provide strategic and operational leadership, direction and management of the Faculty. The Dean should be an exceptional leader and an academic of standing, preferably with international recognition.

The Dean will have to work within a complex internal and external environment. The internal environment consists of the University and the Senior Leadership Group, the various Schools, Departments and Institutes in the Faculty, and the various Divisions, Centres and Units within them, each containing diverse staff, with under- and post graduate students. The Dean would be expected to participate in University administration and represent Faculty interests.

Externally, the Dean would be expected to relate to the Deans of the other Health Science Faculties in the country, and to share approaches to address diverse issues and challenges. The Dean would also have to develop a special relationship with the Health Science Faculty of the University of Stellenbosch and the University of the Western Cape, as Provincial fiscal restraints impact on each of the Universities, and common arrangements and co-operation are essential.

The Faculty is committed to excellence in education and training of health professionals (medical, health & rehabilitation sciences and medical scientists) and the Dean would be required to drive the ongoing process of curriculum reform and the development of the scholarship of education and support new teaching and social responsiveness activities.

One of the primary missions of the University is to be research-intensive. The Faculty of Health Sciences is the major contributor to research at the University. The Dean would be expected to foster and promote research, to assist in fund raising initiatives, to support research programmes, capacity development and staff retention.

The Dean would have to relate to, and work with, the authorities of the Western Cape Government: Department of Health (WCG: DoH) and the National Health Laboratory Service (NHLS) as a large proportion of the Faculty’s activities relates to health services, and its delivery. Health care delivery and a major portion of the salaries of the clinical staff is funded by the provincial government. The Dean would be expected to actively to engage in debates, negotiations and developments relating to the delivery of healthcare in the province and access to the clinical platform required by the Faculties in the Western Cape for teaching and research.

The Dean would be expected to encourage the recruitment and appointment of staff and students of the highest calibre. In so doing, the Dean would be expected to fulfil the commitment of the University to employment equity and redress and to make appointments that would reflect the diversity of the country.
CHARACTERISTICS OF THE INCUMBENT

Skills and Abilities

➢ Exceptional leadership and people skills;
➢ Ability to build and maintain effective partnerships and relationships with internal and external stakeholders;
➢ Ability to work with and constitute a team of senior staff (deputy deans and Director: Faculty Operations) and PASS staff to operationalise his/her mandate with regard to undergraduate/postgraduate education and training, health service provision and research.
➢ Understands the operations and affairs of a university environment;
➢ An understanding of developments in the higher education arena;
➢ Ability to fundraise; and
➢ A resilient individual who is able to work effectively under pressure.

Qualifications and experience

• Qualified as a health professional with a minimum qualification of either an MBCHB for medical doctors or a PhD for allied health professional and basic medical scientists (a medical qualification will be advantageous).
• Demonstrable leadership experience in tertiary education and health sector.
• Demonstrable track record managing a complex portfolio.
• Demonstrable track record in fundraising and philanthropic engagement.
• Proven management and administration skills.
• Proven leadership experience and the ability to inspire and innovate.
• Thorough understanding of the social, political and economic environments in which South African universities, operate and an active commitment to transformation and inclusiveness.

Knowledge

Sound working knowledge of all three mandates, i.e. education, research and service including:
➢ Insight regarding University matters and knowledge of the Health Sciences Higher Education domain (in relation to politics/government, management, governance), and ability to interact with senior University management structures;
➢ Insight into the health systems (both public and private). This is critical because the Province, NHLS and FHS relationship is not operational, it is strategic; and
➢ A good understanding of, and respect for, teaching and research, with the ability to support and develop these mandates.