



## UNIVERSITY OF CAPE TOWN / WESTERN CAPE GOVERNMENT

### PROFESSOR AND HEAD OF DEPARTMENT: DEPARTMENT OF PAEDIATRICS AND CHILD HEALTH 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 30,000 students and 5,00 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; using its resources to contribute locally, nationally, regionally and internationally; promoting excellence and transformation in its institutional culture and in the profile of staff and students in order to address the inequities of the past; and to sustain its excellence and 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 undertake engaged, policy-relevant and socially-responsive research and teaching, a commitment to transformation and a cultural identity in keeping with an institution with African roots.

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 and Child Health, 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 2,000 full-time academic, research and scientific/technical staff including over 100 professors and associate professors, as well over 200 part-time academic, research and scientific/technical staff; and 120 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 a large number of postgraduate degrees at diploma, honours, masters and doctoral levels (including medical specialisations and subspecialisations). The number of students in 2018 totalled over 4,500 students. In more recent years, our student demography reflects a largely postgraduate Faculty. 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 [link update required]

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

The Western Cape Department of Health is committed to delivering 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 uses approximately a third of the Provincial budget and manages its complex services within this allocation, having achieved a track record of 11 successive years of unqualified audits.

Our services are rendered at multiple sites including 42 acute hospitals, 11 specialised hospitals, 277 clinics (including those 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 a patient transport fleet of 82 vehicles and 18 forensic laboratories.

Essential to our functioning are our partnerships with key role players such as the HEI's (Higher Education Institutions), the 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 life-expectancy at 66 years, 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. 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 Western Cape Department of Health is 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 map out and links services across a referral pathway.

The Red Cross War Memorial Children's Hospital (RCWMCH) is the only free-standing tertiary children's hospital in the Western Cape, and is part of a Geographic Service Area, where all clinical departments function across the different levels of care. RCWMCH has just under 300 beds and >1000 staff. It offers specialist and sub-specialist services to children from across the province (and the country). The hospital works very closely with UCT to support its academic activities, and 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 PAEDIATRICS AND CHILD HEALTH:**

The Department of Paediatrics and Child Health is within the Faculty of Health Sciences. The department is predominantly based at the Red Cross War Memorial Children's Hospital, but also has units at Victoria Hospital, Mowbray Maternity Hospital, Grootte Schuur hospital, New Somerset hospital and George Hospital. It consists of general paediatrics, neonatology, and 13 subspecialist units together with 3 research units/institutes. Academic staff members include 8 Professors (there is currently 1 Chair) 9 Associate Professors; 35 Specialists/Sub-Specialists. An organogram of the Department can be found at the end of the document.

### **Teaching**

The Department of Paediatrics and Child Health provides all levels of medical education including undergraduate training in Paediatrics and Child Health and allied health sciences, registrar and senior registrar training, biomedical graduate education, and continuing medical education. Members of the Department providing teaching to MBChB students from years 4 through to 6. The curricula and organisation of undergraduate medical education is under the purview of the Faculty Education Committee, with the members of the Department of Paediatrics and Child Health playing an administrative role in its organisation and delivery.

We train approximately 40 registrars and 20 senior registrars in a wide variety of specialties and subspecialties of Paediatrics and Child Health. 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.

### **Research**

Professor H Zar is an A-rated researcher, and an international leader in paediatric research. She heads up the MRC Paediatric Research Unit, the Drakenstein study site as well at the CTAAC site. There are a number of other significant research groupings within the department, and there is substantial research output with approximately 180 accredited publications from the department each year.

There is an active departmental research committee with growing structures and supporting infrastructure for research students and projects.

### **Service**

#### *Outpatient service*

There are extensive outpatient services including both general paediatric and subspecialty services. The outpatient services include access to extensive services including pulmonary function testing, Electro-encephalography services, ECG and echocardiography services, urodynamic testing,

Like many Departments of Paediatrics and Child Health, 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 Paediatrics and Child Health and its affiliated hospitals are responsible for approximately 500 hospitalised patients, and at least 120 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. However with the assistance of the Western Cape department of health and additional funding that has been raised through the Children's Hospital Trust we have been able to substantially upgrade and maintain clinical and hospital services over the years, leaving us with a well equipped and highly functional set of inpatient services.

### *Affiliated hospitals*

The Department of Paediatrics and Child Health is based in the tertiary Red Cross War Memorial Children's Hospital and has strong links with a number of secondary hospitals (George, New Somerset, Mitchells Plain, Victoria and Mowbray Maternity Hospital), where registrars rotate through Paediatrics and Child Health (including neonatology) and/or where undergraduate bedside teaching occurs.

## **GENERAL CONDITIONS OF SERVICE**

### **Commuted overtime**

The annual remuneration package, including benefits, is appropriate to the academic and clinical level of Professor and Head of Clinical Department. Commuted overtime is a requirement for this position.

### **Study and research leave**

Permanent full time staff on academic conditions of services who fulfil the standard requirements of teaching and learning, reasearch 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:** *Professor and Head of Department: Department of Paediatrics & Child Health*

**LOCATION:** *Red Cross War Memorial Children's 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 Paediatrics and Child Health 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 paediatric services throughout the public sector based on the best evidence and practice guidelines
- contribute to developing and implementing guidelines for the delivery of effective paediatric services across all levels of care (i.e primary, secondary and tertiary).
- Sustain relevant infrastructure to support efficient and appropriate preventive, promotive and curative services in Paediatrics .
- Undertake some clinical service delivery in their specific area of expertise
- Promote and lead integration of clinical service delivery at Red Cross Childrens Hospital and across the platform with other sub-specialties such as paediatric surgery, radiology, child and adolescent psychiatry and pathology.
- Initiate, develop and sustain community partnerships for the promotion of Paediatrics and Child Health, 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 national health care policies.

#### *2.2 Teaching & Learning*

- Contribute to developing appropriate curricula (including courses, where relevant) for paediatrics and child health which include primary health care approaches, issues related to human rights (and specifically children's rights) /equity, health service provision across different levels of health care (i.e. primary, secondary and tertiary). These curricula should be for both undergraduate and postgraduate education.
- Supervision and training of undergraduate and postgraduate students.
- Support development of post graduate training programs across the Western Cape and with provincial partner institutions such as George Hospital
- Support development and ongoing activities of the African Paediatric Fellowship training program

- Serve as an examiner within the Department of Paediatrics and Child Health for undergraduate and postgraduate students, and for other departments nationally and within the Colleges of Paediatrics of South Africa.

### 2.3 *Management and Leadership*

- Promote research, training and teaching in Paediatrics and Child Health relevant to South Africa and the African continent.
- Promote transformation within the Department of Paediatrics and Child Health and in the profession.
- Interface with government, related public services and other stakeholders for the development of evidence-based guidelines for the practice of Paediatrics and Child Health .
- Promote inter-disciplinary, multi-professional and inter-sectoral collaborative teamwork for the ongoing development of Paediatrics and Child Health through clinical service, education and research initiatives.
- Raise funding for ongoing, relevant initiatives for education, research, advocacy and resource improvements in Paediatrics and Child Health.
- Serve as the primary lead for the Dept of Paediatrics and Child Health with the management team at Red Cross Childrens Hospital and the Western Cape Dept of Health.
- Serve as the primary lead for the Dept of Paediatrics and Child Health for processes in the Faculty of Health Sciences, University of Cape Town

### 2.4 *Research*

- Support development of research within the Department of Paediatrics and Child Health and of individual research programs.
- Conduct cutting-edge research.
- Support and supervise research projects at under-graduate and / post-graduate levels in Paediatrics and Child Health.
- Interface with research units focusing on Children's 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 including but not limited to

- Sharing the vision, engaging the team inspire shared values and a common purpose
- Ability to identify and translate strategic needs into a practical set of objectives and action plan
- Skills and experience in under-graduate and post-graduate teaching
- Ability to build and maintain effective partnerships and relationships with internal and external stakeholders
- Being accountable for people, teams and activities
- Ability to consult and mentor, ensuring self care and care of others
- Research skills and the ability to lead a multi-disciplinary team of researchers
- Proven track record of research
- Proven ability to generate funds for research
- Facilitating change in a complex system
- Promoting organisational learning

**Qualifications and experience**

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

**Knowledge**

- Registered as a medical specialist in the discipline of Paediatrics and Child Health
- In depth knowledge and expertise in the discipline of Paediatrics and Child Health
- 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 Paediatrics and Child Health
- Knowledge of clinical research methods and challenges in this environment