



## UNIVERSITY OF CAPE TOWN / WESTERN CAPE GOVERNMENT

### INFORMATION SHEET

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

The University of Cape Town seeks to be 'an outstanding teaching and research institution, educating for life, and addressing the challenges facing our society'. Part of its mission is to be an 'Afropolitan' institution, by creating centres of research and teaching excellence that will bring together academics from South Africa, the rest of Africa and the "world. The University of Cape Town, founded in 1829, is one of the world's leading universities and ranked the highest in Africa.

UCT is a medium-sized institution of some 30 000 students and approximately 7 000 staff. The University's academic enterprise 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 are underpinned by 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 health sciences faculty in sub-Saharan Africa, UCT's Faculty of Health Sciences has a prestigious reputation for medical achievement and ground-breaking research that has had global impact. 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, 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 comprises of 14 academic departments: Anaesthesia & Perioperative Medicine, Department of Medicine, Health and Rehabilitation Sciences, Health Sciences Education, Human Biology, Integrative Biomedical Sciences, Obstetrics and Gynaecology, Paediatrics and Child Health, Pathology, Psychiatry and Mental Health, Public Health, Radiation Medicine and Surgery and the Department of Family, Community and Emergency Care. In addition to the academic departments the Faculty also hosts the Institute of Infectious Disease and Molecular Medicine (IDM), the Neurosciences Institute and many other research units, centres and institutes.

The Faculty has approximately 1 600 academic, research and scientific/technical staff including over 200 professors and associate professors, as well as more than 200 part-time academic, research and scientific/technical staff.

Academic staff members in the clinical disciplines are jointly employed by UCT and the Western Cape Government: Department of Health (WCG: DoH), or by UCT and the National Health Laboratory Service (NHLS).

The Faculty offers undergraduate degree programmes in medicine, physiotherapy, occupational therapy, speech-language therapy and audiology as well as a large number of postgraduate degrees at diploma, honours, masters and doctoral levels (including medical specialisations). In Health Sciences, in more recent years, our student demography reflects a largely postgraduate Faculty. The main teaching hospitals are Groote Schuur Hospital and Red Cross War Memorial Children's Hospital; student training also takes place at secondary and primary health care facilities in the broader Western Cape community. The health teaching platform extends into the Saldanha sub-district where we host 6<sup>th</sup> year MBChB students for their Family Medicine rotation as well as final year Audiology, Occupational Therapy, Physiotherapy, Speech-Language Pathology students. We also host 6<sup>th</sup> year MBChB students in the Garden Route District for the entire academic year as well as a group of final year Physiotherapy students per semester. These final year Health Science students are based at district hospitals, schools, clinics and NGOs in George, Mossel Bay, Oudtshoorn and Knysna.

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 South African Medical Research Council and the National Research Foundation - and international as well as other local funders. Details of research in the Faculty are given in the University's annual research report.

## **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 19 successive years of an unqualified audit.

Our services are rendered at multiple sites ranging from, amongst others, 41 acute hospitals, 11 specialised hospitals, 2 dedicated transitional care hospitals, 275 Provincial clinics (including those of the City Of Cape Town), of which 63 are larger 8 hour Community day centres and 11 community health centres which are 24 hours, 67 satellite clinics, 103 mobiles and health posts, 49 ambulance stations, 2501 ambulance vehicles and Patient Transport fleet of 97 vehicles (including the new wheelchair vehicles), 59 Rapid Response vehicles and 16 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 form 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 Western Cape Department of Health are rendered by over 33,000 competent staff, and the department has significant strides in revitalising the infrastructure and ICT of health facilities.

The long term vision for the Department of Health, 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.

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 3,762 staff and offers specialist and sub-specialist services. 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.

The Red Cross War Memorial Children's Hospital (RCWMCH) is a dedicated paediatric tertiary hospital and the provincial trauma centre for paediatric trauma. It has 292 beds and over 1200 staff, with a large additional staff component made up of partners and NGO staff working on site. The main academic partner is UCT, but it has links with other institutions such as UWC. It strives to provide patient and family centred care, and follows an engrained multi-disciplinary approach to tertiary paediatric healthcare.



**UNIVERSITY OF CAPE TOWN / WESTERN CAPE GOVERNMENT  
FACULTY OF HEALTH SCIENCES**

**POSITION DESCRIPTION**

**GSK DIRECTOR OF PRIMARY HEALTH CARE AND HEAD OF DEPARTMENT OF FAMILY,  
COMMUNITY AND EMERGENCY CARE**

**FACULTY OF HEALTH SCIENCES**

**DEPARTMENT OF FAMILY, COMMUNITY AND EMERGENCY CARE**

The Department of Family, Community and Emergency Care (FaCE) is one of 14 Departments in the Faculty, which plays a leading role in medical education and research and provides clinical services to the communities of the Western Cape. The Department was established by UCT under the leadership of the Faculty of Health Sciences' deanery and formally approved by Senate in December 2021.

This new department brings five clinical generalist disciplines together, namely:

- Primary Health Care Directorate,
- Division of Family Medicine,
- Division of Interdisciplinary Palliative Care and Medicine,
- Division of Emergency Medicine
- Sports and Exercise Medicine.

As a recently formed department, FaCE is in the process of defining its collective Mission Statement and as a first step has agreed on its Massive Transformative Purpose to describe how we envisage moving forward together, as follows:

*'Building Inclusive Communities of Care Together'*

The department aims to work alongside the faculty in translating transformation into action to *ignite agency for a just and inclusive society built on health equity*, and to align with the University's Vision 2030 for *unleashing human potential*. As such social responsiveness, social accountability, diversity, inclusivity and serving the community underpin our vision by producing education and research that is fit for purpose. A bi-weekly online seminar series has been initiated to encourage debate and develop our footprint across the faculty, university, nationally and globally.

**Clinical generalist disciplines**

**Primary Health Care Directorate (PHCD)**

The vision of the Primary Health Care Directorate is a Health Science Faculty that promotes equity in health care, guided by the primary health care principles and approach. The Directorate aims to promote the primary health care approach in teaching, research, policy, health services and community engagement by the Faculty of Health Sciences (FHS). Its objectives are to integrate a primary health care approach into the Faculty's undergraduate and postgraduate curricula by means of extending and developing the Faculty's clinical teaching platform in rural and primary care sites; deepening community engagement within the health service and the Faculty's curricula; enhancing the recruitment and support of students of rural origin in the Faculty; and increasing inter-disciplinary research in health sciences.

The Directorate is also pioneering the emerging field of Medical and Health Humanities and has developed humanities-related threads linked to social justice, and explorations of power, privilege and intersecting identities. In addition to

incorporating critical reading, thinking, and writing skills into the FHS curricula, the threads also provide a basic introduction to gender, 'race', class, sexuality, systems of violence, globalisation, subjectivity, environmental concerns, witnessing, and patient-centred health narratives.

The growing inequities in South African society and the persistent negative effects of the social determinants of health, have been highlighted by the student protests and the call for decolonization of the university and society. As a unit charged with addressing these societal disparities within the FHS, the PHCD has sought to influence the teaching, research and service of each department using the principles of the Primary Health Care Philosophy. Themes of human rights, equity, a holistic approach, community participation, and health promotion have been inserted into a number of existing courses, particularly in the pre-clinical years, with varying degrees of success.

The Primary Health Care Directorate holds the following values as priorities:

- equity and dignity in health outcomes and health care
- environmental justice
- respect for reflexive positionality and diversity
- appreciation of context
- an aspiration towards health for all

## **Family Medicine**

Family Medicine has been an independent division at the University of Cape Town since 2001. Our division has a strong tradition of being rooted in multidisciplinary community-based learning with a focus on strengthening primary care. The academic discipline of family medicine and primary care aims to provide holistic care to the whole family unit. It aspires to integrate care both across different healthcare system levels, as well as the traditional boundaries of facility-based and community-based care.

As a division, the strategic goal is to contribute to the body of knowledge that improves individual and community health holistically, build the academic disciplines of primary and palliative care, and produce educational, clinical and research practitioners who are both locally and internationally recognised for their work.

The division is extensively involved in learning and teaching across the undergraduate MBChB curriculum, both in the pre-clinical phases: 2nd and 3rd year (Becoming a Doctor, BaDr), as well as clinical phases: 4th and 6th year. At the postgraduate level, we have students enrolled for the Postgraduate Diploma, MMed (registrar) and PhD programmes in Family Medicine. We also provide support to our interns during their 6-month family medicine rotation in their second year of internship. In terms of research, we are committed to growing academic primary care and engaging with local, regional and international collaborators in all domains of primary care research.

The division has a substantial service delivery and social responsiveness footprint via our joint appointee family physicians at the community learning sites. Our joint staff are enmeshed with the clinical governance activities at the substructure level and provide significant leadership input in the district health system. The academic and PASS staff are involved with social responsiveness activities, including a minor surgical outreach service to local primary care facilities. Hosting our annual General Practitioner Refresher course speaks to our desire to provide relevant lifelong learning opportunities to our primary care community.

## **Interdisciplinary Palliative care and Medicine**

Interdisciplinary Palliative Care and Medicine has been an independent division since 2021. IPCM's vision is to strengthen academic and clinical palliative care aiming to ensure better access to sustainable, quality and appropriate palliative care for all ages when indicated, for South Africa and beyond. Since 2002 this division has developed a strong footprint in the undergraduate MBChB program. The division offers a post-graduate diploma in Palliative Care /Medicine and an M.Phil program. The division is proud of its research projects and collaboration with a global research unit aiming to strengthen the healthcare system and ensure distinct African palliative care is accessible to patients and families.

The division actively provides clinical care and works alongside the Department of Health to ensure palliative care is integrated into the South African health setting. Members of the division serve on the national and provincial Palliative

Care task teams advocating for quality palliative care. The division is also a proud member of the African Palliative Care Association, assisting in developing the African palliative care community.

We hope to ensure that this division will grow alongside the development of international palliative care practices as an integrated but distinct element of care. It is our vision to grow the leaders of palliative care on the African continent in clinical care, research and as advocates in quality palliative care.

### **Emergency Medicine**

The Division of Emergency Medicine (EM) is the oldest academic emergency medicine unit on the continent, having enrolled its first students in 2003. EM graduates are now spread around South Africa and across the continent, leading and challenging the old thinking and providing effective, quality emergency care from the prehospital arena, through hospital Emergency Centres, and across health systems.

The division contributes to MBChB undergraduate training so that UCT medical doctors are able to manage the undifferentiated emergency, but our focus is on postgraduate training across our five programs: the flagship MMed 4 year specialist training program, the M.Phil which offers a distance coursework and research masters, the MSc for a pure research masters, the PG Dip is an online year-long introduction to the discipline, and a large PhD program, encouraging future academics and innovative research.

The Division has fostered a new generation of researchers, with a focus on developing emergency care in LMIC settings. The change has been rapid from the hospital 'casualty', run by the most junior doctors, to the current specialist run emergency centres, with their role being not only prioritizing and managing emergencies, but also as the gateway to inpatient care, working synchronously with prehospital providers and in hospital teams to make every patient journey efficient, safe and effective.

### **Sports and Exercise Medicine**

UCT Sports Medicine research has been at the forefront of sports and exercise related injury research. The UCT Sports Medicine and Orthopaedic Surgery Clinical Research Practice is the largest provider of Sports & Exercise Medicine related clinical services on the African Continent and provides services to numerous international teams and federations which include: UAE Team Emirates (winner of the 2020 and 2021 Tour de France), Stormers Super Rugby, Springbok Sevens Rugby, Cape Town Spurs Football Club, Cape Town City Football Club, The Two Oceans Marathon and many others. The practice is an International Sports Medicine Federation Center of Collaboration (FIMS-CCSM) and hosts 10 leading sports physicians and 6 leading orthopaedic surgeons (the majority of whom are UCT academics). Provision of Sports & Exercise medicine clinical services to the broader public have been implemented through the first public sector sports injuries clinic in conjunction with the Division of Orthopaedic Surgery which is run through Groote Schuur Hospital out-patient department since 2016.

These clinical platforms and world leading clinical expertise provide a continuous platform for clinical research activities. Moreover, UCT Health through Physical Activity, Lifestyle and Sport (HPALS) researchers are recognised as international leaders in the genetics of soft-tissue, exercise-related injuries, as well as video analysis of rugby-related injuries. The latter work has resulted in changes in both national and international practice and rules.

### **FaCE Teaching and Research**

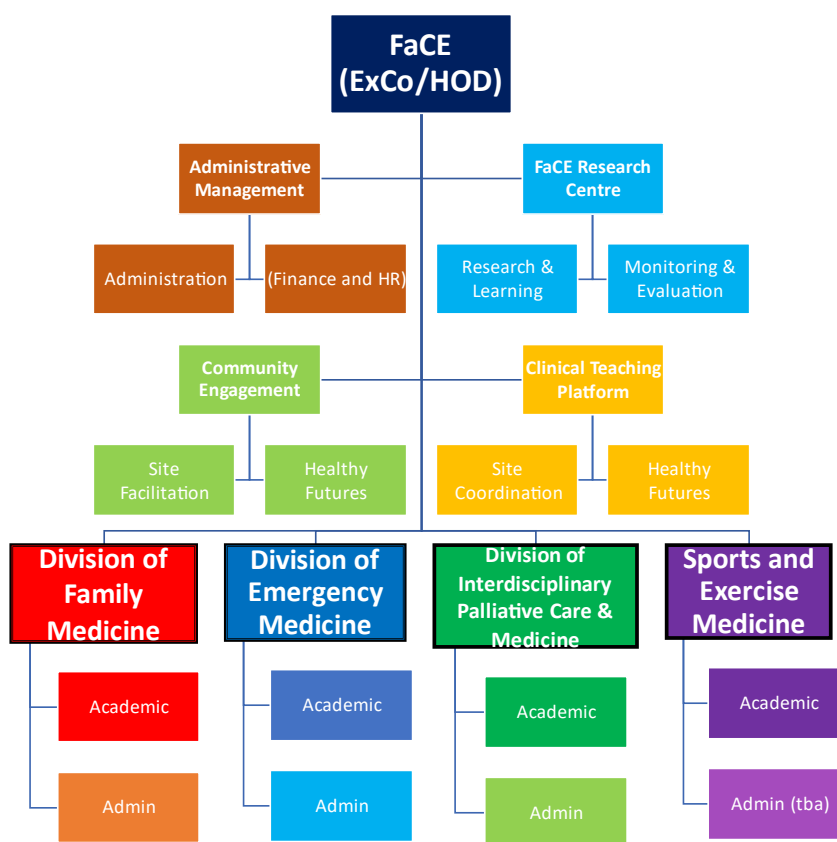
The department's research and teaching objectives are: to promote, guide and provide governance and quality oversight to doctoral postgraduate students and their supervisors; develop formal teaching and learning programmes that may optimise the doctoral education of our candidates, to ensure that they develop into functioning independent scholars; to foster a community of practice among academic staff, students, and supervisors, to ensure co-learning, peer support and network-building; to optimize the teaching and learning experience, while ensuring alignment with faculty and institutional goals; to ensure that all postgraduate programmes are optimally functional, incorporating evidence-based practices, facilitating a community of practice among supervisors and teachers, and ensuring that students have access to decision-making; oversee the curriculum implementation, course delivery and quality

assurance for all courses, and to make recommendations for curriculum revisions and development to the Programme Committee.

### FaCE Social accountability, transformation and equity

Underpinning the mission of the department is to promote, coordinate, facilitate and operationalize social accountability, transformation and equity within the Department and across the Faculty. This will be executed by reviewing policies and procedures relating to equity, transformation, and institutional culture; advising, monitoring, educating, embedding and implementing employment equity, transformation plans and institutional culture programmes; and fostering a departmental culture with equity and transformation at its centre.

The department’s massive transformative purpose of *‘Building Inclusive Communities of Care Together’* is thus underpinned by its goals to commit to a just and inclusive society built on health equity; achieve social responsiveness, social accountability, diversity, inclusivity by serving the community; enhancing interdisciplinary approaches to medicine; and strengthening a community oriented primary health care approach.



**FaCE Departmental Organogram**

We welcome applicants who can build on the strengths and potential of this Department and contribute to maintaining and improving its excellent track record in clinical service, teaching, research and social responsiveness.

## POSITION DESCRIPTION

**JOB TITLE:** GSK DIRECTOR OF PRIMARY HEALTH CARE AND HEAD OF DEPARTMENT OF FAMILY, COMMUNITY AND EMERGENCY CARE

**LOCATION:** Metro District Health Services and Faculty of Health Sciences - UCT

*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**

*The Head of Department will provide comprehensive leadership to the Department of Family, Community and Emergency Care within the context of South Africa, the African continent and internationally. This includes input into service provision, teaching & training, research, and social responsiveness. The essence of headship is to give academic and clinical leadership to the department, to be committed to its service platforms, scholarship, teaching, and standards, to develop its staff, and to maintain it as a well-functioning academic and clinical unit. The HOD must develop a strategic and operational plan for the department in consultation with the Heads of Clinical Units and the FHS Dean and GSH CEO.*

*The purpose of the position of Director of Primary Health Care is to lead and consolidate the implementation of the Primary Health Care (PHC) approach through the clinical disciplines of Family Medicine, Emergency Medicine, Interdisciplinary Palliative Care and Medicine, and Sports and Exercise Medicine with respect to clinical service provision, teaching and training, research, social responsiveness, and transformation. The head will provide a coherent vision and strategic plan which supports the Department leadership to lead in their respective disciplines and enables staff and students in the Department to thrive. The Head will represent the interests of the Department through participating in senior Faculty and Health Service structures and ensure implementation of all the relevant policies and procedures across the Department.*

### **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. An important part of the incumbent's responsibilities will be the development of a strongly transformative agenda within the department so that it is a space of representative demography, innovative teaching, learning and research as well as a socially responsive culture.*

*The following Key Result Areas are relevant:*

<p><b>1. Clinical Service:</b> <i>To facilitate and advise on the implementation of a comprehensive primary health care approach in the WCG district health services within the available resources</i></p>	<ul style="list-style-type: none"><li>• Advise both UCT and WCG on issues related to Primary Health Care, Family Medicine, Emergency Medicine, Palliative Care and Sports and Exercise Medicine</li><li>• Be responsible for the clinical governance of the Department and implement systems to have such in place as required or legislated.</li><li>• Organize the service delivery platform, providing oversight, leadership, and general organization within the district service platform for Family, Community and Emergency Care.</li><li>• Provide critical oversight over health systems and operational procedures affecting service delivery in Family, Community and Emergency Care in the context of resource constraints.</li></ul>
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	<ul style="list-style-type: none"> <li>• Foster partnerships with WCG, practitioners in the public and private health sectors, and NGOs</li> <li>• Ensure consistent and relevant interaction between the University of Cape Town and the Provincial and National Departments of Health.</li> <li>• Promote engagement with national health care policies through teaching and research towards Universal Health Coverage.</li> </ul>
<p>2. <b>Teaching &amp; Learning:</b> <i>To provide effective leadership to the Department including effective academic and health system governance.</i></p>	<ul style="list-style-type: none"> <li>• Promote research, training, and teaching in Family, Community and Emergency Care relevant to South Africa and ensure administrative oversight over all processes related to student teaching and assessments and student research programs.</li> <li>• Lead and manage service innovations appropriate for RSA for the Department, given the local resource framework and Burden of Disease.</li> <li>• Oversee the general operating budget as well as research budgets in the Department</li> <li>• Liaise with health service managers to provide input into finances and joint staff contracts in collaboration with Western Cape Government Department of Health.</li> <li>• Promote transformation within the Department of Family, Community and Emergency Care and in the profession.</li> <li>• Promote inter-disciplinary, multi-professional and inter-sectoral collaborative teamwork for the ongoing development of the Department of Family, Community and Emergency Care through clinical service, education, and research initiatives.</li> <li>• Participate in Faculty projects and meetings as required, liaise closely with Faculty leadership and drive projects in collaboration with the vision and mission of the Faculty of Health Sciences.</li> <li>• Work closely with other Divisions/Research Institutes/Clusters in the broader Faculty of Health Sciences as well as with other university departments.</li> </ul>
<p>2.1. <i>To provide support and guidance on in-service training of health workers in the District Health Services</i></p>	<ul style="list-style-type: none"> <li>• Oversee and guide in-service training in Primary Health Care, Family Medicine, Emergency Medicine, Palliative Care and Sports and Exercise Medicine</li> <li>• Initiate and oversee the implementation of short courses, certificate courses, postgraduate diplomas and clinical updates for staff in WCG primary health care services</li> </ul>
<p>2.2 <i>To provide formal academic teaching and training within University guidelines.</i></p>	<ul style="list-style-type: none"> <li>• Oversee undergraduate teaching and learning in Primary Health Care, Family Medicine, Emergency Medicine, Palliative Care and Sports and Exercise Medicine on the Clinical Training Platform.</li> <li>• Oversee postgraduate teaching, training and assessment of registrars in the Department of Family, Community and Emergency Care including work-based assessments, academic preparation for the Fellowship exam and completion of the MMed and PhD degrees.</li> <li>• Oversee teaching training and assessment of international postgraduate students in the Department.</li> <li>• Ensure appropriate curricula (including new courses, where relevant) for the Department of Family, Community and Emergency Care which includes primary health care approaches and health service provision across the different levels of health care (i.e., primary, secondary, and tertiary) as appropriate.</li> </ul>

<p>3. <b>Research:</b> To provide effective leadership and management of academic research in the Department within University guidelines.</p>	<ul style="list-style-type: none"> <li>• Develop and promote a research strategy for the Department.</li> <li>• Oversee basic scientific research and clinical research through the Departmental Research Committee.</li> <li>• Provide support to members of the Department of Family, Community and Emergency Care who are supervising postgraduate students, and provide supervision to selected undergraduate, masters and doctoral students.</li> <li>• Drive processes that increase collaborative research in the Department of Family, Community and Emergency Care.</li> <li>• Raise funding for ongoing, relevant, and cutting-edge research in the field.</li> </ul>
<p>4. <b>Social Responsiveness</b></p>	<ul style="list-style-type: none"> <li>• Promote projects that enhance community outreach, policy input and health systems development.</li> </ul>

### 3. CHARACTERISTICS OF THE INCUMBENT

#### Skills and Abilities

- Outstanding leadership qualities.
- Research skills and the ability to lead a multi-disciplinary team of researchers.
- Skills and experience in undergraduate and postgraduate teaching and training.
- 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 plans.
- Ability to generate funds for research.

#### Requirements for the position

- A Medical Specialist in Family Medicine or Emergency Medicine, registered with HPCSA or recognised registrable equivalent qualification.
- 8 years' experience as a specialist.
- 5 years' experience in leadership and management of a clinical and academic service.
- Evidence of scholarship and experience in the areas of clinical service delivery, teaching, training, and research.
- Excellent track record with appropriate experience in leading and managing an academic service.
- Excellent reputation with appropriate clinical experience.
- Experience and knowledge of the public health sector in South Africa, with particular emphasis on an approach to primary health care.
- Insight into the challenges and opportunities for advancing health care in South Africa and Africa.
- Track record of international scholarship and research.
- Track record of teamwork and building effective partnerships with internal and external stakeholders.
- Track record of mentoring and supporting junior colleagues.
- Excellent communication and interpersonal skills.
- Experience in providing leadership, management and active participation in undergraduate and postgraduate teaching, training, service delivery and research.
- Experience in attracting and developing staff of quality and relevance.
- Experience in providing leadership regarding issues of diversity, transformation, and equity.

#### Advantages

- Insight into the challenges and opportunities for advancing primary health care in South Africa and Africa.
- PhD
- Skills and experience in undergraduate and postgraduate teaching.