



UNIVERSITY OF CAPE TOWN / WESTERN CAPE GOVERNMENT

INFORMATION SHEET

UNIVERSITY OF CAPE TOWN

The University of Cape Town, founded in 1829, is one of the world's leading universities and ranked the highest in Africa. The University 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.

UCT is a medium-sized institution of some 30 000 students and about 7 000 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 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 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, 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 has the Institute of Infectious Disease and Molecular Medicine (IDM) 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 over 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 and communication sciences 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 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 that 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

POSITION DESCRIPTION

PROFESSOR AND HEAD : DEPARTMENT OF ANAESTHESIA AND PERIOPERATIVE MEDICINE

FACULTY OF HEALTH SCIENCES

DEPARTMENT OF ANAESTHESIA AND PERIOPERATIVE MEDICINE

The Department of Anaesthesia and Perioperative Medicine is one of 14 Departments in the Faculty, which plays a leading role in medical education, research and the provision of clinical services to the communities of the Western Cape and, in the case of our highly specialised services, to patients throughout Southern Africa. The Department provides anaesthesia, perioperative medicine, pain and intensive care services to the Western Metro of Cape Town. The Department covers the full spectrum of anaesthesia from children to geriatrics, elective and emergent, in and outpatient, providing highly specialised anaesthesia and perioperative care for all subspecialities. The department offers numerous highly specialised services in the public sector including ECMO, kidney, liver, lung and heart transplants.

The Department has the following Research Clusters: ACCEPTR (Anaesthesia and Critical Care Extreme Physiology and Thermoregulation Research), Airway and Thoracic, Coagulation Research, Obstetric Research, Paediatric Research, Pain Research, Patient Blood Management, Perioperative Cardiovascular Research, and a Perioperative Outcomes group.

Academic staff members include four Professors, five Associate Professors; with 42 specialist positions on a joint medical establishment between the Western Cape Province and the University of Cape Town. 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 Educational Committee which consists of a number of specialists, clinical services are managed by the Head of Clinical Services, and research is led by the Second Chair of the Department.

Teaching

The Department of Anaesthesia and Perioperative Medicine provides all levels of anaesthesia, pain and intensive care education including undergraduate training to medical, physiotherapy and occupational therapy students, registrar training, nursing and continuing medical education. We have an active programme of training and educational courses including airway, echocardiography, pharmacokinetics and pharmacology, and paediatric and adult simulation. We host annual national registrar refresher courses.

We train approximately 48 registrars in Anaesthesia. Registrars work in an environment where they are expected to make significant contributions to the teaching of undergraduate students and research. A good consultant to registrar ratio of approximately 1:2 provides direct access of trainees to some of the finest clinicians and researchers in the world.

Research

The Department of Anaesthesia and Perioperative Medicine has a proud history of impactful international research. We have clinical research clusters that manage their research programmes with oversight from the Departmental

Research Committee which is chaired by the Second Chair of the Department. We have successful NIH and NIHR grantholders within the Department. These concerted efforts have been matched by a rising performance in research outputs of the Department of Anaesthesia and Perioperative Medicine with over 50 peer-reviewed publications per year in high impact anaesthesia and general medicine journals including first and senior author publications in the Lancet.

Service

Outpatient services

The Department manages an outpatient Chronic Pain Clinic, and a Pre-Assessment Clinic.

Our acute and chronic pain program is headed by Prof Romy Parker with activities including clinical services in acute and chronic pain care, health professional education and research. Our Chronic Pain Clinic offers an interdisciplinary out-patient service to patients with chronic pain. The team includes physician-anaesthetists, physiotherapists, a psychologist, a psychiatrist, and nursing staff. The Pre-Assessment Clinic is in the process of expansion from the humble beginnings of a consultant anaesthetist in a clinic for half a day a week, with the objective now expanding to a clinic every day of the week. Both these clinics have recently moved to dedicated clinical space on the H-floor of the OPD building. The Chronic Pain Clinic and the Pre-Assessment Clinic are developing expertise in nursing staff for example, nursing screening for all preoperative surgical patients of a high-risk nature.

Inpatient services

The Department of Anaesthesia and Perioperative Medicine is responsible for anaesthesia, perioperative medicine, intensive care medicine, and acute and chronic pain management at Groote Schuur Hospital and its affiliated hospitals. In the last year nearly 30 000 operations were conducted at Groote Schuur Hospital. The inpatient anaesthesia service covers a broad spectrum of specialised surgeries including paediatric, obstetrics, cancer, endocrine, hepatobiliary, renal, cardiothoracic, robotics, transplant (renal, liver, lung and heart), major trauma and day case surgery, amongst others. We have numerous visiting fellows, students and supernumerary international trainees who want to experience the diversity of our clinical practice. There is extreme pressure on tertiary health care services with surgical waiting lists exceeding a year in some disciplines (a situation which exists nationally), highlighting the critical need for the 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 Anaesthesia and Perioperative Medicine is based in the tertiary Groote Schuur Hospital and has strong links with a number of specialist and secondary hospitals (Red Cross War Memorial Childrens' Hospital, New Somerset Hospital, Mowbray Maternity Hospital), where registrars rotate through their specialist training.

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

Further information on the Department of Department of Anaesthesia and Perioperative Medicine may be obtained from the Head of Department **Associate Professor Lionel Green-Thompson** at 021 406 6101 or at lionel.green-thompson@uct.ac.za

POSITION DESCRIPTION

JOB TITLE: PROFESSOR AND HEAD: DEPARTMENT OF ANAESTHESIA AND PERIOPERATIVE MEDICINE

LOCATION: Grootte Schuur Hospital (GHS)

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 provide comprehensive leadership to the Department of Anaesthesia and Perioperative Medicine 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 job is to lead and manage the Department 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 support 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 Hospital 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 is required:

2.1 Management and Leadership

- Lead and manage service innovations appropriate for RSA for the Department, given the local resource framework and Burden of Disease.
- Oversee the general operating budget as well as research budgets in the Department of Anaesthesia and Perioperative Medicine.
- Liaise with hospital managers to provide input into consumable and other hospital budgets and joint staff contracts in collaboration with Western Cape Government Department of Health & Wellness.
- Promote transformation within the Department of Anaesthesia and Perioperative Medicine and in the profession.
- Promote research, training, and teaching in Anaesthesia and Perioperative Medicine relevant to South Africa and ensure administrative oversight over all processes related to student teaching and assessments and student research programs.
- Promote inter-disciplinary, multi-professional and inter-sectoral collaborative teamwork for the ongoing development of the Department of Anaesthesia and Perioperative Medicine through clinical service, education, and research initiatives.
- 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.
- Work closely with other Divisions/Research Institutes/Clusters in the broader Department of Anaesthesia and Perioperative Medicine as well as with other Departments.

2.2 Clinical Service

- Participate actively in the clinical service.

- Be responsible for the clinical governance of the Department and implement systems to have such in place as required or legislated.
- Organize the service delivery platform, providing oversight, leadership, and general organization within the hospital for Anaesthesia and Perioperative Medicine.
- Ensure an adequate service delivery platform in all aspects of Anaesthesia and Perioperative Medicine.
- Provide critical oversight over hospital systems and operational procedures affecting service delivery in Anaesthesia and Perioperative Medicine and allied hospitals in the context of resource constraints.
- Foster partnerships with WCG, practitioners in the public and private health sectors, and NGOs
- 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 through teaching and research.

2.3 Teaching & Learning

- Accountable for undergraduate education in the Department of Anaesthesia and Perioperative Medicine including training on the clinical platform for UCT undergraduate students and visiting elective students.
- Oversee postgraduate teaching and training for registrars in the Department of Anaesthesia and Perioperative Medicine including work-based assessments, academic preparation for the Fellowship exam and completion of the MMed and PhD degrees.
- Oversee teaching and training of international postgraduate students in the Department of Anaesthesia and Perioperative Medicine.
- Accountable for sub-specialist training in various areas of the Department of Anaesthesia and Perioperative Medicine.
- Ensure appropriate curricula (including new courses, where relevant) for the Department of Anaesthesia and Perioperative Medicine 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.

2.4 Research

- Develop and promote a research strategy for the Department.
- Oversee basic scientific research and clinical research through the Departmental Research Committee.
- Provide support to members of the Department of Anaesthesia and Perioperative Medicine who are supervising postgraduate students, and provide supervision to selected undergraduate, masters and doctoral students.
- Drive processes that increase collaborative research in the Department of Anaesthesia and Perioperative Medicine.
- Raise funding for ongoing, relevant, and cutting-edge research in the field.

2.5 Social responsiveness

- Promote projects that enhance community outreach, policy input and health systems development.

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

3. CHARACTERISTICS OF THE INCUMBENT

Skills and Abilities

- Outstanding leadership qualities.
- Recognition amongst peers in related fields.
- Proven ability to manage people both professional and support staff.
- Track record of people management within and across departments
- 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 Specialist Anaesthesiologist, with a minimum 8 years' experience.
- Registration as a Specialist Anaesthesiologist (FCA(SA) or HPCSA recognized equivalent qualification)
- Registered experience in the speciality of Anaesthesia is mandatory. A qualification that is registerable with the HPCSA as a specialist anaesthesiologist is acceptable.
- At least 5 years' experience in leadership and management of a clinical and academic anaesthesia service.
- A recognised leader in the field of anaesthesia and perioperative medicine.
- Proven record in the areas of clinical service delivery, teaching, training, and research.
- Knowledge of the public health sector in South Africa.
- Insight into the challenges and opportunities for advancing health care in South Africa and Africa.
- Provide leadership with regards to issues of diversity, transformation, and equity.
- A track record of international scholarship and research.
- Track record of attracting funding through clinical studies and research grants.
- 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

Advantages

- 10 years registration as a specialist in anaesthesia.
- Skills and experience in undergraduate and postgraduate teaching
- In depth knowledge of anaesthesia at undergraduate and postgraduate level.
- Awareness of the requirements of anaesthetic practice relevant to an African environment.