



UNIVERSITY OF CAPE TOWN / WESTERN CAPE GOVERNMENT

PROFESSOR AND HEAD OF THE DEPARTMENT OF PSYCHIATRY FACULTY OF HEALTH SCIENCES

INFORMATION SHEET & JOB DESCRIPTION

UNIVERSITY OF CAPE TOWN

The University of Cape Town, founded 183 years ago, is one of the world's leading universities, and the highest ranked university in Africa. The University seeks to be "an outstanding teaching and research university, educating for life, and addressing the challenges facing our society". Part of its mission is to be an 'Afropolitan' university, by creating centres of research and teaching excellence that will bring together academics from South Africa, the rest of Africa and the world.

UCT is a medium-sized institution of some 25 000 students and 4 500 staff. Academically the University is divided into six Faculties (Commerce, Engineering and the Built Environment, Health Sciences, Humanities, Law and Science), the Centre for Higher Education Development and the Graduate School of Business. Teaching and research is underpinned by a number of Professional and Support Departments.

UCT's key strategic objectives include: to be research-led; to use its resources to contribute locally, nationally, regionally and internationally; to promote transformation in its institutional culture and in the composition of staff and students in order to address the inequities of the past; and to maintain itself as a medium-sized institution.

THE FACULTY OF HEALTH SCIENCES

Marking its 100th anniversary in 2012 as the oldest medical school in sub-Saharan Africa, UCT's Faculty of Health Sciences has a prestigious reputation for medical achievement and ground-breaking research that has impacted on health globally. It is also known for having trained some of the best health practitioners and health scientists internationally. UCT plays a vital role in advancing South Africa's health, by responding to local problems in the context of global health challenges through training, research and service. The Faculty Strategic Plan reflects the Primary Health Care approach, the will to engaged, policy-relevant and socially responsive research and teaching, a commitment to transformation and a cultural identity in keeping with an Afropolitan institution.

Excluding Psychiatry, the Faculty is composed of 13 additional academic departments, comprising Anaesthesia and Perioperative Medicine, Health and Rehabilitation Sciences, Health Sciences Education, Human Biology, Integrative Biomedical Sciences, Obstetrics and Gynaecology, Paediatrics and Child Health, Primary Health Care Directorate, Pathology, Medicine, Public Health, and Family, Community and Emergency Care, Radiation Medicine and Surgery. In addition, there are many research units, centres and institutes.

The Faculty has approximately 350 full-time academic, research and scientific/technical staff including 95 professors and associate professors, as well as 173 part-time academic, research and scientific/technical staff. Most academic staff members in the clinical disciplines are jointly employed by UCT and Western Cape Government (WCG), or by UCT and NHLS (pathology disciplines).

The Faculty offers undergraduate degree programmes in medicine, physiotherapy, occupational therapy and communication sciences as well as a large number of postgraduate degrees at diploma, honours, masters and doctoral levels (including medical specialisations). The number of students in 2011 totaled 3641, half of whom were postgraduate students. The main teaching hospitals are Groote Schuur Hospital and Red Cross Children's Hospital; student training also takes place at secondary and primary health care facilities in the broader Western Cape community.

The Faculty has a strong tradition of basic clinical health systems and public health research. Funding for research is available on a competitive basis from both the public sector- principally the Medical Research Council and the National Research Foundation - and international and local funders. Details of research in the Faculty are given in the University's annual research report www.research2010.uct.ac.za .

WESTERN CAPE GOVERNMENT AND HEALTH SERVICES

The Western Cape Department of Health is committed to deliver quality health care that is provided by a professional workforce, and health services that are safe, comprehensive, integrated, continuous and respectful of the people we serve.

Effective and efficient service delivery is enabled by support services such as Finance and Supply Chain, People Management, Infrastructure, Information Management and Information and Communication technology (ICT) departments.

The Department of Health received 36% of the Provincial budget and manages its complex services within this to have achieved a track record of 11 successive years of an unqualified audit.

Our services are rendered at multiple sites ranging from, amongst others, 42 acute hospitals, 11 specialised hospitals, 277 clinics (including that of the City of Cape Town), larger 8-hour Community day centres and 24-hour community health centres, 49 ambulance stations, 250 ambulance vehicles and a 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, organized labour, civil society, other departments and other spheres of government.

Challenges facing the health department include the increase of our population numbers as well as the escalating quadruple burden of disease in both communicable and non-communicable disease types, with the largest proportion being from chronic conditions, which forms 80% of patients attending our primary care facilities. Despite this, our performance is rated the best in the country with life expectancy at 66 years, an infant mortality rate of 19.1 compared to 27 nationally and a maternal mortality of 78 compared to 269 for the country as a whole. Services in the department are rendered by 31 267 competent staff, and we have made huge strides in revitalizing the infrastructure and ICT of our facilities.

Our long term vision for the department, together with other information, is outlined in the Healthcare 2030 document, available at: <https://www.westerncape.gov.za/dept/health>

We are hoping to create a model of integrated service delivery with optimal involvement at all levels of care in order to ensure a streamlined patient journey through our services. As such, we have implemented structures such as the Geographic Service Areas, which maps out and links services across a referral pathway.

Groote Schuur Hospital (GSH) is one of two central hospitals in the Western Cape and is part of a Geographic Service Area, where all clinical departments function across the different levels of care. GSH has 975 beds and 3762 staff and offers specialist and sub-specialist services. The hospital works very closely with the University of Cape Town to support its academic activities, but efficient and effective service delivery to our patients is a priority. The hospital continues to excel in 'Leading Innovative Healthcare' and this vision is upheld by every staff member in both clinical and academic activities.

DEPARTMENT OF PSYCHIATRY:

Aims to be a world-class African institution, and in line with that vision the Department aims to be a leading Department of academic excellence that produces transformative and integrative teaching, research, healthcare and public service relevant to mental illness and well-being in local, African and global contexts.

The Department aims to integrate teaching, research, and clinical services. This integrated approach takes place across the different divisions of the Department, which comprise:

- [Addiction Psychiatry](#)
- [Child and Adolescent Psychiatry and Mental Health](#)
- [Consultation Liaison Psychiatry](#)
- [Forensic Psychiatry](#)
- [Intellectual Disability Psychiatry](#)
- [Neuropsychiatry](#)
- [General Adult Psychiatry](#)
- [Psychopharmacology](#)
- [Psychotherapy](#)
- [Public and Community Mental Health.](#)

Teaching

The Department of Psychiatry provides all levels of medical education including undergraduate training in psychiatry and allied health sciences, registrar and senior registrar training, biomedical graduate education, and continuing medical education.

Teaching in the Department includes extensive participation in the education of undergraduates studying medicine and allied professions (including occupational therapy, physiotherapy), postgraduate training in psychiatry, and sub-specialty training.

The Department is also an HPCSA registered site for the training of intern clinical psychologists and provides training for masters students. **Sub-speciality training** occurs in each of the Divisions, with:

- An **M Phil** in Addiction Psychiatry, Child and Adolescent Psychiatry, Consultation-Liaison Psychiatry, Forensic Psychiatry, Intellectual Disability Psychiatry, Neuropsychiatry, and Public Mental Health

Research

The Department of Psychiatry's strategy for growth in research has been premised on encouraging staff members to apply for research grants and for rating by the National Research Foundation; the development of subspecialties programme; and the establishment of a clinical research units such as the HIV Mental Health Research Unit. We have been successful in winning a large number of Discovery Foundation Academic Fellowships, South African medical Research council Units and major international grants from the Wellcome Trust, National Institutes of Health amongst others

Service

Members of our Department are on joint appointment with the Western Cape Government Health, and provide clinical services at Groote Schuur Hospital, Valkenberg Hospital, Lentegour Hospital, Red Cross Children's War Memorial Hospital, and Alexandra Hospital. In line with the vision of the Faculty of Health Sciences and the Western Cape Government, we are committed to a primary care approach in each of our divisions/focus areas. We provide assertive outreach and supportive services to Step-Down Facilities, District Hospitals and Community Health Clinics in the West Metro area, and beyond.

GENERAL CONDITIONS OF SERVICE

Study and research leave

Permanent full-time staff on academic conditions of services who fulfil the standard requirements of teaching and learning, research and administration are eligible to apply.

Study and research leave may be granted to a staff member to enable him/her to devote himself/herself to a period of uninterrupted study and/or research of a kind that will be of benefit to the University and scholarship generally.

Professional Indemnity Insurance

The University reserves the right to require appointees to clinical posts to carry personal professional indemnity insurance, at their own cost, through a group scheme, a designated scheme or an approved scheme, if they wish to engage in any private clinical practice.

Medical Examination

Appointment to the University's Retirement Fund (UCTRF) will be subject to a satisfactory medical report.

Private Work

The incumbent's primary commitment will be university academic and provincial health service responsibilities. Joint Staff on the establishment of the University of Cape Town under the Joint Agreement with the Provincial Government of the Western Cape are permitted to engage in remunerative private work under the university rules for limited private clinical practice.

General

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

The University reserves the right to appoint a person other than one of the applicants, or to make no appointment.

JOB DESCRIPTION

JOB TITLE: *Head of the Department of Psychiatry and Mental Health*

LOCATION: *GROOTE SCHUUR HOSPITAL*

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

1. JOB PURPOSE

To lead, consolidate and manage in the Department of Psychiatry 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 Psychiatric services throughout the public sector and provide evidence through research that supports these initiatives
- Develop and implement guidelines for the delivery of effective Psychiatric services across all levels of care (i.e primary, secondary and tertiary)
- Sustain relevant laboratory infrastructure to support efficient and appropriate services and research in

Psychiatry

- Initiate, develop and sustain community partnerships for the promotion of Psychiatry, and to ensure that community development is a two-way dynamic partnership that benefits all participants
- Foster partnerships with WCG, and practitioners in the public and private health sectors
- Ensure consistent and relevant interaction between the University of Cape Town and the provincial and national Departments of Health
- Promote engagement with the national health care policies through teaching and research

2.2 Teaching & Learning

- Develop appropriate curricula (including courses, where relevant) for Psychiatry which includes primary health care approaches, issues related to human rights/equity, health service provision across different levels of health care (i.e. primary, secondary and tertiary)
- These curricula should include clinicians working in the public and private sectors and students at under- and postgraduate levels in South Africa, Africa and beyond

2.3 Management and Leadership

- Promote research, training and teaching in Psychiatry relevant to South Africa and the African continent
- Interface with government, related public services and other stakeholders for the development of evidence-based guidelines for the practice of Medicine
- Promote inter-disciplinary, multi-professional and inter-sectoral collaborative teamwork for the ongoing development of Medicine through clinical service, education and research initiatives
- Raise funding for ongoing, relevant and cutting-edge research in Psychiatry

2.4 Research

- Develop an extensive research strategy for Psychiatry
- Conduct research. Support and supervise research projects at under- and / post-graduate levels in Psychiatry
- Interface with research units focusing on human 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
- Research skills and the ability to lead a multi-disciplinary team of researchers
- Skills and experience in under and post-graduate teaching
- Ability to build and maintain effective partnerships and relationships with internal, external and international stakeholders
- Ability to consult and mentor
- Ability to identify and translate strategic needs into a practical set of objectives and action plan
- Proven track record of research
- Proven ability to generate funds for research

Requirements for the position:

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

Knowledge

- Registered as a medical specialist in the discipline of Psychiatry
- In depth knowledge and expertise in the discipline of Psychiatry
- 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 Psychiatry
- Knowledge of research methods including knowledge as it pertains to epidemiology, statistics and the science of the discipline

Requirements for the position:

- A medical doctor with 10 years' experience registered in the specialty of Psychiatry is mandatory
- A qualification that is registerable with the HPCSA as a Psychiatrist or sub-specialist Psychiatrist
- A demonstrable record of scholarship with evidence of capacity to attract funding through clinical studies and/or research grants
- Evidence of experience in the leadership and management of clinical service delivery, teaching, training and research
- Knowledge of the health sector in South Africa and insight into the challenges and opportunities for advancing health care in South Africa and Africa
- Demonstrated ability as a manager of a complex team for at least 5 years
- Demonstrated record of teaching both undergraduate and postgraduate students at Masters and Doctoral level, scholarship and research
- National and international reputation as a leader in their discipline in areas of clinical and academic enterprise
- Track record of teamwork and building effective partnerships with internal, external and international stakeholders
- Track record for mentorship and educational engagement for staff and students at undergraduate and post graduate level