



UNIVERSITY OF CAPE TOWN / NATIONAL HEALTH LABORATORY SERVICE

CHAIR AND HEAD OF DIVISION: HAEMATOLOGY 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.

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

The Faculty has 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 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 totalled 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.

DIVISION OF HAEMATOLOGY

The Division of Haematology forms part of the Department of Pathology. The Department also hosts the Divisions of Anatomical Pathology, Chemical Pathology, Forensic Medicine, Human Genetics, Immunology, Medical Microbiology and Medical Virology. The Department of Pathology is situated within the Faculty of Health Sciences, Groote Schuur Hospital, The Red Cross War Memorial Children's Hospital and the Salt River Mortuary, and provides a comprehensive, pathology service, through partnerships between the University, the National Health Laboratory Service (NHLS), and Western Cape Government. The NHLS Haematology diagnostic laboratory is located at C17 in New Groote Schuur Hospital.

The NHLS is the largest diagnostic pathology service in South Africa with the responsibility of supporting the national and provincial health departments in the delivery of healthcare. The NHLS provides laboratory and related public health services to over 80% of the population through a national network of laboratories. The present joint agreement between the National Health Laboratory Service (NHLS) and the University provides for the clinical training of undergraduate and postgraduate students and for clinical service by staff. Many of the academic staff in the Division of Haematology are joint appointment staff with the University of Cape Town and National Health Laboratory Service.

The division of Haematology has a clinical program, a routine diagnostic laboratory section and a research laboratory. It provides a comprehensive analytical service to Groote Schuur Hospital and many other outlying locations including the private and public sector hospitals such as Red Cross Children's Hospital, Victoria Hospital, False Bay Hospital and Mitchells Plain Hospitals. It also receive samples from numerous smaller regional laboratories and more than a 100 antenatal and HIV/ARV clinics.

The Haematology diagnostic laboratory is equipped with modern and sophisticated instrumentation to allow high throughput sample analysis. In addition to the routine high volume tests, it offers highly specialised tests to assist with the diagnosis and monitoring of haematological malignancies including a wide repertoire of flow cytometry panels and molecular tests. Samples are referred widely throughout the Western Cape and Eastern Cape for these tests. Cytogenetics and fluorescent *in situ* hybridisation testing are routinely run, as appropriate, to assess for particular genetic abnormalities associated with haematological and other malignancies and this assists with diagnosis, prognosis and monitoring.

The diagnostic laboratory has quality assurance programs for their diagnostic tests with the laboratory performing well on international external quality surveys. The laboratory is accredited by the South African National Accreditation System (SANAS) since 2002, which certifies the laboratory according to international standards set by the International Standards Organisation (ISO).

Teaching and Training

The academic teaching activities include undergraduate MBCHB teaching, as well as postgraduate training of Registrars, Honours, Masters and PhD students in Haematology Pathology and Clinical Haematology.

The Division's main teaching hospitals are Groote Schuur Hospital in Observatory and the Red Cross Children's Hospital in Rondebosch, and the research laboratory is located on the main Faculty Health Sciences campus. There are currently five full time NHLS haematology pathologists who are all joint academic staff members with UCT and play a role in teaching and training, with postgraduate training of registrars specializing in haematology pathology plays, is a key academic activity. Regular experiential teaching and microscope tutorials are offered to registrars in Haematopathology, as well as weekly haematology seminars and group teaching. Registrars and consultants partake in undergraduate training, facilitating various modules focusing on pathophysiology of blood disorders. The registrars sit the national specialist examinations of the College of Medicine of South Africa and have had a good success rate.

Research

Current research projects are centered around stem cell biology, immune reconstitution after stem cell transplantation, the molecular biology of malignancies, specifically of acute leukaemia, Burkitt's lymphomas and multiple myeloma. All the registrars are performing research projects as part of their Master of Medicine specialist examination and some these topics currently include establishing locally derived reference ranges for full blood count parameters and white cell differential counts in the Western Cape region of South Africa, the study of HIV-associated Hodgkin Lymphoma at Groote Schuur Hospital, South Africa, a retrospective review of patients presenting with Burkitt lymphoma/leukaemia at GSH, the presentation of paediatric patients with AML at Red Cross Hospital.

***Service Paragraph**

GENERAL CONDITIONS OF SERVICE

Study and research leave

Permanent full time staff on academic conditions of services who fulfill the standard requirements of teaching and learning, research, service 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.

General

Appointment is subject to approval by, and in terms of, the agreement entered into between the University of Cape Town and the National Health Laboratory Service.

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

JOB DESCRIPTION**JOB TITLE:** *Chair and Head: Division of Haematology***LOCATION:** *Christian Barnard Building, Faculty Health Sciences*

This permanent post is on the establishment of the University of Cape Town under the Joint Agreement with the National Health Laboratory Service.

1. JOB PURPOSE

To lead, consolidate and manage the Division of Haematology within the context of South Africa, the African Continent and Internationally. To have input into teaching, training, research and service provision including the assimilation, evaluation and translation of knowledge into minimum quality standards for the discipline to ensure that the investigation and diagnosis of disease within the discipline is conducted in accordance with current "best practice" throughout the NHLS. The essence of headship is to give academic leadership to the division, to be concerned about its scholarship, its teaching and its standards, to develop its staff, and to grow it into a well-functioning academic unit.

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 National Health Laboratory Service. The following is required:

1.1 Management and Leadership

- Promote research, training and teaching in Haematology relevant to South Africa and the African continent
- Interface with National Health Laboratory Service and other stakeholders for the development of evidence-based guidelines for the practice of Haematology
- Promote inter-disciplinary, multi-professional and inter-sectoral collaborative teamwork for the ongoing development of Haematology through laboratory service, education and research initiatives
- Raise funding for ongoing, relevant and cutting edge research in Haematology
- Responsible for staff planning (include succession planning), staff development, the development of a departmental employment equity plan (in consultation with the Department), and the carrying out of this plan
- Support and endeavour to execute the joint and specific mandates of the NHLS
- Contribute to resource planning of UCT staff to ensure delivery of the teaching and research mandates.
- Contribute to resource planning of NHLS joint appointment staff to ensure delivery of the service mandate.

1.2 Service

- Coordinate the development of accessible, affordable and acceptable Haematology services throughout the public sector and provide evidence through research that supports these initiatives.
- Develop and implement guidelines for the delivery of effective services for the NHLS
- Sustain relevant laboratory infrastructure to support efficient and appropriate services and research in the specific discipline;
- Initiate, develop and sustain community partnerships for the promotion of the division, and to ensure that community development is a two-way dynamic partnership that benefits all participants;
- Foster partnerships with the NHLS and WCG, and practitioners in the public and private health sectors;
- Responsible for committing to final opinion on challenging diagnostic patient investigations, for directed referrals as well as in the capacity of registrar / junior pathologist supervision as required, to ensure that comment is comprehensive by giving due consideration to the complexities of the case and incorporating current knowledge to ensure that the conclusion presented in the final laboratory report is compatible with the clinical presentation.
- Accountable for the design, development and maintenance of the quality system that governs the laboratory and service components of the department to ensure compliance with the principles of Good Laboratory Practice and the fulfilment of SANAS accreditation requirements
- Develop and implement guidelines for the delivery of effective Haematology 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 Haematology
- Initiate, develop and sustain community partnerships for the promotion of Haematology, and to ensure that community development is a two-way dynamic partnership that benefits all participants.
- Promote engagement with the national health care policies through teaching and research
- National coverage and support to regional hospitals with demonstrated capacity enhancement;

1.3 Research

- Develop an extensive research strategy for Haematology
- Conduct cutting edge research. Support and supervise research projects at under- and / post-graduate levels in Haematology
- Interface with research units focusing on human rights and public health sector service issues
- Establish and promote research and development into potential new or enhanced technologies in order to improve the scope, quality, cost-effectiveness and turnaround times of diagnostic pathology service delivery within a setting of limited financial and human resources.
- Design, evaluate, review, revise and approve research and / or clinical trial protocols to ensure that the methodology is sound and divisional participation is appropriate to ensure that the research question is addressed in an adequate and efficient manner.
- Champion capacity building and dissemination of knowledge through the development and promotion of Continuing Professional Development (CPD) activities within the department and throughout the organisation, and by actively guiding policy development based on up-to-date knowledge and current accepted "Best Practice", including active participation in NHLS Expert Committee activities and deliberations.

1.4 Teaching & Learning

- Develop appropriate undergraduate and postgraduate curricula (including courses, where relevant) for Haematology 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
- Oversee selection of registrars and determine, review and update comprehensive learning objectives and training programmes, and develop a conducive registrar training platform
- Develop and sustain an active scientist (Interns, MSc, PhD & MPhil) training programme
- Generate an academic environment that is conducive to student learning and staff development in order to fulfill the divisional obligations and responsibilities of the university, which includes providing academic staff for undergraduate and postgraduate teaching.
- Promote and facilitate intra- and interdisciplinary academic activities in line with the strategic vision of the Department of Pathology.
- Promote and facilitate the training of staff allied to service provision including registrars, technologists, or other relevant categories of staff.

(The NHLS performance agreement for Medical Specialists is available on request)

2. CHARACTERISTICS OF THE INCUMBENT

Knowledge

- Registered as a specialist in the discipline of Haematological Pathology,
- In depth knowledge and expertise in the discipline of Laboratory Haematology
- 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 Haematology
- Knowledge of research methods including knowledge as it pertains to the science of the discipline

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 and external 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

Qualifications and experience

- MMed/FC Path or equivalent relevant to the discipline (Haematology: Haematological Pathologist t);
- Registration with HPCSA as a Haematological Pathologist
- Minimum seven (7) years postgraduate experience of which at least four (4) years at senior level with demonstrable experience of managing a diagnostic laboratory.
- Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution is desirable
- Research record is essential
- Prior supervision of postgraduate research at the level of Master's Degree or higher.

