UNIVERSITY OF CAPE TOWN / WESTERN CAPE GOVERNMENT

NELLE ATKINSON CHAIR OF RADIATION ONCOLOGY
DIVISION OF RADIATION ONCOLOGY
DEPARTMENT OF RADIATION MEDICINE
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), as well as The Centre for Higher Education Development and The Graduate School of Business. Teaching and research is supported 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 have 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 11 academic Departments, comprising Anaesthetics, Clinical Laboratory Sciences, Education Development Unit, Health and Rehabilitation Sciences, Human Biology, Obstetrics and Gynaecology, Paediatrics, Primary Health Care Directorate, 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 Western Cape Government (WCG), or by UCT and the National Health Laboratory Service incorporating the 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 but 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 other funders. Details of research in the Faculty are given in the University's annual research report http://www.researchoffice.uct.ac.za/research_reports/annual/

**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 while achieving 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 patient transport fleet of 82 vehicles and 18 forensic laboratories.

Essential to our functioning is our partnerships with key role players such as the Higher Education Institutions, the private sector, organised labour, civil society, other departments and other spheres of government.

Challenges include the increase of our population, as well as the escalating quadruple burden of disease in both communicable and non-communicable forms, with the largest proportion being from chronic conditions which account for 80% of patients attending our primary care facilities. Despite this, our performance is rated the best in the country with a mean 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.


We aim 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 technology that 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 most specialist and sub-specialist services. The hospital works very closely with the University of Cape Town to support its academic activities, with efficient and effective service delivery to our patients 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. Also closely connected is the Red Cross Children’s Hospital 10 km away. – please refer to www.capegateway.gov.za/eng/your_gov/305 for further information.

DEPARTMENT OF RADIATION ONCOLOGY

Radiation Oncology is one of four Divisions within the Department of Radiation Medicine. The others are Radiology, Nuclear Medicine and Medical Physics. Radiation Oncology provides an Oncology service to cancer patients in the Western Cape and supports these in the George region. The service is based on the non-surgical treatment of cancers and includes both Radiotherapy and Chemotherapy. The service is organized around 23 multidisciplinary clinics, with participation at these clinics of representatives from 20 other Divisions.

Facilities

The Department is located in L Block at Groote Schuur Hospital including floors for Out-Patients, Radiation Planning and Administration and a floor for Radiobiology and Medical Physics. In addition, there are 2 wards in New Groote Schuur Hospital with 36 beds in total.

The Out-Patient Section.

There are 3 firms, each specialising in disease types, with committee rooms as well as individual consulting rooms and a Registrars’ office with online web access. All protocols are maintained on the University intranet. The support for each firm includes dedicated secretarial/clerical staff, nursing staff and a social worker. Each firm has access to a chemotherapy service. A dedicated Pharmacy is also situated in the Out-Patient section.

The Radiation Therapy Section.

a. Radiation Planning includes a Simulator and a dedicated Radiotherapy CT scanner for tumour and normal tissue volume determination, as well as an area for computerised planning of treatment delivery.

b. Radiation Administration has 2 functioning Linear Accelerators (Linacs) with high technology capacity and 1 functioning Cobalt therapy unit. In addition, a new bunker is being built to house an additional Linac.

c. Brachytherapy Section: The Division has a high dose-rate afterloader for intracavitary radiation administration which takes place in a dedicated theatre. There is also a sophisticated low dose-rate implant brachytherapy service which is used in particular for eye tumours. This unique service is supported by mouldroom staff with specialised training in this field, managed by the Division of Medical Physics.

d. Activities are co-ordinated and monitored through a sophisticated commercial oncology information management computer system (ARIA) and a dedicated Liaison Room.

The Radiobiology Section

This consists of basic science laboratories and training areas within L block. Its activities are fully integrated into the Division.

Academic Facilities
There is a well-fitted Lecture Room and a Library. Academic materials are maintained online. There is also a recently installed radiotherapy training unit with a virtual linear accelerator.

**Summary of Activities of Radiation Oncology**

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
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<tbody>
<tr>
<td>New patients</td>
<td>2922</td>
<td>2841</td>
<td>2836</td>
<td>2886</td>
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<td>Follow ups</td>
<td>36 407</td>
<td>36 518</td>
<td>36 703</td>
<td>36 058</td>
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<tr>
<td>Radiotherapy treatments</td>
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<td>1501</td>
<td>1532</td>
<td>1402</td>
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<tr>
<td>Brachytherapy implants</td>
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<td>43</td>
<td>69</td>
<td>46</td>
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<tr>
<td>Gynae brachytherapy</td>
<td>354</td>
<td>356</td>
<td>336</td>
<td>413</td>
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<tr>
<td>Chemotherapy treatments</td>
<td>8071</td>
<td>7602</td>
<td>7423</td>
<td>7859</td>
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<td>Scientific presentations</td>
<td>18</td>
<td>29</td>
<td>27</td>
<td>36</td>
</tr>
<tr>
<td>Scientific publications</td>
<td>11</td>
<td>13</td>
<td>19</td>
<td>12</td>
</tr>
</tbody>
</table>

**Staff**

All Medical staff are jointly-appointed i.e. have responsibility to both the Provincial Health Department and the Faculty of Health Sciences of UCT.

The Consultant body of the Division consists of the Head and 8 Specialists. There are 8 Registrars in specialist training and approximately 8 supernumery Registrars (these are largely doctors from other African countries supported by funding to train in South Africa).

- Head of Division: 1
- Specialists: 8
- Registrars: 8
- Supernumerary Registrars: 8

**Radiobiologists (PhD)**: 2

**Radiation Therapists**

34 Full Time Equivalents - i.e. including 1 x 6/8 and 4 Community Service.
**Nursing Staff**
For the Wards and Out Patients:  
22 Sisters and 33 Nurses. Total = 55

**Social Workers**
For the Wards and Out Patients:  Total = 3

**Pharmacists**
In Outpatients = 2

**Research Nurses and Study Personnel**
Total = 3, mainly on a part time basis.

**Administrative Staff**
Chief Clerk : 1  
Senior Admin Clerk: 16  
Registry Clerks: 1
Teaching

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Activity</th>
<th>Venue</th>
<th>Convenor</th>
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<tbody>
<tr>
<td>Monday</td>
<td>1:15 pm</td>
<td>Techniques &amp; Protocols</td>
<td>D35 Lecture Theatre</td>
<td>Dr S Dalvie</td>
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<tr>
<td></td>
<td>4.00 pm</td>
<td>Any Additional Lectures, ad hoc</td>
<td></td>
<td>As arranged</td>
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<td>Tuesday</td>
<td>4:30 pm</td>
<td>Clinical Tutorials</td>
<td></td>
<td>Dr J Wetter</td>
</tr>
<tr>
<td>Thursday</td>
<td>4:00 – 6:00 pm</td>
<td>Physics &amp; Statistics</td>
<td>Med Physics Seminar room</td>
<td>Dr H Burger</td>
</tr>
<tr>
<td>Thursday</td>
<td>1:15 pm</td>
<td>Journal Club</td>
<td>D35 Lecture Theatre</td>
<td>Dr B Robertson</td>
</tr>
<tr>
<td>Last 2 wks of month</td>
<td></td>
<td>Bun Club</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Other 1. Radiobiology Lectures arranged at time which is mutually suitable – usually Thursday 4.00 pm Lecturers are Dr. Hunter and Dr. Hendrikse
Other 2. 5th year Medical Students: Tutorials: Thursday and Friday from noon to 1.00 pm
Other 3. Firm-based activities including review of logbooks & tutorials e.g. RT planning. These are arranged within each firm.

Research

The Division has an active research programme with numerous research opportunities. There are research offices in each of the clinical firms. It is also now a requirement of the HPCSA that prior to registration as a Specialist all Registrars must complete a research project and dissertation leading to an MMed degree.

Further information on the Division of Radiation Oncology may be obtained at http://www.health.uct.ac.za/fhs/departments/radiation_med/radiation_onco/about.

The Annual Divisional report, containing relevant workload statistics, can be obtained from Professor Edda Weimann, Manager Medical Services Radiation Medicine, at Groote Schuur Hospital at Edda.Weimann@westerncape.gov.za

GENERAL CONDITIONS OF SERVICE

Study and research leave
Permanent full-time staff on academic conditions of services who fullfil the standard requirements of teaching and learning, research and administration are eligible to apply for this leave.
Study and research leave may be granted to a staff member to enable them to devote time to an uninterrupted study and/or research of a kind that will benefit 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 commitments will be both 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 not permitted to engage in remunerative private work except under the university rules for limited private clinical practice.

**General**
Any appointment is subject to the terms 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: Nellie Atkinson Chair of the Division of Radiation Oncology in the Department of Radiation Medicine

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 Radiation Oncology within the context of South Africa, the Africa and internationally. This includes 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 Management and Leadership
  • Promote research, training and teaching in Radiation Medicine within the context of a developing country and 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 Radiation Oncology
  • Promote inter-disciplinary, multi-professional and inter-sectoral collaborative teamwork for the ongoing development of Radiation Oncology through service, education and research initiatives
  • Raise funding for ongoing, relevant and current research into Radiation Oncology

2.2 Service
  • Coordinate the development of accessible, affordable and acceptable Radiation Oncology services throughout the public sector and use evidence through research to improve these initiatives.
  • Develop and implement guidelines for the delivery of effective Radiation Oncology health services across all levels of care (i.e primary, secondary and tertiary)
  • Create relevant laboratory infrastructure to support efficient and appropriate services in Radiation Oncology
  • Initiate, develop and sustain community partnerships for the promotion of Radiation Oncology, and ensure that community development is a two-way dynamic interaction that benefits all participants.
  • Mobilise resources for community partnership activities, including advocacy, via fundraising
  • Establish partnerships with the 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

2.3 Research

• Develop an extensive research strategy for Radiation Oncology
• Conduct relevant and timely research which addresses the needs of women and men living in South Africa and the African Continent and beyond
• Support and supervise research projects at under- and post-graduate levels in this sub-discipline
• Interface with research units focusing on human rights and public health sector service issues

2.4 Teaching & Learning

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

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

3. CHARACTERISTICS OF THE INCUMBENT

Knowledge

• Sub-specialist registration with HPCSA in Radiation Oncology will be an advantage
• In depth knowledge in a sub-discipline of Radiation Oncology
• Skills and experience in undergraduate and post graduate teaching
• Knowledge of the health sector and its other services, health equity and human rights for health as pertaining to Radiation Oncology
• Knowledge of research methods, including epidemiology, statistics and 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
• Clinical service experience

Qualifications and experience

• Registerable as an Radiation Oncologist with the HPCSA
• Experience in tertiary education is desirable
• Research record is essential
• Substantial publications in the field are essential