



**Eastern Cape  
Department of Health**



**Donald Woods**  
f o u n d a t i o n

## **Position: Clinical Manager (Medical) Grade 1** (prev: Managing CMO, Madwaleni Hospital)

### **1. Key aspects of the position**

- Location: Madwaleni Hospital, Elliotdale, Mbashe sub-district, Amathole, Eastern Cape
- Remuneration:
  - Department of Health Eastern Cape new OSD salary level determined in accordance with experience (R522 072 – R579 042 plus commuted overtime, scarce skills and rural allowances).
  - Donor funded professional development allowances, specific to Dept of Health healthcare objectives.
- Job reference: DWF112
- Application Status: Advert closes 14<sup>th</sup> February 2010
- Summary: The Clinical Manager holds a key overall responsibility for the delivery of quality health care in the Mbashe sub-district based at Madwaleni hospital, through proactive leadership and supportive management of the clinical teams. Further details on Madwaleni Hospital and the area are available at [www.Madwaleni.org](http://www.Madwaleni.org) .

### **2. Background**

- Madwaleni district hospital is situated in the rural Mbashe sub-district of the Amathole district in the Eastern Cape. Originally a mission hospital, this government hospital is situated in a scenically-beautiful but very impoverished setting, where provision of health care to the community by the dedicated professional is a richly rewarding experience.
- The hospital has 180 usable beds, including TB, maternity, paediatric, general and isolation wards. A well-functioning laboratory is on site, as well as a theatre and X-ray facility.

- The team of health professionals reporting to the Clinical Manager include a further two Chief Medical Officers (CMOs), three Principal Medical Officers (PMOs), four senior medical officers (SMOs) and three Community Service Medical Officers (CSMOs). Equal partners in the multidisciplinary team include a team of physiotherapists and occupational therapists, the pharmacy department, social workers and dental services.
- This government hospital is supported by the Aurum Institute for Health Research (funded by PEPFAR) and Donald Woods Foundation. These donors involvement in this area is to capacitate, support and enhance the work through the government departments. Memoranda of Agreement signed at provincial level seek to optimise pilot initiatives at Madwaleni for further replication at other government sites in the Eastern Cape. Such pilot initiatives include an Orphans and Vulnerable Childrens Programme and a Home-Based Care Programme, under the leadership and direction of the hospital management. For further information of the Foundation's involvement, please refer to [www.donaldwoodsfoundation.org](http://www.donaldwoodsfoundation.org) .
- Academic and research links have been formed between Madwaleni and the University of Cape Town (HIV research), University of Stellenbosch Family Medicine Department (formal undergraduate training) and the University of Fort Hare (advanced training in HIV for nursing staff). Lilitha Nursing College on-site provides the backdrop for interaction with nurse training-improvement initiatives. Plans are at an advanced stage to establish Family Medicine post-graduate and mid-level health worker (Clinical Associate) training in conjunction with Walter Sisulu University Faculty of Health Sciences (Mthatha) in 2010.
- Associated training and mentorship links have been established in recent years with such organisations as Saving Mothers Saving Babies (DoH), the Regional Training Centre, the Foundation of Professional Development (SA), St Christopher's Hospice (London, UK), Malamulele Outreach (Cerebral Palsy Outreach) and the Owen HIV Clinic at the University of San Diego, California, USA.
- Madwaleni has been chosen as one of the new sites under the National DoH Hospital Revitalisation programme, with planned allocation of resources under the categories of Organisation training and development, Quality Assurance, Health Technology and Infrastructure, starting in 2010.

### **3. Essential Requirements**

- MBChB or equivalent qualification
- Suitable postgraduate clinical qualification preferred
- Proof of registration with the Health Professional Council of South Africa as a medical practitioner
- 5 - 10 years post community service as a medical practitioner required with management experience
- The ability and willingness to train and supervise staff in a team environment
- Commitment to living in a rural environment for a minimum period of three years
- Valid driver's licence

#### 4. Role and Responsibilities

- Oversee the strategic development and implementation of each of the clinical programmes at the hospital and (currently) 8 peripheral feeder clinics
- Lead and manage the overall functions of clinical audit and governance to meet the combined objectives of excellence in health care and upholding of patients' rights.
- Supervise and manage the provision, implementation and review of clinical management protocols.
- Assist with support, training, and career development of clinical staff, including motivating attendance and completion of short courses and the College of Medicine (SA) diploma exams.
- Facilitate the successful teamwork amongst all clinical disciplines to adopt a coordinated, synergistic, consultative approach to the provision of health care.
- Develop close relationships with – and including regular feedback from - the clinical departments of the Nelson Mandela Hospital Complex (Mthatha), to whom Madwaleni patients are referred.
- Oversee the student programme, particularly undergraduate Family Medicine students from University of Stellenbosch and Walter Sisulu University.
- Proactive contribution as a member of the senior management team of the hospital, alongside the Nursing Services Manager and Middle Manager: Administration reporting to the Hospital Manager.
- Working in partnership with key staff at sub-district (Dutywa) office and district (East London) office under the leadership of the District Manager, Amathole.

#### 5. How to Apply

- Candidates are requested to submit their applications including a CV by **email** to [jobs@donaldwoods.org](mailto:jobs@donaldwoods.org), quoting reference DWF112 by no later than 14<sup>th</sup> February 2010.
- Alternatively, original applications can be submitted by completing a Z83 form directly to Mr Kwaza / Mr Mzwane at Amathole District, 19 St James Road, Southernwood, East London 5200, quoting reference DWF112 no later than 14<sup>th</sup> February 2010.
- For any further information or to discuss this post in more depth please contact **Dr Tom Boyles** on **079 108 1876**.

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