

TAG Action Plan: Employment Equity in Department of Paediatrics and Child Health

This action plan has been developed by the Department of Paediatrics and Child Health Transformation Action Group(TAG) at the request of the HOD through the Exco Committee. It serves as an addendum to the Terms of Reference of the TAG.

The members of the committee are committed to the ideal of a Department of Paediatrics with the ethos of no racial, sexual, gender-based or disability related bias or discrimination.

Racial categories in this document are used in accordance with the assigned designated groups as per the Employment Equity Act no. 55 1998 and with an awareness of their historical origins and the complexities surrounding their ongoing use.

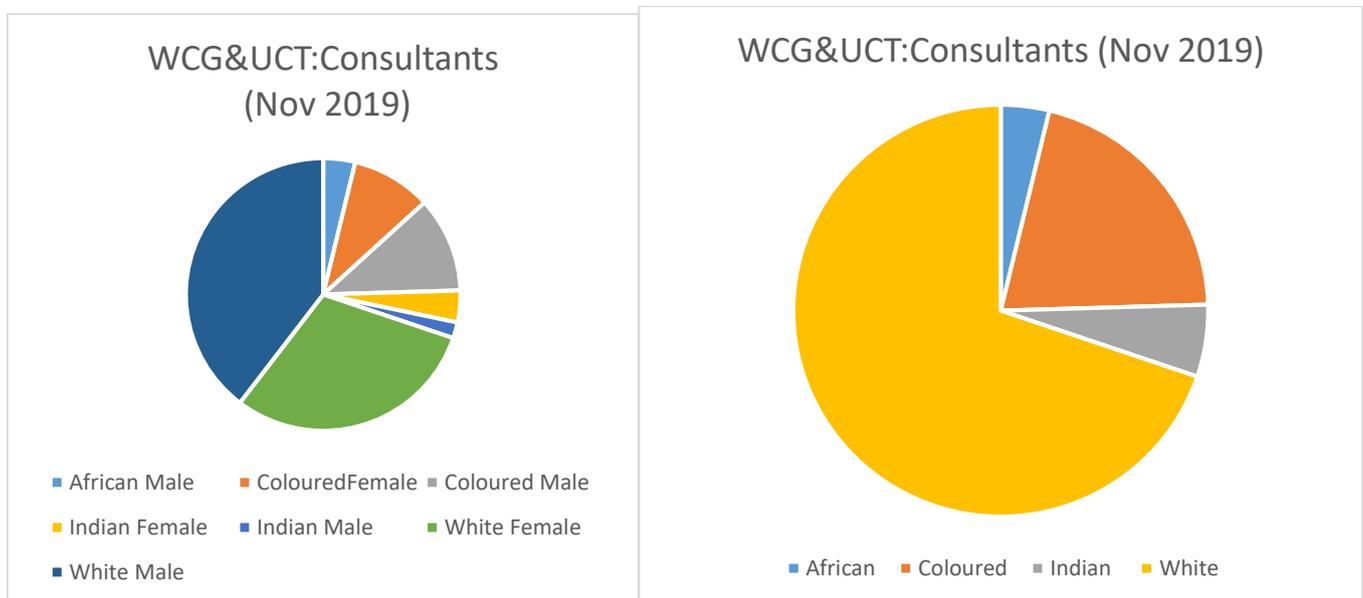
We also note that:

- The social and economic impact of racial classification remains a key factor in perpetuating disadvantage in South Africa today.
- Racism is an ongoing issue in the country generally and in health and educational institutions in particular.
- The racial profile of our staff still reflects historical inequalities

CURRENT SITUATION

TAG conducted a staff demographic audit of registrars and full-time consultant staff in 2015 which was presented to the Department of Paediatrics, and again Oct 2019

Summary 2019:



On WCG/UCT Joint Platform and UCT appointments there are currently 21(40%) WM, 16(30%) WF, 1(2%) IM, 2(4%) IF, 6 (11%) CM, 5 (9%) CF, and 2(4%) AM.

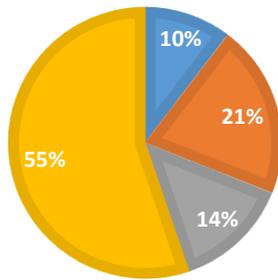
According to EE classification therefore 60% are designated(female and/or non-white) and 40% non-designated(white male)

In Head Clinical Unit (HCU) posts there are 2 CF, 1 WF and 3 WM. On UCT platform there 2 WF and 1 WM Full Professor

Comparison 2015 survey and 2019:

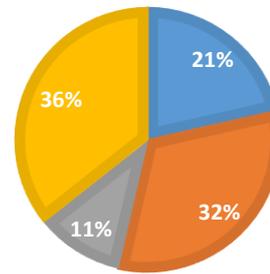
REGISTRAR 2015

■ African ■ Coloured ■ Indian ■ White



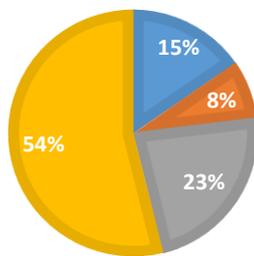
REGISTRAR 2019

■ African ■ Coloured ■ Indian ■ White



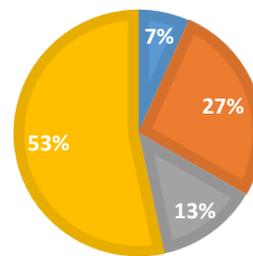
SENIOR REGISTRAR 2015

■ African ■ Coloured ■ Indian ■ White

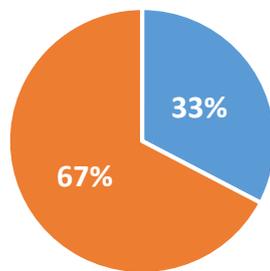


SENIOR REGISTRAR 2019

■ African ■ Coloured ■ Indian ■ White



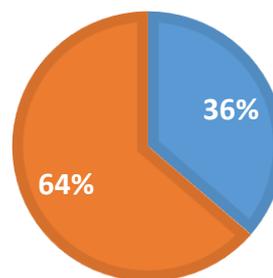
Consultants 2015



■ Black ■ White

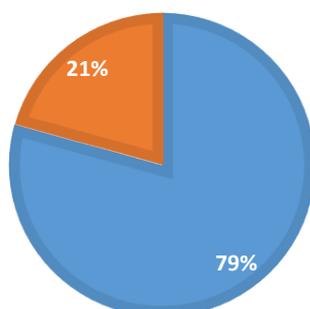
CONSULTANTS 2019

■ Black ■ White



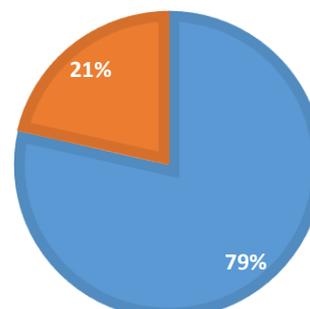
REGISTRAR 2015

■ Female ■ Male



REGISTRAR 2019

■ Female ■ Male



According to EE classification, this audit confirms the impression that the Department of Paediatrics full-time consultant staff continues to reflect historical inequalities and that there has been little progress in the past 4 years. Employment equity therefore needs proactive intervention. The registrar recruitment and employment process has had pro-active intervention and has started to come in-line with Equity targets, but this is not similarly translated into the senior registrar or consultant body. The consultants are mostly long standing employees. However, it highlights the need to prioritise recruitment at Junior Consultant level which will translate into succession planning.

The issues related to maternity leave cover for registrar will need to be addressed considering the proportion of female registrars remaining consistently high

ACTION PLAN

As the best opportunity to effect meaningful transformation is the filling of vacant consultant positions, we propose the following:

1. That in consultation with the hospital CEO at Red Cross War Memorial Children's Hospital (RCWMCH), and other sites affiliated to the Department of Paediatrics and UCT training platform, including Groote Schuur Hospital, New Somerset Hospital, Victoria Hospital, Mowbray Maternity Hospital and George Hospital a representative from TAG or the Department of Paediatrics *with Employment Equity training* is appointed as member of all interview panels for full-time consultant positions affiliated with the UCT Dept of Paediatrics and Child Health. The same applies for sub-speciality registrar training posts
2. That Heads of Divisions at RCWMCH and other sites undertake to inform the HOD of any post vacancies or pending resignations/retirements as soon as these are known.
3. That the HOD of Paediatrics commits to informing the TAG chairperson of the above.
4. That the Dept of Paediatrics, through TAG, participates in an active scouting process with a focus on recruiting candidates from designated groups to apply for the job.
5. That if vacancies are included in block advertisements in the press, this scouting process includes circulation of the advertisement internally from the HOD office, as well as via the Colleges of Medicine, SAPA and to HODs at other training institutions. All advertisements should follow a transparent process and search strategies should be available on request.
6. That every post advertisement for the Department of Paediatrics includes a strong equity statement to encourage and seek equity applicants. This equity statement should be individualised to the particular position being advertised, and should be drafted in consultation with TAG
7. That the TAG representative is involved in the entire recruitment and interview process and completes a UCT HR168 document at the end of the process.

The Dept of paediatrics and TAG is aware that very few full-time consultant posts become available year to year, which significantly slows the pace of transformation, and heightens the importance of proper succession planning. We will therefore continue to engage at many levels in exploring other avenues for accelerating EE transformation in the department, such as identifying funds to support appointments, and during the registrar and senior registrar selection process.

TAG and Department of Paediatrics EXCO

5 December 2019