

SCHOOL OF CLINICAL MEDICINE

TRANSFORMATION REPORT (as at August 2020)

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1 INTRODUCTION

The current status of the School of Clinical Medicine is detailed in the following pages.

Please note that we are bound by the University Equity targets of African Male and African Female until such time as we achieve the same figures as the KZN EAP. The information below is therefore for information for us to note and think of ways in which we as a School within the University, can assist to achieve the EAP.

All the figures detailed in section 3 – 6 below are as at 31 July 2020 and as per a report drawn from the UKZN HR system. The figures include UKZN and JHE staff where relevant.

In terms of the UKZN Strategic Plan 2017-2021 the **transformation** imperatives are:

| Goal/Enabler | Strategic Objective | KPI | 2021 Target | Current Status |
|---|--|--|---|---|
| Goal 1: Excellence in Teaching & Learning | To achieve a diverse socio-economic student body | Percentage of admitted 1 st year students from quintile 1-3 schools | 42% | 75% places to African 17% Q1-3 |
| | To enhance the quality of teaching staff | Increase proportion of teaching staff with a PhD qualification | 60% | 41% |
| Enabler 2: Empowering People | Transformation imperative delivered | Number of South African, African female academics | Prof: 8 Assoc. Prof: 20 Sen. Lect: 40 | Prof: 0 Assoc. Prof: 3 Sen. Lect: 1 |

For 2020, a total of 75% of the 250 places offered for MBChB were taken by African students. Of this 17% were from Quintile 1-3 schools – all these pupils were African.

Please bear in mind that the 2021 targets are for the entire University whereas the current status figures are for the MBChB / the School.

Unfortunately, despite numerous emails and phone calls I was unable to obtain the data from DOH.

2 KZN EAP

The University uses the KZN Economically Active Population figures as the targets. As at the 2nd Quarter of 2019 the figures are as follows:

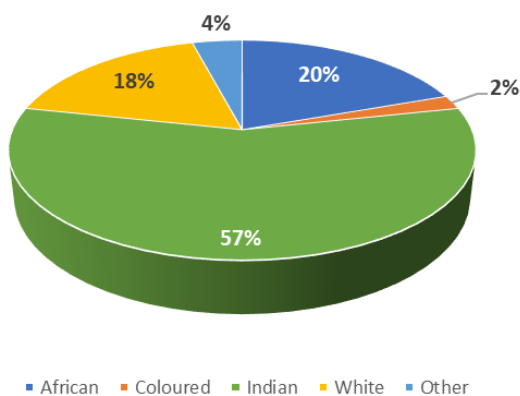
| Gender | African | Coloured | Indian | White | Total |
|--------------|------------|-----------|-----------|-----------|-------------|
| Male | 44% | 1% | 5% | 2% | 52% |
| Female | 43% | 1% | 3% | 1% | 48% |
| TOTAL | 87% | 2% | 8% | 3% | 100% |

3 ACADEMIC STAFF (UKZN & JHE)

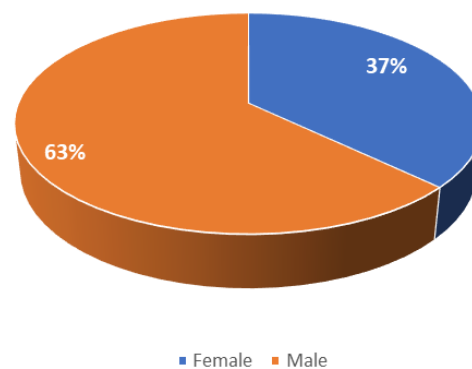
The following statistics include all permanent appointments and staff on more than 1-year contracts in 2020. It also for the first time includes Emeritus Professors, and Honorary appointments i.e. Honorary Professors/Associate Professors/Senior Lecturers/Lecturers. These are the standard UKZN academic honorary appointments and are different from the Honorary Clinical Associates and Fellows.

| 2020 | AF | AM | CF | CM | IF | IM | WF | WM | OF | OM | TF | TM | TOTAL |
|--|-----------|----------|-----------|-----------|-----------|-----------|----------|-----------|----------|----------|-----------|-----------|-----------|
| Prof Qual/Spec/Mid-Man (Grade 5-6) | | | | | | | | | | | | | 48 |
| Emeritus Professor-5/6 | | 2 | | | 1 | 9 | 2 | 6 | | | 3 | 17 | 20 |
| Honorary Professor | | | | | | | | 1 | | | 0 | 1 | 1 |
| Professor-5 | | | | | | 1 | 1 | 1 | | 1 | 1 | 3 | 4 |
| Associate Professor-6 | 3 | | 1 | | 4 | 2 | | 1 | | | 8 | 3 | 11 |
| Honorary Associate Professor-6 | | 2 | | 1 | 2 | 4 | | 2 | | 1 | 2 | 10 | 12 |
| Skilled/Jnr Man/Superv (Grade 7-11) | | | | | | | | | | | | | 49 |
| Honorary Senior Lecturer-7 | | | | | | | | | | | 0 | 0 | 0 |
| Senior Lecturer-7 | 1 | 1 | | | 1 | 3 | | | | | 2 | 4 | 6 |
| Honorary Lecturer-8 | 2 | | | | 1 | 1 | | 2 | | | 3 | 3 | 6 |
| Lecturer/Developmental-8 | 3 | 4 | | | 11 | 15 | 1 | | 1 | 1 | 16 | 20 | 36 |
| Developmental-9 | 1 | | | | | | | | | | 1 | 0 | 1 |
| TOTALS | 10 | 9 | 1 | 1 | 20 | 35 | 4 | 13 | 1 | 3 | 36 | 61 | 97 |
| | 19 | 2 | 55 | 17 | 4 | 97 | | | | | | | |

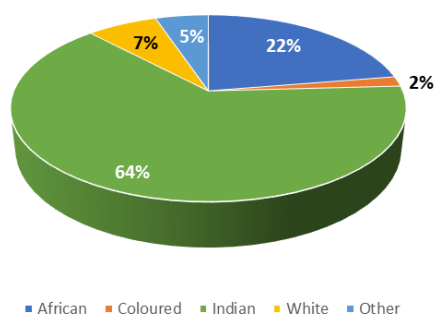
SCM ACADEMIC STAFF BY RACE



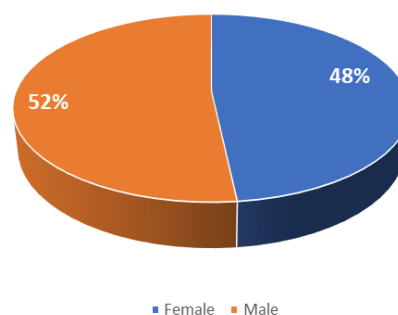
SCM ACADEMIC STAFF BY GENDER



SCM ACADEMICS excl Emeritus & Honoraries BY RACE



SCM ACADEMICS excl Emeritus & Hon. BY GENDER

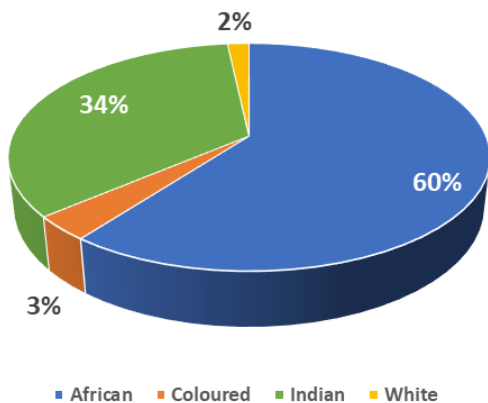


4 PROFESSIONAL SERVICES STAFF

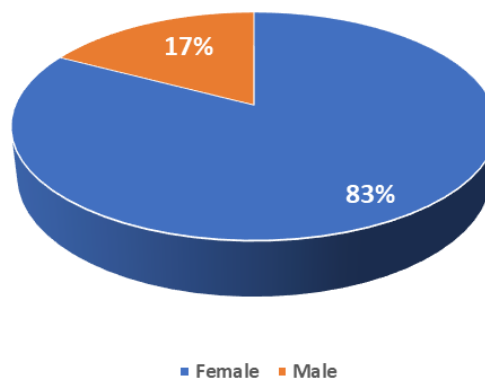
The following statistics include all permanent appointments and staff on more than 1-year contracts in 2020 and also includes staff employed with funds from the Clinical Training Grant. The post of Dean is included in this as its deemed a Professional Services post.

| Jul-20 | AF | AM | CF | CM | IF | IM | WF | WM | OF | OM | TF | TM | TOTAL |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------------|
| Senior Management (Grade 4-5) | | | | | | | | | | | | | 1 |
| Dean & HOS-4 | 1 | | | | | | | | | | 1 | 0 | 1 |
| Prof Qual/Spec/Mid-Man (Grade 5-6) | | | | | | | | | | | | | 1 |
| Senior Manager-6 | | | | | | 1 | | | | | 1 | 0 | 1 |
| Skilled/Jnr Man/Superv (Grade 7-11) | | | | | | | | | | | | | 51 |
| Chief Technician-8 | | | | 1 | 2 | | | | | | 1 | 2 | 3 |
| Principal Programme Officer-8 | 1 | | | | | | | | | | 1 | 0 | 1 |
| Senior Admin Officer-9 | 1 | | | 1 | | | | | | | 2 | 0 | 2 |
| Admin Officer-10 | 16 | 3 | 2 | 13 | 1 | | | | | | 31 | 4 | 35 |
| Asst Admin Officer-11 | 5 | 3 | | 2 | | | | | | | 7 | 3 | 10 |
| Semi-Skilled (Grade 12-15) | | | | | | | | | | | | | 1 |
| Asst (Technical)-12 | | 1 | | | | | | | | | 0 | 1 | 1 |
| Unskilled (Grade 16-18) | | | | | | | | | | | | | 4 |
| Cleaner | 4 | | | | | | | | | | 4 | 0 | 4 |
| TOTALS per race & gender | 28 | 7 | 2 | 0 | 17 | 3 | 1 | 0 | 0 | 0 | 48 | 10 | 58 |
| TOTALS per race | 35 | | 2 | | 20 | | 1 | | 0 | | | | |

SCM PS STAFF BY RACE



SCM PS STAFF BY GENDER



5 HONORARY CLINICAL ASSOCIATES & FELLOWS

The School of Clinical Medicine Honorary Clinical Associates and Fellows stats are as follows. Honorary Clinical Associates and Fellows are special categories that were created by the University to account for the support given by Department of Health staff to the teaching platform.

Honorary Clinical Associate:

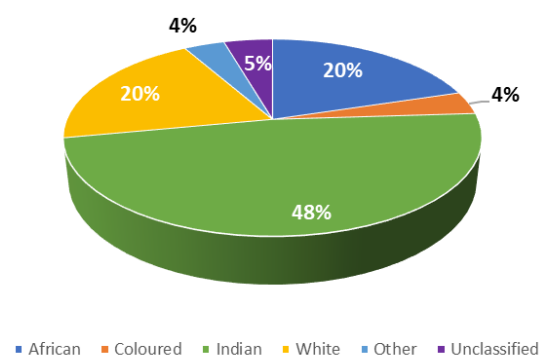
- professional staff in a clinical discipline; and
- employed 100% by the Department of Health and does not have a Joint Medical Establishment or Joint Health Establishment appointment; and
- Does not receive specific remuneration for teaching; and
- Has a workload which includes an academic component (*which include all aspects of teaching, training, assessing, supervising, research activity and administration relating to academic matters*) of **at least** 20% of the week (8 hours).

Honorary Clinical Fellow:

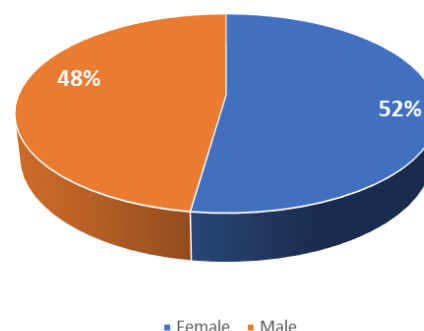
- all of the above plus has a Master's degree or PhD and a record of research publication

| Skilled/Jnr Man/Superv (Grade 7-11) | AF | AM | CF | CM | IF | IM | WF | WM | OF | OM | UF | UM | TF | TM | TOTAL |
|-------------------------------------|-----------|-----------|-----------|----------|------------|-----------|-----------|-----------|-----------|----------|-----------|----------|------------|------------|------------|
| Hon Clinical Associate | 40 | 26 | 3 | 1 | 64 | 48 | 14 | 14 | 3 | 4 | 7 | 3 | 131 | 96 | 227 |
| Honorary Clinical Fellow | 7 | 8 | 7 | 4 | 35 | 45 | 21 | 30 | 4 | 4 | 4 | 4 | 78 | 95 | 173 |
| TOTALS per race & gender | 47 | 34 | 10 | 5 | 99 | 93 | 35 | 44 | 7 | 8 | 11 | 7 | 209 | 191 | 400 |
| TOTALS per race | 81 | | 15 | | 192 | | 79 | | 15 | | 18 | | | | |

SCM HONORARY CLINICALS BY RACE



SCM HONORARY CLINICALS BY GENDER



The unclassified columns in the table below refer to data which is missing race details. The unknown row is those honorary clinicals appointments who we were unable to link to a discipline within the time constraints.

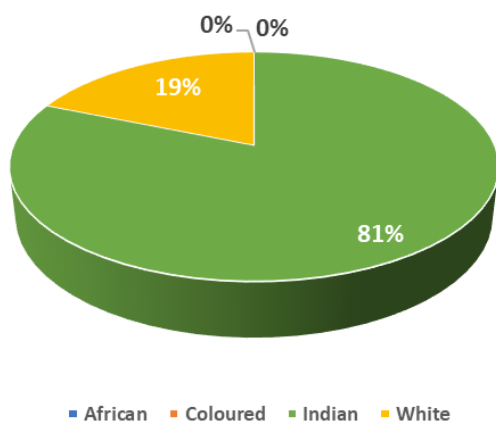
| | | | | | | | | | | | | | | | | | Total % per race per disc. | | | |
|----------------------------------|-----------|-----------|-----------|----------|------------|-----------|-----------|-----------|-----------|----------|-----------|----------|------------|------------|-------|-----|----------------------------|------|------|--|
| 2020 | AF | AM | CF | CM | IF | IM | WF | WM | OF | OM | UF | UM | TF | TM | TOTAL | A | C | I | W | |
| Anaesthetics | 1 | 2 | 1 | | 15 | 10 | 11 | 9 | | | 1 | | 29 | 21 | 50 | 6% | 2% | 50% | 40% | |
| Cardiology | | | | | 1 | 5 | | 1 | | | | | 1 | 6 | 7 | 0% | 0% | 86% | 14% | |
| Cardiothoracic Surgery | | | | | | 1 | | | | | | 1 | 0 | 2 | 2 | 0% | 0% | 50% | 0% | |
| Dermatology | 5 | | 1 | | 2 | 1 | 1 | | | | | | 9 | 1 | 10 | 50% | 10% | 30% | 10% | |
| Emergency Medicine | 1 | | | | 1 | 4 | | 3 | | | | | 2 | 7 | 9 | 11% | 0% | 56% | 33% | |
| Endocrinology | | | | | | | | 1 | | | | | 0 | 1 | 1 | 0% | 0% | 0% | 100% | |
| Gastroenterology | | | | | 1 | 1 | | | | | | | 1 | 1 | 2 | 0% | 0% | 100% | 0% | |
| General Surgery | 2 | 5 | 1 | 2 | 3 | 19 | 5 | 7 | | 2 | | | 11 | 35 | 46 | 15% | 7% | 48% | 26% | |
| Geriatrics | | | | | | | | | | | | | 0 | 0 | 0 | 0% | 0% | 0% | 0% | |
| Infectious Diseases | 2 | | | | | 1 | | | | | | | 2 | 1 | 3 | 67% | 0% | 33% | 0% | |
| Medicine | | | 1 | | 8 | 8 | 2 | 1 | | | | | 11 | 9 | 20 | 0% | 5% | 80% | 15% | |
| Nephrology | | | | | 1 | 1 | | | | | | | 1 | 1 | 2 | 0% | 0% | 100% | 0% | |
| Neurology | | 1 | 1 | 1 | 3 | 4 | | | | | | | 4 | 6 | 10 | 10% | 20% | 70% | 0% | |
| Neurosurgery | 1 | | | | | 1 | | | | | | | 1 | 1 | 2 | 50% | 0% | 50% | 0% | |
| Nuclear Medicine | 1 | | | | | 1 | | | | | | | 1 | 1 | 2 | 50% | 0% | 50% | 0% | |
| Obstetrics & Gynaecology | 6 | 11 | 1 | 1 | 10 | 10 | | 2 | 2 | 3 | 2 | | 21 | 27 | 48 | 35% | 4% | 42% | 4% | |
| Ophthalmology | | | | | | | | 1 | | | 1 | | 1 | 1 | 2 | 0% | 0% | 0% | 50% | |
| Orthopaedic Surgery | 2 | 6 | | 1 | 3 | 4 | | 12 | | 1 | | 2 | 5 | 26 | 31 | 26% | 3% | 23% | 39% | |
| Otorhinolaryngology | 2 | | | | | 2 | | 1 | | | | | 2 | 3 | 5 | 40% | 0% | 40% | 20% | |
| Paediatrics & Child Health | 18 | 5 | 4 | | 37 | 12 | 7 | 4 | 4 | 2 | 5 | 1 | 75 | 24 | 99 | 23% | 4% | 49% | 11% | |
| Paediatric Surgery | | | | | 1 | | | | | | | | 1 | 0 | 1 | 0% | 0% | 100% | 0% | |
| Plastic & Reconstructive Surgery | | | | | | | | | | | | | 0 | 0 | 0 | 0% | 0% | 0% | 0% | |
| Psychiatry | | 1 | | | 2 | 2 | 2 | 2 | 1 | | | | 5 | 5 | 10 | 10% | 0% | 40% | 40% | |
| Pulmonology | | | | | | | | | | | | | 0 | 0 | 0 | 0% | 0% | 0% | 0% | |
| Radiology | 3 | | | | 3 | | 1 | | | | | | 7 | 0 | 7 | 43% | 0% | 43% | 14% | |
| Radiotherapy & Oncology | | | | | 1 | | 1 | | | | | | 2 | 0 | 2 | 0% | 0% | 50% | 50% | |
| Rheumatology | 2 | | | | 3 | 2 | | | | | | | 5 | 2 | 7 | 29% | 0% | 71% | 0% | |
| Urology | 1 | | | | 1 | | 1 | | | | | 1 | 3 | 1 | 4 | 25% | 0% | 25% | 25% | |
| Unknown | 1 | | | | 2 | 2 | 3 | | | | | 1 | 6 | 3 | 9 | 11% | 0% | 44% | 33% | |
| TOTALS | 48 | 31 | 10 | 5 | 98 | 91 | 34 | 44 | 7 | 8 | 9 | 6 | 206 | 185 | | | | | | |
| | 79 | | 15 | | 189 | | 78 | | 15 | | 15 | | | | | | | | | |

6 SESSIONAL APPOINTMENTS

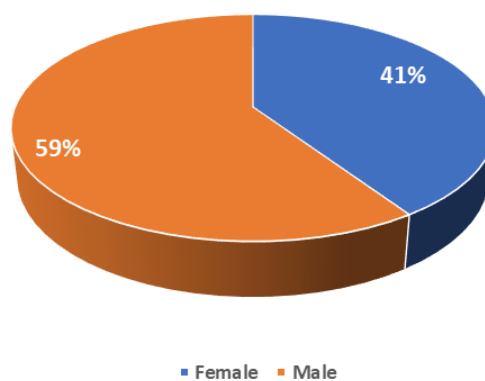
The Sessional Appointment stats as per the HR report of captured appointments for 2020 is as follows:

| | | | | | | | | | | | | Total % per race per disc. | | | |
|-------------------------------------|----------|----------|----------|----------|-----------|-----------|----------|----------|-----------|-----------|-----------|----------------------------|----|------|------|
| | AF | AM | CF | CM | IF | IM | WF | WM | TF | TM | TOTAL | A | C | I | W |
| Anaesthetics | | | | | | 3 | 2 | 1 | 2 | 4 | 6 | 0% | 0% | 50% | 50% |
| Cardiothoracic Surgery | | | | | | 1 | | | 0 | 1 | 1 | 0% | 0% | 100% | 0% |
| Dermatology | | | | | | 2 | | | 0 | 2 | 2 | 0% | 0% | 100% | 0% |
| Endocrinology | | | | | 2 | 2 | | | 2 | 2 | 4 | 0% | 0% | 100% | 0% |
| General Surgery | | | | | 1 | 1 | | | 1 | 1 | 2 | 0% | 0% | 100% | 0% |
| Medicine | | | | | 2 | 3 | | | 2 | 3 | 5 | 0% | 0% | 100% | 0% |
| Neurosurgery | | | | | | 1 | | | 0 | 1 | 1 | 0% | 0% | 100% | 0% |
| Plastic & Reconstructive Surgery | | | | | | 1 | | 1 | 0 | 2 | 2 | 0% | 0% | 50% | 50% |
| Radiology | | | | | | | | 2 | 0 | 2 | 2 | 0% | 0% | 0% | 100% |
| Skills Lab | | | | | 6 | 1 | | | 6 | 1 | 7 | 0% | 0% | 100% | 0% |
| TOTALS per race & gender | 0 | 0 | 0 | 0 | 11 | 15 | 2 | 4 | 13 | 19 | 32 | | | | |
| TOTALS per race | 0 | 0 | 0 | 0 | 26 | 6 | | | | | | | | | |

SESSIONAL STAFF BY RACE



SESSIONAL STAFF BY GENDER

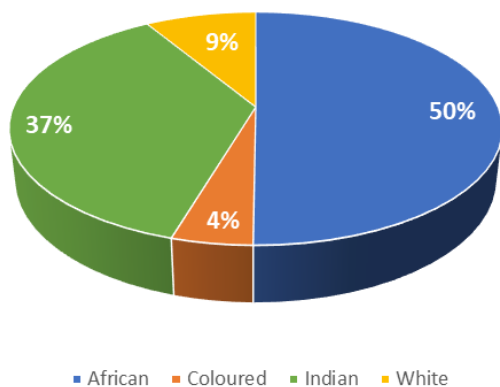


7 REGISTRARS

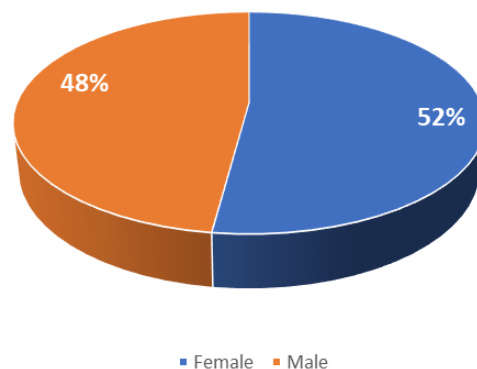
The following information pertains to Registrars as at July 2020.

| Discipline | | | | | | | | | | | | Total % per race per disc. | | | |
|-------------------------------------|------------|-----------|-----------|----------|------------|-----------|-----------|-----------|------------|------------|------------|----------------------------|-----|-----|-----|
| | AF | AM | CF | CM | IF | IM | WF | WM | TF | TM | TOTAL | A | C | I | W |
| Anaesthetics | 7 | 7 | 2 | 1 | 12 | 8 | 3 | 4 | 24 | 20 | 44 | 32% | 7% | 45% | 16% |
| Cardiothoracic Surgery | 2 | | | | | 3 | | | 2 | 3 | 5 | 40% | 0% | 60% | 0% |
| Dermatology | 5 | 3 | | | 3 | | | | 8 | 3 | 11 | 73% | 0% | 27% | 0% |
| Emergency Medicine | 5 | | | 2 | 2 | 2 | | 1 | 7 | 5 | 12 | 42% | 17% | 33% | 8% |
| Otorhinolaryngology | 3 | 2 | | | 1 | 1 | | | 4 | 3 | 7 | 71% | 0% | 29% | 0% |
| General Surgery | 7 | 9 | 1 | 3 | 7 | 13 | | 2 | 15 | 27 | 42 | 38% | 10% | 48% | 5% |
| Medicine | 7 | 8 | 1 | 1 | 7 | 10 | 1 | | 16 | 19 | 35 | 43% | 6% | 49% | 3% |
| Neurology | | 1 | | | 4 | | | 1 | 4 | 2 | 6 | 17% | 0% | 67% | 17% |
| Neurosurgery | 2 | 5 | | | | | | | 2 | 5 | 7 | 100% | 0% | 0% | 0% |
| Obstetrics & Gynaecology | 15 | 18 | 1 | 1 | 4 | 5 | | 2 | 20 | 26 | 46 | 72% | 4% | 20% | 4% |
| Ophthalmology | 2 | 1 | | | 6 | 3 | | 3 | 8 | 7 | 15 | 20% | 0% | 60% | 20% |
| Orthopaedic Surgery | | 9 | | | 1 | 4 | | 3 | 1 | 16 | 17 | 53% | 0% | 29% | 18% |
| Paediatric Surgery | 4 | | | | 1 | 1 | 1 | | 6 | 1 | 7 | 57% | 0% | 29% | 14% |
| Paediatrics & Child Health | 24 | 5 | 2 | | 7 | 4 | 4 | | 37 | 9 | 46 | 63% | 4% | 24% | 9% |
| Plastic & Reconstructive Surgery | 1 | 1 | | | 2 | | 1 | | 4 | 1 | 5 | 40% | 0% | 40% | 20% |
| Psychiatry | 9 | 2 | 1 | | 8 | 1 | | 1 | 18 | 4 | 22 | 50% | 5% | 41% | 5% |
| Radiology | 4 | 4 | | | 1 | 5 | 1 | | 6 | 9 | 15 | 53% | 0% | 40% | 7% |
| Radiotherapy and Oncology | 1 | | | | 1 | 1 | | | 2 | 1 | 3 | 33% | 0% | 67% | 0% |
| Radiology (nuclear med) | 1 | 1 | | | 1 | | | | 2 | 1 | 3 | 67% | 0% | 33% | 0% |
| Urology | | 4 | | | | 2 | | 3 | 0 | 9 | 9 | 44% | 0% | 22% | 33% |
| TOTALS per Race & Gender | 99 | 80 | 8 | 8 | 68 | 63 | 11 | 20 | 186 | 171 | 357 | | | | |
| TOTALS per Race | 179 | | 16 | | 131 | | 31 | | 357 | | | | | | |

SCM REGISTRARS BY RACE



SCM REGISTRARS BY GENDER



8 DISCIPLINES

The following table includes the academic figures from section 3, section 5 (honorary clinicals), section 6 (sessionals) and section 7 (registrars) and is detailed per academic discipline.

| 2020 | AF | AM | CF | CM | IF | IM | WF | WM | OF | OM | UF | UM | TF | TM | TOTAL | Total % per race per disc. | | | | |
|----------------------------------|------------|------------|-----------|-----------|------------|------------|------------|-----------|-----------|-----------|-----------|----------|------------|------------|------------|----------------------------|-----|------|-----|------|
| | | | | | | | | | | | | | | | | A | C | I | W | O |
| Anaesthetics | 8 | 9 | 3 | 1 | 27 | 23 | 16 | 14 | | 1 | 1 | | 55 | 48 | 103 | 17% | 4% | 49% | 29% | 1% |
| Cardiology | | | | | 1 | 5 | | 1 | | | | | 1 | 6 | 7 | 0% | 0% | 86% | 14% | 0% |
| Cardiothoracic Surgery | 2 | | | | | 6 | | | | | | 1 | 2 | 7 | 9 | 22% | 0% | 67% | 0% | 0% |
| Dermatology | 10 | 3 | 1 | | 6 | 3 | 1 | | | | | | 18 | 6 | 24 | 54% | 4% | 38% | 4% | 0% |
| Emergency Medicine | 6 | | | 2 | 3 | 6 | | 4 | | | | | 9 | 12 | 21 | 29% | 10% | 43% | 19% | 0% |
| Endocrinology | | | | | 2 | 3 | | 1 | | | | | 2 | 4 | 6 | 0% | 0% | 83% | 17% | 0% |
| Gastroenterology | | | | | 1 | 1 | | | | | | | 1 | 1 | 2 | 0% | 0% | 100% | 0% | 0% |
| General Surgery | 9 | 14 | 2 | 5 | 12 | 37 | 5 | 9 | | 2 | | | 28 | 67 | 95 | 24% | 7% | 52% | 15% | 2% |
| Geriatrics | | | | | 1 | | | | | | | | 1 | 0 | 1 | 0% | 0% | 100% | 0% | 0% |
| Infectious Diseases | 2 | | | | | 2 | | | | | | | 2 | 2 | 4 | 50% | 0% | 50% | 0% | 0% |
| Medicine | 8 | 8 | 2 | 1 | 17 | 21 | 3 | 1 | | | | | 30 | 31 | 61 | 26% | 5% | 62% | 7% | 0% |
| Nephrology | | | | | 1 | 2 | | | | 1 | | | 1 | 3 | 4 | 0% | 0% | 75% | 0% | 25% |
| Neurology | | 2 | 1 | 1 | 7 | 5 | | 1 | | | | | 8 | 9 | 17 | 12% | 12% | 71% | 6% | 0% |
| Neurosurgery | 3 | 6 | | | | 2 | | | | | | | 3 | 8 | 11 | 82% | 0% | 18% | 0% | 0% |
| Nuclear Medicine | 2 | 1 | | | 1 | 1 | | | | | | | 3 | 2 | 5 | 60% | 0% | 40% | 0% | 0% |
| Obstetrics & Gynaecology | 22 | 30 | 2 | 2 | 15 | 17 | | 4 | 2 | 3 | 2 | | 43 | 56 | 99 | 53% | 4% | 32% | 4% | 5% |
| Ophthalmology | 2 | 1 | | | 6 | 3 | 1 | 4 | | | 1 | | 10 | 8 | 18 | 17% | 0% | 50% | 28% | 0% |
| Orthopaedic Surgery | 2 | 16 | | 1 | 4 | 8 | | 16 | | 1 | | 2 | 6 | 44 | 50 | 36% | 2% | 24% | 32% | 2% |
| Otorhinolaryngology | 6 | 2 | | | 1 | 3 | | 1 | | | | | 7 | 6 | 13 | 62% | 0% | 31% | 8% | 0% |
| Paediatrics & Child Health | 43 | 12 | 6 | | 46 | 16 | 11 | 4 | 4 | 2 | 5 | 1 | 115 | 35 | 150 | 37% | 4% | 41% | 10% | 4% |
| Paediatric Surgery | 4 | | | | 2 | 2 | 1 | | | | | | 7 | 2 | 9 | 44% | 0% | 44% | 11% | 0% |
| Plastic & Reconstructive Surgery | 1 | 1 | | | 2 | 3 | 1 | 1 | | | | | 4 | 5 | 9 | 22% | 0% | 56% | 22% | 0% |
| Psychiatry | 10 | 4 | 1 | | 14 | 4 | 2 | 3 | 1 | | | | 28 | 11 | 39 | 36% | 3% | 46% | 13% | 3% |
| Pulmonology | | | | | | | | | | 1 | | | 0 | 1 | 1 | 0% | 0% | 0% | 0% | 100% |
| Radiology | 7 | 4 | | | 6 | 7 | 2 | 2 | | | | | 15 | 13 | 28 | 39% | 0% | 46% | 14% | 0% |
| Radiotherapy & Oncology | 1 | | | | 2 | 1 | 1 | | | | | | 4 | 1 | 5 | 20% | 0% | 60% | 20% | 0% |
| Rheumatology | 2 | | | | 3 | 2 | | | | | | | 5 | 2 | 7 | 29% | 0% | 71% | 0% | 0% |
| Urology | 1 | 4 | | | 1 | 3 | 1 | 3 | | | | | 3 | 10 | 13 | 38% | 0% | 31% | 31% | 0% |
| TOTALS | 151 | 117 | 18 | 13 | 181 | 186 | 45 | 69 | 7 | 11 | 9 | 4 | 411 | 400 | 811 | | | | | |
| | 268 | 31 | | | 367 | | 114 | | 18 | | 13 | | 811 | | | | | | | |

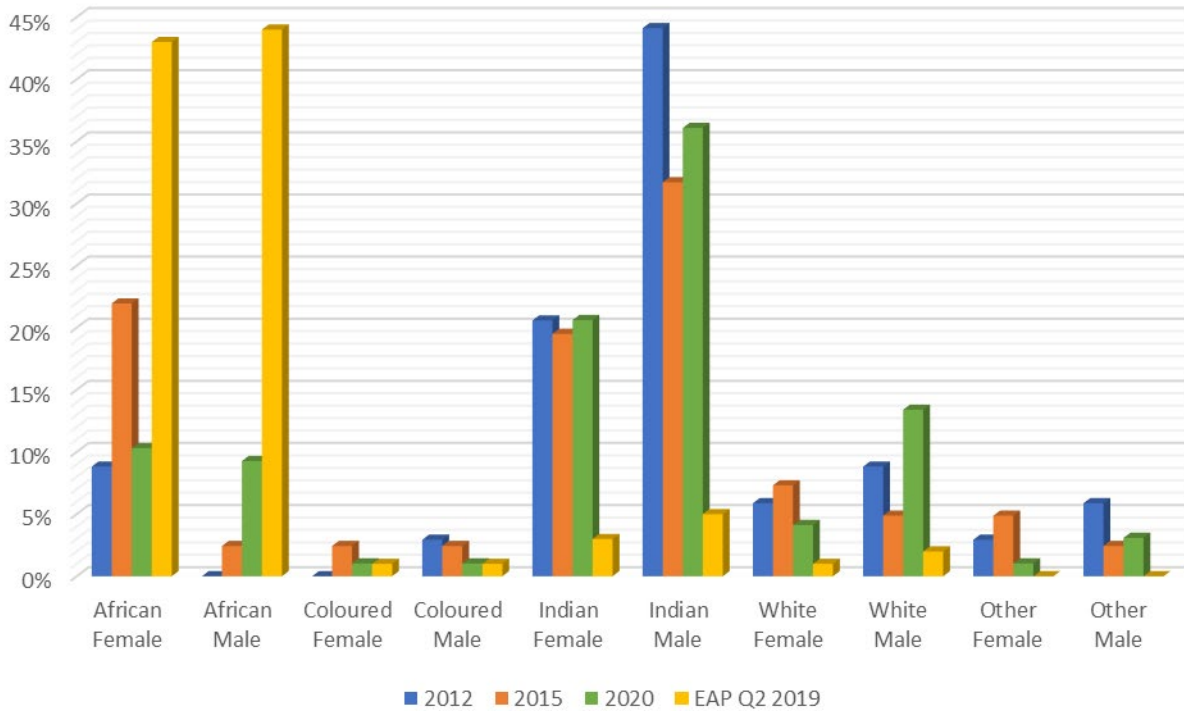
9 COMPARATIVE ANALYSIS

9.1 Academic Staff

The following bar graph includes all permanent appointments and staff on more than 1-year contracts. In addition, the graph compares the appointments per race and gender for 2012, 2015, 2020 and the KZN EAP Q2 2019.

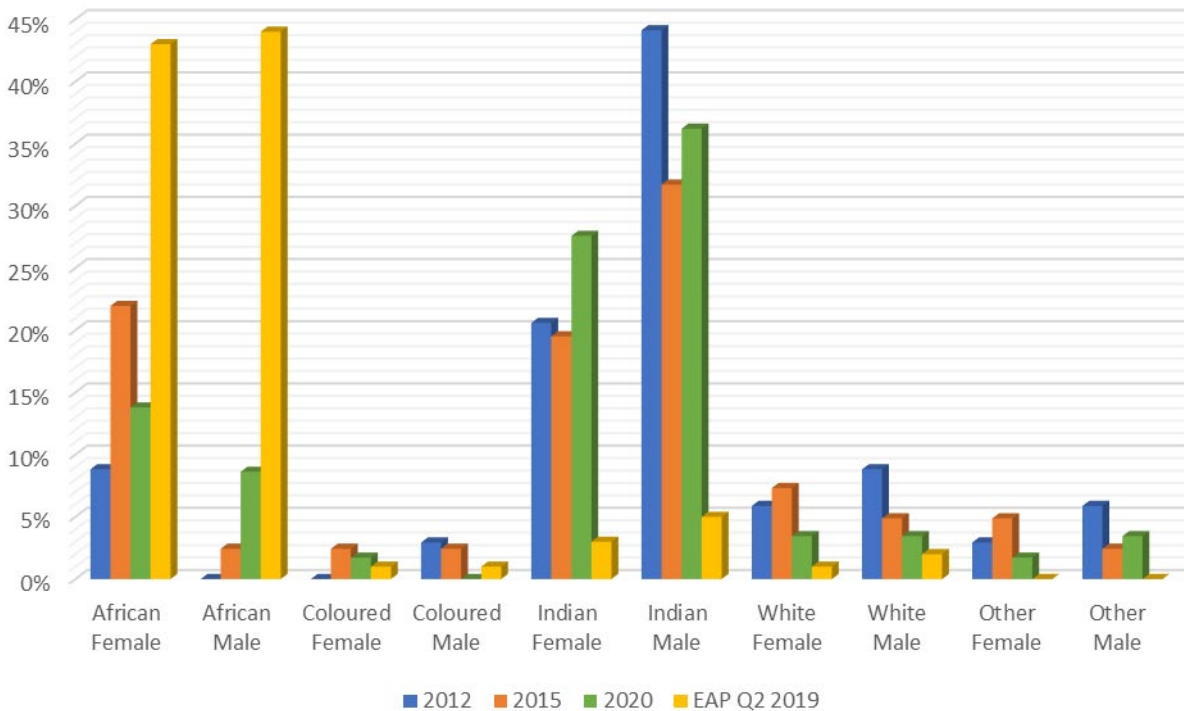
Limitations of the Data: The historical data for 2012 only included permanent staff (no longer term contract appointees). For both 2012 and 2015, the data did not include emeritus professors and honorary appointments.

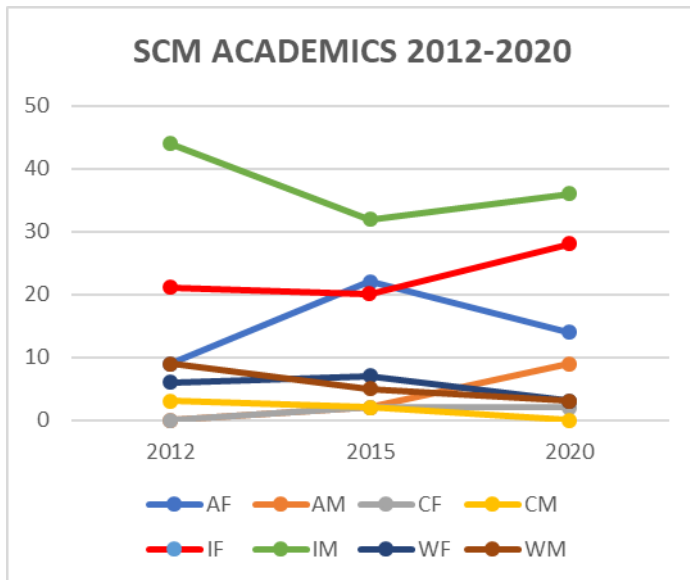
SCM ACADEMICS 2012-2020



I therefore edited the data for 2020 and removed all the emeritus professors, honorary professors, associate professors, senior lecturers and lecturers and redid the bar graph which is then reflected as detailed in the following table.

SCM ACADEMICS 2012-2020 (REVISED)





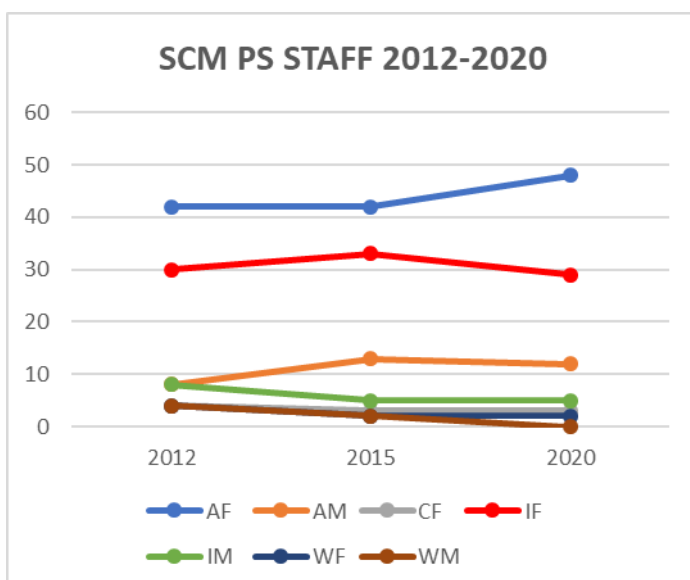
When one analyses this data we are perfectly aligned to the EAP gender wise - Females 48% and Males 52%. In 2012 our gender split was Females 56% and Males 44% and in 2015 it was Females 38% and Males 62%.

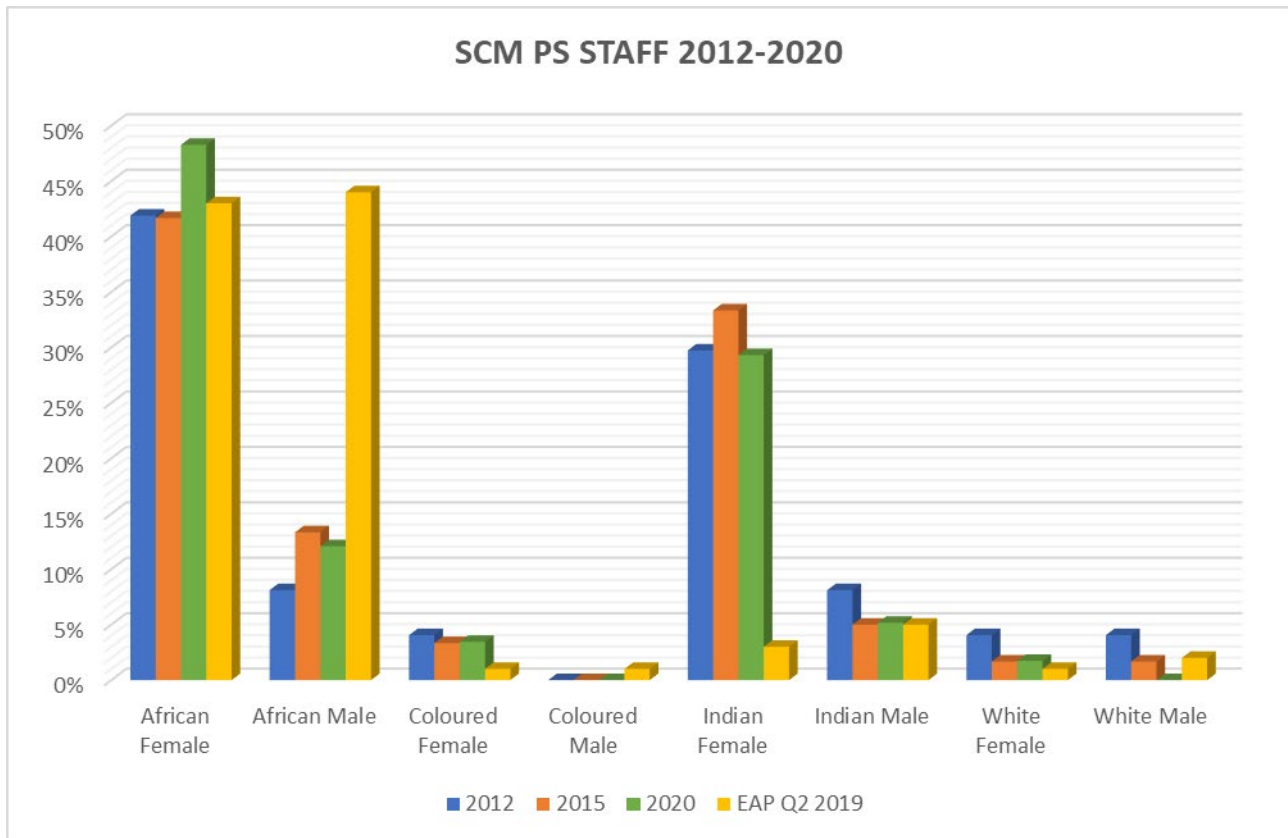
In terms of the race categories, In 2012 African amounted to 9%, this increased in 2015 to 24% but has dropped to 22% in 2020. In terms of the EAP it should be 87%. In 2012 Coloured amounted to 3%, increased to 5% in 2015 and is now at 2% which is in line with the EAP. For the Indian race, in 2012 it amounted to 65%, in 2015 51% and 2020 it has increased to 64%. In terms of EAP it should be 8%. The White category amounted to 15% in 2012, reduced to 12% in 2015 and to 7% in 2020, a steady decline – EAP is 3%.

In our recruitment strategy we should plan to replace the same gender, however, we still have a lot to do in term of meeting the race targets for **African**. Coloured can be maintained. The categories of Indian and White need to be reduced.

9.2 Professional Services Staff

The bar graph detailed on the next page includes all permanent appointments and staff on more than 1-year contracts in 2020 and also includes staff employed with funds from the Clinical Training Grant. The post of Dean is included in this as its deemed a Professional Services post. In addition, the graph compares the appointments per race and gender for 2012, 2015, 2020 and the KZN EAP Q2 2019.





The analysis of the comparison reveals that we are over-subscribed in Females vs Males. In 2012 and 2015 our ratio of Females to Males was 80 vs 20 respectively. This has increased in the wrong direction in 2020 to 83 vs 17 respectively. The EAP target for Females is 48%, we are at 83%. For males it is 52%, we are at 17%.

In terms of the race categories, in 2012 African amounted to 50%, this increased in 2015 to 55% and in 2020 to 60%. However, in terms of the EAP it should be at 87%. In 2012 Coloured amounted to 4%, reduced to 3% in 2015 and has been maintained at 3% in 2020 – the EAP is at 2%. For the Indian race, in 2012 it amounted to 38%, in 2015 37% and 2020 34% - a slow but steady decline. In terms of EAP it should be 8%. The White category amounted to 8% in 2012, reduced to 4% in 2015 and to 2% in 2020 – EAP is 3%.

Our priority is therefore to focus on appointing more **Males** in professional services. In terms of race, the focus should still be on **African** while Coloured and White can be maintained as is. This will be achieved through natural attrition.

Report by:

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