



# Leadership and Governance

Sefako Makgatho Health Sciences  
University (SMU)



# Registrar Activities at SMU

- Community health care facilities
- Rotation through the other disciplines
- District hospitals with outreach to the clinics

# Training activities



- Journal club presentations – Weekly\*
- Seminar presentations – Weekly\*
- Contact session presentation – five per year\*
- Mortality and morbidity meetings
- Ward rounds
- Post intake, morning meetings at district hospitals
- \* *Held at the department*

# Journal club meetings

- Registrars usually present the most recent information/evidence on common clinical conditions and other problems seen at practice. May include topics such as burnout, impaired practitioners, recent developments in Hypertension
- Roster in the beginning of the year
- They have an opportunity to present in front of colleagues and consultants

# Seminars

- These are conducted every Thursday afternoons for 3 hours.
- Registrars present topics related to the coursework.
- They need to do literature searches and prepare a power point presentation.
- They are assessed on this
- Confidence in presentation skills/literature searches/public speaking developed.

# Contact sessions

- Almost every 2<sup>nd</sup> month
- There are themes to these sessions
- Two full days
- Workshop set up which are conducted by the registrars. Themes are from the coursework.
- Large emphasis on professional development at each contact session – relaxation techniques, journaling, learning styles.
- Other topics – Ethics – E.g.s managing the difficult patient, ethics of using placebos

# M & M meetings

- Here the registrars get to present the statistics for the month. These include the common conditions seen, length of hospital stay, mortality, morbidity.
- From these they develop root causes of Mortality and how we can learn from any mistakes.

# Ward rounds

- Registrars present patients that they are having difficulties with – assessment or management
- They learn to identify their own learning needs
- they learn resource distribution, working with the nurses who accompany the team on the rounds, they learn from one another.



# Post intake morning meetings

- These are held at the district hospitals.
- Registrars present the patients that they have management or diagnostic problems with.
- They learn to work with a team.
- They also provide skills and help to other junior doctors who have problems.

# Community Health Clinics (CHC)

- Registrars at the Clinics – Are usually the leaders, nurses seek assistance from them.
- At the clinics during their time at the clinic they provide clinical support to all other staff members there, provide training to junior doctors – interns and medical officers and nurses, develop protocols to manage conditions that are common at that clinic.

# At the CHC and District Hospital

- Team leadership
- How to work in a team – other disciplines
- Roster planning

# Decisions that registrar need to make

- Distribution of health resources
- When to refer patients
- How to correctly refer and transport patients to hospital.
- Which patients need certain scarce resources.

# Practice management

- This is a course during their second year of training.
- Includes basic training on financial statements, Bad debt management, Human resource management, etc
- Budget – how to manage resources and to draw up a budget
- Legislation – labour laws, Mental Health Act, Health systems in South Africa
- *QIP assignment*
- *COPC assignment*
- *Ethics assignment*

# District hospitals

- Ward rounds
- In charge of parts of the hospital e.g. casualty, antenatal clinics, wards
- Management and clinical leadership roles while they work in these areas.
- Teaching and training junior staff
- Develop protocols for that area
- Appropriate referrals – also to manage resources

# Personal and professional development

Covered as a course in the first year

## **Objectives:**

The aim of the course is to ensure that you will be able to understand and apply the following:

- Self assessment and introspection
- Understand the concept of the reflective practitioner
- Make a SWOT analysis of yourself
- Understand how to deal with making mistakes
- Conflict management
- Prevention, recognition and management of burn-out
- Developing a personal learning plan