

# Hanneke Brits (Dippenaar)

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## EDUCATION

**Doctor of Philosophy in Health Professions Education** 2020

University of the Free State, Bloemfontein

*Dissertation title: Best Practices for Quality Assessment in the Clinical Phase of Undergraduate Medical Training.*

**Magister in Health Professions Education** 2012

University of the Free State

**Diploma in International Leadership Development** 2011

*The Institute of Palliative Medicine, San Diego*

**Fellow of College of Family Physicians** 2008

*Colleges of Medicine of South Africa*

**Advanced Health Management** 2008

*University of Yale*

**Diploma in First line Management** 2006

*UNISA*

**Masters in Family Medicine** 1995

*University of the Free State*

**Bachelor in Medicine and Bachelor in Surgery** 1990

*University of the Free State*

# TEACHING AND LEARNING

## Educational Leadership

- I developed a training programme for the Free State Department of Health, implemented by the University of the Free State, to assist foreign-trained doctors in passing the Health Professions Council of South Africa Board exams. It is a blended learning programme with online, interactive virtual, face-to-face and OSCE training. In 2023, 94% of the candidates passed the OSCE assessment. The programme contributed to more than ten million rand in third-stream income.
- Chair of the South African Academy of Family Physicians (SAAFP) Educational and Training Committee since 2021.
- South African course coordinator for the Train the Clinical Trainer (TCT) since 2018.
- Part of the development team for Entrustable Professional Activities (EPAs) for Family Medicine in South Africa.
- The team leader who adjusted the TCT to be context-specific for South Africa.
- Drafted a short TCT curriculum for the Colleges of Medicine (CMSA) in South Africa.

## Innovative teaching

- Vice-Chancellors Award winner (second place) for Excellence in Teaching and Training from the University of the Free State in 2022.
- Innovative Teaching award from the Centre of Teaching and Learning during COVID-19.
- Clinical Trainers Award from SAAFP in 2023.
- Interprofessional training for undergraduate students in Trompsburg and Smithfield.
- Employing learning styles to ensure that all types of learning are covered.
- Focus on practical in-service training.
- Use technology during training to improve interaction and keep learners' attention.
- Seek regular feedback from learners and peers to improve my teaching.

## Assessment

- I am passionate about quality assessment and did my master's and doctoral studies on assessment. As part of this, I compiled an assessment framework for clinical assessment.

- I am regularly involved with assessments for the CMSA and in different roles for different exams, e.g., examiner, site coordinator, writing group member, convener, and part of the examination steering committee.
- Moderator and external examiner for undergraduate and postgraduate assessments at different universities, e.g. University of Cape Town, University of the Witwatersrand, University of KwaZulu Natal, University of Pretoria and Walter Sisulu University.
- External examiner for master dissertations and doctoral theses, with six doctoral theses assessed in the past two years.

### **Supervision and teaching**

- Twelve master students to completion, some more in the process.
- One PhD to completion and currently three in the process of completion.
- Teach seven undergraduate modules for medicine and three for allied health.
- Teach in four postgraduate modules and module leader for one.

### **National and international educational presentations and publications**

#### **Presentations**

- Primafamed presentations for doctors in Africa on *How to plan an educational activity* (2023) with the key message that *Time is not a training limitation* and *Presenting Powerful Posters* (2024) emphasising e-Posters.
- Faculty member of Extension for Community Healthcare Outcomes (ECHO) that presented online training for Lesotho in 2023.
- SAAFP conference workshops on *Assessment tools* (2021), *EPAs* (2022) and *Supervision* (2023).
- Co-editor and author of chapters in the *South African Family Practice Manual* 4<sup>th</sup> edition 2023.

#### **Publications in accredited journals since 2019**

- 2019 - **Brits H**, Joubert G, Lomborg L, Djan P, Makoro G, Mokoena M, Malate P & Tengu D. #FeesMustFall2016: Perceived and measured effect on clinical medical students. S Afr Med J 2019; 109(7): 493-497. DOI: 10.7196/SAMJ.2019.v109i7.13686

- 2020 - **Brits H**, Bezuidenhout J, Van der Merwe LJ. A framework to benchmark the quality of clinical assessment in a South African undergraduate medical programme. *South African Family Practice*. 62(1), a5030. DOI: [10.4102/safp.v62i1.5030](https://doi.org/10.4102/safp.v62i1.5030)
- 2020 - **Brits H**, Bezuidenhout J, Van der Merwe LJ, Joubert, G. Students' voices: assessment in undergraduate clinical medicine. *Pan African Medical Journal*. 2020;36:130. DOI: 10.11604/pamj.2020.36.130.22168
- 2020 - **Brits H**, Bezuidenhout J, Van der Merwe LJ, Joubert G. Assessment practices in undergraduate clinical medicine training: What do we do and how can we improve? *Afr J Prm Health Care Fam Med*. 2020;12(1), a2341. DOI: 10.4102/phcfm.v12i1.2341
- 2020 - **Brits H**, Bezuidenhout J, Van der Merwe LJ. Quality assessment in undergraduate medical training: how to bridge the gap between what we do and what we should do. *Pan African Medical Journal*. 2020;36:79. 10.11604/pamj.2020.36.79. 23658
- 2021 - **Brits H**, Joubert G, Bezuidenhout J, Van der Merwe LJ. Evaluation of assessment marks in the clinical years of an undergraduate medical training programme: Where are we and how can we improve? *Afr J Health Professions Educ* 2021;13(4):222-228. doi.org/10.7196/AJHPE.2021.v13i4.1379.
- 2023 - Jenkins LS, Mash R, Motsohi T, Naidoo M, Ras T, Cooke R, **Brits H**. Developing entrustable professional activities for family medicine training in South Africa. *S Afr Fam Pract* (2004). 2023 Feb 17;65(1):e1-e6. doi: 10.4102/safp.v65i1.5690. PMID: 36861915; PMCID: PMC9982504
- 2023 - **Brits H**. A national training course for clinical trainers in family medicine. *Afr J Prm Health Care Fam Med*. 2024;16(1), a4341. [https:// doi.org/10.4102/phcfm.v16i1.434](https://doi.org/10.4102/phcfm.v16i1.434)

## RESEARCH

### Research Relevance

- Research recognised by a National Research Foundation (NRF) rating in 2023.
- 47 publications in accredited journals, 29 as first author.
- 478 citations, with 404 since 2019. An undergraduate student project titled *The prevalence of neonatal jaundice and risk factors in healthy neonates at National District Hospital in Bloemfontein*. with 165 citations and a collaborative project titled *Pediatric pain management in palliative care* with 56 citations.

- Hirsch or h-index of 10.
- International research collaborations in palliative care with the International Children's Palliative Care Network (ICPCN) and Prof Richard Harding at Kings College.
- National research collaboration with SAAFP and the Palliative Care Association of South Africa leading to publications.
- Mentored 12 undergraduate student projects to publication in accredited journals.

#### **Publications in accredited journals**

- 2002 - **Dippenaar H**, Joubert G. The treatment of COAD: Is the EDL sufficient? SA Fam Pract. 2002, 26 (1): 7-10.
- 2005 - **Dippenaar H**. Is Quality Control useful? An audit on the saving measures regarding prescriptions at National District Hospital in Bloemfontein. SA Fam Pract 2005; 47 (9): 60-62.
- 2005 - **Dippenaar H**, Joubert G, Nel, R, Bantobetse ML, Opawole AA, Roshen KS. Homemade sugar-salt solution for oral rehydration: Knowledge of mothers and caregivers. SA Fam Pract 2005; 47 (2) 47-49.
- 2005 - **Dippenaar H**, Joubert G, v Rooyen C. How cheap is primary health care? Cost per script at the Heidedal Community Health Center and National District Hospital in Bloemfontein. SA Fam Pract 2005; 47 (7): 37-40.
- 2006 - **Dippenaar H**, Joubert G, Brussow M. Guidelines for Kangaroo Care in district hospitals and primary healthcare maternity sections in the Free State. SA Fam Pract 2006; 48 (9): 16-16c.
- 2007 - Rodriques AN, Nel M, **Dippenaar H**, Prinsloo EAM. Good short-term outcomes of kangaroo mother care in infants with a low birth weight in a rural South African hospital. SA Fam Pract 2007; 49 (5): 15-15c.
- 2007 - Van der Sande M, **Dippenaar H**, Rutten GE.: The relationship between patient education and glycaemic control in a South African township. Primary Diabetes Care 2007; 1: 87-91.
- 2008 - **Dippenaar H**, Grobler L, Joubert G. Multidisciplinary training of undergraduate students in the Faculty of Health Science: Hypertension as a case study. SA Fam Pract. 2008; 50 (4); 70-72.
- 2008 - **Dippenaar H**, Steinberg WJ. Evaluation of clinical medicine in the final post graduate exams in Family Medicine. SA Fam Pract 2008 ;50 (1): 16-16c.

- **2009 - Brits H**, Harding R, Penfold S.: Paediatric antiretroviral therapy outcomes under HIV hospice care in South Africa. *Int. J Palliat Nurs*, 2009: 15(3); 142-5.
- 2009 - Steenkamp I, Dannhauser A, Walsh D, Joubert G, Veldman FJ, van der Walt E, **Dippenaar H**. Nutritional, immune, micronutrient and health status of HIV-infected children in care centres in Mangaung. *S Afr J Clin Nutr* 2009: 22(3): 131-136.
- **2009 - Brits H**, Joubert G. An investigation into the dramatic increase in deaths from gastro-enteritis during the summer of 2007/2008 at National District Hospital, Bloemfontein Free State. *SA Fam Pract*. 2009. 51 (5) 418-422.
- **2011 - Brits H**, Marston J. Palliative care for children: pain is inevitable, suffering is optional. *Africa Health* 2011: 33(5); 28-30.
- **2013 - Brits H**, Augustyn R, Bezuidenhout E, Cillie M, Janse van Vuuren R, Joubert G. The nutritional status of Grade 1 pupils, in Bloemfontein, South Africa and its association with socio-demographic data. *Afr J Prim Health Care Fam Med*. 2013;5(1)
- **2014 - Brits H**, Bezuidenhout J, Steinberg WJ, Joubert G. An evaluation of the assessment tool used for Extensive mini-dissertations in the Master's Degree in Family Medicine, University of the Free State *S Afr Fam Pract* 2014;56(2)125-133.
- 2014 - Kotze JM, **Brits H**, Monatisa MS, and Botes PJ. 2014. Practical completion of pages 1 and 4 of the J88 form. Part 2: Medico-legal documentation. *South African Family Practice* 2014; 56(6):32-37.
- 2014 -Kotze, JM, **Brits, H**. and Botes, PJ. 2014. Part 1: Medico-legal documentation South African Police Services forms, Department of Justice forms and patient information. *South African Family Practice* 56(5):16-22.
- **2015 - Brits H**, Branders L, Claassen M, Saaiman D, Strauss R, van Staden A, Joubert, G. 2015. The prevalence of multiple losses experienced by children from birth to 18 years in the National District Hospital in Bloemfontein. *South African Family Practice*. 56(5):1-5.
- **2015 - Brits H**, Adriaanse M, Rall D-M, Van Biljon M, Van der Walt A, Wasserman E, Joubert, G. Causes of prematurity in the Bloemfontein Academic Complex. *South African Family Practice*, 2015; 3(1):1-6.
- 2015 - Downing J, Singh JS, Mathews L, **Brits H**, Friedrichsdorf SJ. Pediatric pain management in palliative care. *Pain Manag*. 2015;5(1);23-35.
- 2015 - Gordon SAN, **Brits H**, Raubenheimer JE. The effectiveness of the implementation of the Cape Triage Score at the emergency department of the National District Hospital, Bloemfontein. *South African Family Practice*. 1(1):1-6.

- 2015 - Kotze JM, **Brits H**, Botes PJ. Practical completion of pages 2 and 3 of the J88 form. Part 3: Medico-legal documentation South African Family Practice 2015; 57(1):16-22.
- 2016 - Ogah AO, Jama MP, **Brits H**, Ogah OGA. Measuring the quality of the Objective structured clinical examination in the Obstetrics and Gynaecology department of the resource-limited institution in East Africa. Sch. J. App. Med. Sci., 2016;4(11A):3876-3882. DOI:10.21276/sjams.2016.4.11.4
- 2016 - Ogah AO, Jama MP, **Brits H**, Ogah OGA. Psychometric properties of the Objective structured clinical examination in the Paediatrics department of a resource-limited institution in East Africa. Sch. J. App. Med. Sci., 2016;4(11A):3868-3875. DOI:10.21276/sjams.2016.4.11.3
- 2017 - **Brits H**, Joubert G, Eyman K, De Vink R, Lesaoana K, Makhetha S, Moeketsi K. An assessment of the integrated nutrition programme for malnourished children aged six months to five years at primary healthcare facilities in Mangaung, Free State, South Africa. South African Family Practice 1(1) :P 1-5  
<http://dx.doi.org/10.1080/20786190.2017.1340252>
- 2017 - **Brits H**. Child deaths at National District Hospital, Free State: One a month is better than one a week. Online; <http://dx.doi.org/10.1080/20786190.2017.1317991>
- 2017 - **Brits H**, Botha A, Niksch L, Terblanché R, Venter K, Joubert G. Illegible handwriting and other prescription errors on prescriptions at National District Hospital, Bloemfontein. South African Family Practice 2017;59(1):51-55.
- 2017 -Kotzé JM, **Brits H**. The emergency management of a rape case in a nutshell: adolescent and adult cases. South African Family Practice. Online  
<http://dx.doi.org/10.1080/20786190.2017.1280900>
- 2018 - Allie Z, le Roux E, Mahlatsi K, Mofokeng B, Ramoo Z-A, Sibiya K, Joubert G, van Rooyen JP, **Brits H**. Bereavement overload and its effect on, and related coping mechanisms of health care providers and ward administrators at the National District Hospital in Bloemfontein, Free State. African Journal of Primary Health Care & Family Medicine. Online<https://doi.org/10.4102/phcfm.v10i1.1652>.
- 2018 - **Brits H**, Adendorf J, Huisamen D, Beukes D, Botha K, Herbst H, Joubert G. The prevalence of neonatal jaundice and risk factors in healthy neonates at National District Hospital in Bloemfontein. African Journal of Primary Healthcare and Family Medicine. 10(1). A1582. <https://doi.org/10.4102/phcfm.v10i.1582>

- 2018 - Brits H. A descriptive study of trends in the pictures drawn by primary school learners in South Africa. *Int J Palliat Nurs*. 2018;24(7):316-321. doi: 10.12968/ijpn.2018.24.7.316. PMID: 30044702.
- 2018 - Kotze JM, **Brits H**. Do we miss half of injuries sustained during rape because we cannot see them? An overview of the use of toluidine blue stain in the medical assessment of rape. *South African Family Practice*. 2018;60(2):37-40.  
<https://doi.org/10.1080/20786190.2017.1386868>
- 2019 - **Brits H**, Joubert G, Lomborg L, Djan P, Makoro G, Mokoena M, Malate P, Tengu D. #FeesMustFall2016: Perceived and measured effect on clinical medical students. *S Afr Med J* 2019; 109(7): 493-497. DOI: 10.7196/SAMJ.2019.v109i7.13686
- 2019 - Kotzé JM, **Brits H**. Child sexual abuse: The significance of the history and testifying on non-confirmatory findings. *Afr J Prm Health Care Fam Med*. 2019;11(1), a1954. DOI: 10.4102/phcfm.v11i1.1954 (*Review article*)
- 2020 - **Brits H**, Bezuidenhout J, Van der Merwe LJ, Joubert G. Assessment practices in undergraduate clinical medicine training: What do we do and how can we improve? *Afr J Prm Health Care Fam Med*. 2020;12(1), a2341. DOI: 10.4102/phcfm.v12i1.2341
- 2020 - **Brits H**, Bezuidenhout J, Van der Merwe LJ. A framework to benchmark the quality of clinical assessment in a South African undergraduate medical programme. *South African Family Practice*. 2020;62(1), a5030. DOI: [10.4102/safp.v62i1.5030](https://doi.org/10.4102/safp.v62i1.5030)
- 2020 - **Brits H**, Bezuidenhout J, Van der Merwe LJ. Quality assessment in undergraduate medical training: how to bridge the gap between what we do and what we should do. *Pan African Medical Journal*. 2020;36:79. 10.11604/pamj.2020.36.79.23658
- 2020 – **Brits H**, Botha L, Maakomane W, Malefane T, Tayob L, Tsoeueamakwa T, Joubert G. The profile and clinical picture of children with undernutrition admitted to National District Hospital. *Pan African Medical Journal*. 2020;37(237). 10.11604/pamj.2020.37.237.25261
- 2020 - **Brits H**, Joubert G, Mudzwari F, Ramashomole M, Nthimo M, Thamae N, Pilenyane M, Mamabolo M. The completion of partograms: knowledge, attitudes and practices of midwives in a public health obstetric unit in Bloemfontein, South Africa. *Pan African Medical Journal*. 2020;36:301. Doi: 10.11604/pamj.2020.36.301.24880.
- 2020 - **Brits H.**, Bezuidenhout J, Van der Merwe L.J. & Joubert, G. Students' voices: assessment in undergraduate clinical medicine. *Pan African Medical Journal*. 2020;36:130. DOI: 10.11604/pamj.2020.36.130.22168



- 2021 - **Brits H**, Joubert G, Bezuidenhout J, Van der Merwe LJ. Evaluation of assessment marks in the clinical years of an undergraduate medical training programme: Where are we and how can we improve? *Afr J Health Professions Educ* 2021;13(4):222-228. doi.org/10.7196/AJHPE.2021.v13i4.1379.
- 2022 - Benedict MOA, **Brits H**. Induction of labour practices at Botshabelo District Hospital: Assessing the institutional guidelines. *J Public Health Afr.* 2022, 26;13(2):2153. doi: 10.4081/jphia.2022.2153. PMID: 36051530; PMCID: PMC9425927
- 2022 - Burger H, Krause R, Blanchard C, Ambler J, Ganca L, Barnard A, Meiring M, Ratshikana-Moloko M, **Brits H**, Brand T, Scott M, Mabuza L, Bac M, Zele-Mqonci N, Yogeswaran P, Gwyther L. Position paper on undergraduate Palliative Medicine education for doctors in South Africa. *Afr J Prim Health Care Fam.* 2022; 14(1):a3202. DOI: [10.4102/phcfm.v14i1.3202](https://doi.org/10.4102/phcfm.v14i1.3202)
- 2022 - Groenewald L, Faber L, Fourie J, Müller M, Van der Westhuizen K, Kapp DD, Swanepoel R, **Brits H**. Oxygen as a drug and scarce commodity: Do we use it rationally? *S Afr Fam Pract.* 2022;64(1), a5544.
- 2023 - **Brits H**. A national training course for clinical trainers in family medicine. *Afr J Prm Health Care Fam Med.* 2024;16(1), a4341. [https:// doi.org/10.4102/phcfm.v16i1.434](https://doi.org/10.4102/phcfm.v16i1.434)
- 2023 - Jenkins LS, Mash R, Motsahi T, Naidoo M, Ras T, Cooke R, **Brits H**. Developing entrustable professional activities for family medicine training in South Africa. *S Afr Fam Pract* (2004). 2023 Feb 17;65(1):e1-e6. doi: 10.4102/safp.v65i1.5690. PMID: 36861915; PMCID: PMC9982504
- 2024 - Nash J, Ross AJ, Naidoo M, Ras T, **Brits H**, Mathew S. Health budget cuts will be paid for by the most vulnerable. *S Afr Fam Pract.* 2024;66(1), a5934. <https://doi.org/10.4102/safp.v66i1.5934>

### **Presentations at conferences**

- 30 Oral and poster presentations at national and international conferences (including Ireland, Netherlands, Czech Republic, Taiwan, India, Argentina, Namibia, and Zimbabwe)
- Keynote address at the ICPCN conference in Buenos Aires in 2016 titled *When should Palliative care start in practice?* with more than 400 participants.

### Rating and Awards

- National Research Foundation (NRF) rating in 2023.
- 10 Best Poster Presentation awards
- 2 Best Oral Presentation awards

### Editorial board and reviewer

- Editorial board member of the South African Family Practice Journal since 2018.
- Reviewed 45 articles for national and international journals, including South African Medical Journal, International Journal of Palliative Nursing, South African Family Practice Journal, and African Journal of Primary Health Care.

### Funding

- NRF funding for 5 years (2023-2027) to support my research projects.
- A current PhD student under my supervision received NRF funding for project execution.

## ENGAGED SCHOLARSHIP

### Professional Service delivery

- Head of Paediatric service at National District Hospital since 2003, where I established the first Kangaroo Mother Unit in the Free State.
- I introduced in-service training programs for health care personnel, e.g., *Kangaroo care, Incubator care, Breastfeeding, Nutrition and feeding, Neonatal resuscitation, and Oxygen care.*
- By implementing policies and advocating for antiretroviral therapy, child deaths decreased dramatically from one a week to the current eight a year. *Child deaths at National District Hospital, Free State: One a month is better than one a week.*  
<http://dx.doi.org/10.1080/20786190.2017.1317991>
- Under my leadership, we started with specialist paediatric services, which include multidrug-resistant tuberculosis, adolescent depression and mental health and palliative care.
- Faculty member for Extension for Community Healthcare Outcomes (ECHO) training in Lesotho

- Contributed to the Paediatric pain guidelines, *Pediatric pain management in palliative care. Pain Manag.* 5(1);23–35.
- Authored chapters in the *Oxford Handbook of Family Medicine 4<sup>th</sup> edition* and *Training Manual on Paediatric Palliative Care*

### **Community Outreach**

- Voluntary Medical Director at Sunflower Children’s Hospice since 2001.
- Render support to clinics and home-based care workers through the hospice program.
- Perform interprofessional training for healthcare workers in palliative care through Sunflower House.
- Render support to clinics and home-based-care workers in Trompsburg and Springfontein through community-based education projects.

### **Policy Input**

- Member of the Primary Health Care National Treatment Guidelines and Essential Drug List task team from 1998 to 2019.
- A chapter lead for the combined National Adult and Primary Health Care Expert Review Committee since 2021, appointed by the national Minister of Health.
- Member of the Free State Provincial Pharmaceutical Therapeutic Committee and Chair of the Formulary Management Committee to decide on drug policies for the Free State.

### **Health systems and related sector**

- Member of the International Children’s Palliative Care Network (ICPCN) Board since 2012, performing training and awareness of palliative care needs and organising conferences.
- Consultant for Paediatric palliative care needs in the Free State.
- Advisor for the Free State Department of Social Development on the safe placement of children.

### **Public information and discourse**

- Organised *Crazysocks4docs* to support mental health for doctors and raise charity funds.

- Organised a *Sprayaton* to raise funds for the Cancer Association of South Africa and promote cancer awareness.
- I participated as a singer in the Winter warmer at the UFS, supporting the #Nostudenthungry campaign.
- Supported student projects with Health promotion at pre-schools.
- Organise and participate in global #Hatson4PPC projects to create awareness for children's palliative care.

## LEADERSHIP AND ADMINISTRATION

### Faculty and department leadership support

- Supported personnel development, evidenced by the completion of four PhDs in the department in the last 5 years.
- Empowered administrative staff to develop their skills and competencies to support the departmental research output.
- Introduced standard operating procedures (SOPs) to empower and assist team members.
- Use audits and assessment data to inform assessment and selection criteria.

### Teamwork

- Collaborate and arrange with other departments and disciplines regarding interprofessional training and support.
- Lead a very competent team of Teaching and Learning coordinators at the UFS.
- Team leader of the Debriefing team.
- Excellent working relations with administrative support personnel in the Department of Family Medicine, School of Clinical Medicine, and Faculty of Health Sciences.

### Organisational skills

- Developed and successfully implemented training programs for foreign students, e.g., a theory, an OSCE, and a blended learning program, which needed to be adapted rapidly.
- Smoothly implemented COVID-19 training protocols.
- Arrange all social functions in the Department of Family Medicine.
- Arrange and execute training on short notice.

## Leadership positions

- Head of Clinical Unit: Department of Family Medicine since 2008.
- Chair of Phase III committee of the School of Clinical Medicine since 2018.
- Acting Head of Department: Family Medicine numerous times since 2016.
- Acting Programme Director Undergraduate Teaching in 2022.
- Acting Head of School in 2022.

## Committees

	Member	EXCO	Chair
<b>UFS</b>			
EXCO School of Clinical Medicine	√		
Heads of Department	√		
Faculty Board	√		
Phase 1	√		
Phase 2	√		
Phase 3	√		√
Education and Training		√	
Quality assurance		√	
MBChB		√	
Ethics Interest Committee	√		
Faculty Rules Committee		√	
<b>Family Medicine Department</b>			
Departmental meetings			√
Departmental Research Committee		√	
Departmental Finance committee		√	
<b>FS Department of Health</b>			
Provincial PTC		√	
Essential Medicine Subcommittee			√
<b>National District Hospital</b>			
M+M		√	
<b>National Committees</b>			
CMSA FCFP Board		√	
FCFP Subcommittees			√
SAAFP Board		√	
SAAFP - Education and Training Committee			√
SAAFP/RCGP TCT training			√
SAAFP Scientific Committee		√	
SAAFP WONCA World Planning Committee		√	
National PTC		√	

International Committees			
International Children's Palliative Care Network (ICPCN)		√	
ICPCN African Board			√
Scientific committee ICPCN		√	

### Administration

- Draw departmental duty rosters since 1997.
- Responsible for human resources on a departmental level, which includes contracts, job descriptions, performance assessments, and some financial administration.
- Manage the leave in the department.

### Oversight of administration

- Supervise administrative support personnel in the department and school.
- Signing off on documents prepared by administrative personnel.

### Leadership in mentorship

- Perform regular in-service training sessions for consultants during training weeks, e.g., OSCE preparation, online portfolios, and EPAs.
- Offer feedback to assessors after exams and tests to improve the assessment standard.
- Arranged and conducted assessment workshops on quality assessment.
- Arrange regular social team-building activities for the department's consultants, registrars, and interns.

## PROFESSIONAL MEMBERSHIP

Colleges of Medicine of South Africa

Health Professions Council of South Africa – MP 0369454

Southern African Association of Health Educationalists

South African Institute of Health Care Managers – S213/2009