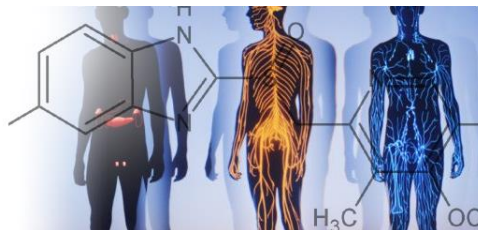




## FELLOWSHIP IN ENDOCRINOLOGY







## Endocrinology and Diabetes Fellowship 2019-2020

The Society for Endocrinology, Metabolism and Diabetes of South Africa (SEMDSA) are inviting applications for a 2-year training Fellowship in Endocrinology. The Fellowship is intended to provide an opportunity for comprehensive clinical training and research in Endocrinology at an accredited South African University or South African HPCSA accredited Diabetes & Endocrinology training unit over 2 years. The successful applicant will have to complete the examination for a Sub-specialty Certificate in Endocrinology and Metabolism of the College of Physicians of South Africa.

The value of the Fellowship is equivalent to the gross basic salary (excluding overtime) of a Medical Specialist - Grade 1 / Sub-speciality senior registrar (currently R 1 051 368.00 per annum).

### **The minimum qualifying requirements are that the applicant must:**

1. Be a South African citizen or a permanent South African resident preferably under 45 years of age.
2. Be qualified and have a valid registration certificate as a specialist in Internal Medicine or Paediatrics from the Health Professions Council of South Africa.
3. Must intend pursuing a career in Diabetes/Endocrinology within South Africa.
4. The successful candidate must give a written undertaking to work in South Africa for a minimum period of two years after completion of the Fellowship, if possible in an academic unit or satellite unit to an academic unit.

**Applications must include the following:**

1. Completed application form
2. Certified copy of Identity Document
3. Certified copy of undergraduate and postgraduate qualifications.
4. Certified copy of Specialist registration certificate from the Health Professions Council of South Africa.
5. Personal letter of motivation
6. Curriculum vitae
7. List of publications/presentations.
8. Names and contact details of two referees.

All submitted documents must be TYPED and not handwritten.

**Please submit a complete set of documents to:**

HEALTHMAN OFFICE  
Unit 16, Northcliff Office Park  
203 Beyers Naude Drive  
Northcliff, 2115

PO Box 2127, Cresta, 2118

An electronic copy to be emailed to [nazeerahmed1@gmail.com](mailto:nazeerahmed1@gmail.com)

**This initiative is sponsored by:**

Astra Zeneca, Eli Lilly (SA), Johnson & Johnson, Novo Nordisk, Rayaz Malik,  
Roche Diagnostics, Sanofi-Aventis and Servier Laboratories

# Guidelines for the SEMDSA Fellowship

## Timelines

### ***Applicant to Start on the 1<sup>st</sup> January 2019***

20 <sup>th</sup> November 2018	Closing date for applications
28 <sup>th</sup> November 2018	Selection process including interviews (Where necessary) completed
4 <sup>th</sup> December 2018	Applicants advised of outcome

## The Selection Committee (SC)

The SC will consist of Endocrinology Academic Heads of Department (HOD) from all accredited Endocrinology training units plus the Chairperson of SEMDSA (The Chair). Should the Chairperson of SEMDSA not be an Endocrinologist, or in the event the Chairperson of SEMDSA is also an HOD, or the Chairperson of SEMDSA is not available, then the vice-Chairperson of SEMDSA will serve as the replacement. In the event of a dispute or tie, the Chair will have the casting vote.

## Recusal

The HOD of a unit is NOT allowed to interview or score applicants from their own unit or university. Embargoed HOD's should not participate at all in the telephonic interviews, as there is a possibility of negative bias in scoring candidates competing with their own. They may provide referee reports or present more information about the applicant to the rest of the SC, but cannot score them.

## Scoring the CV

Each member of the selection committee will score each applicants CV (except their own candidate), based on standardised criteria (see "Fellowship Scoring sheet").

These scores must be forwarded to the Chair within 1 week of receiving the applicants CV's. The Chair will tabulate all the scores and communicate the results to the SC.

Should there be a clearly outstanding candidate based on the CV score the SC can decide to abandon the interview process and award the Fellowship to the outstanding candidate. Interviews add a different dimension to overall assessment of the best candidate; in general the top 2 (or more) candidates (after initial screening) should participate in a telephonic interview process.

### **Interview**

Each member of the selection committee must prepare his/her own set of interview questions in advance (1 to 2 questions) and ask / score each potential candidate using the same set of questions, asked in exactly the same way.

If the candidates' scores after interviewing differ by <5% then the final choice should be based on equalising the geographical distribution of candidates (paediatric and adults considered separately). Consideration to be given to Employment Equity.

### **Maternity Leave, Extended Sick Leave, Unpaid Leave etc.**

This is not catered for by SEMDSA. SEMDSA's responsibility is to cover a maximum of 2 years of training time. Should a candidate take leave over and above what is normal, it will be the training unit's responsibility to ensure that the candidate is granted the required training time in order to complete the Certificate in Endocrinology and Metabolism.

## Salary

- The value of the Fellowship is equivalent to the gross basic salary (excluding overtime) of a Medical Specialist - Grade 1/Senior Registrar. I. Any adjustments granted to that grade of basic salary in the government sector during the course of the 2 year Fellowship will also be granted to the candidate.
- SEMDSA will not be responsible for any fees deducted by the University; the department where the candidate trains will have to handle this issue if it so desires.
- The money will be paid to the University where the successful candidate will train.
- It is the training unit's responsibility to facilitate overtime work for the candidate if the candidate wishes to work overtime. This is a training and research Fellowship and the recipient should use any "spare" time to this end. Overtime work is generally discouraged,
- It is SEMDSA Executive committee's responsibility to obtain official proof of a Medical Specialist - Grade 1 / Senior Registrar salary prior to printing the advertisement.

## Training and Research

The Fellowship is specifically intended for training and research in Endocrinology. Fellows should not be used as part of the general labour force to make-up for lack of staff in the training unit's department. They are to be afforded adequate opportunity to perform research and will be required to present their research work at the SEMDSA congress in their 2<sup>nd</sup> year of training, preferably as an oral presentation.

It is highly desirable that the Fellow complete an MMed or similar degree during the course of their training.

## **Contract**

Each candidate must sign a contract which outlines the requirements in the advertisement. In addition, he/she must sign an acknowledgement that:

1. In the event that they fail to Complete the training period during the Fellowship tenure or complete the Sub-speciality Certificate in Endocrinology and Metabolism, that he/she will refund the full value of the Fellowship to SEMDSA.
2. No change in the institution or major change in the research topic may occur without prior consultation with and approval of the selection committee. Failure to comply will result in discontinuation of payments & liability for full repayment to SEMDSA.
3. All presentations and publications arising from work performed while the holder is supported by the Fellowship must contain an acknowledgement that the Fellowship was made available by the sponsoring company in conjunction with SEMDSA.
4. The recipient will be required to provide a yearly written progress report on his/her research/progress to SEMDSA and an oral report-back to the Pharmaceutical Industry meeting, which takes place during the annual SEMDSA Congress. The feedback must include a list of all related publications and abstracts presented at congresses. Completed research work should be published, preferably as an article in a peer reviewed journal, within 2 years of the award being granted. Failure to honour these undertakings renders the research Fellow liable to repayment of half the total amount of the grant.

## **Indemnity**



SEMDSA will not provide malpractice insurance to the candidate. The candidate is to be made aware that he may not be indemnified by the Department of Health and hence may have to obtain his own insurance depending on the indemnity provided by the training unit.