





# 2023-2026 SENATE



The CMSA holds elections every three years for the Constituent College Councils, Senators and Office Bearers. The 2023 Elections achieved the highest number of nominations and the highest percentage poll in the recent history of the CMSA.

## HONORARY OFFICERS

Prof Johan Fagan	President
Prof Zach Koto	Senior Vice-President
Prof Johnny Mahlangu	Vice-President
Prof Flavia Senkubuge	immediate Past President
Prof Linda Visser	Honorary Treasurer
Prof Dean Gopalan	Chairperson Education Committee (EC)
Dr Samad Shaik	Honorary Registrar Education Committee (EC)
Prof Daniel Montwedi	Chairperson Examinations and Credentials Committee (ECC)
Prof Victor Mngomezulu	Honorary Registrar Education and Credentials Committee (ECC)
Prof Tracey Naledi	Chairperson Finance and General Purpose Committee (FGPC)
Prof Komala Pillay	Honorary Registrar Finance and General Purpose Committee (FGPC)

## EXECUTIVES

Prof Eric Buch	Chief Executive Officer
Prof Vanessa Burch	Executive Director: Education and Assessment
Ms Yolokazi Kanzi	Academic Registrar
Mr Jerome Davies	Executive Director: Finance and Administration

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Prof Busisiwe Mrara	President
Prof Dean Gopalan	Senator

### COLLEGE OF MEDICAL GENETICISTS (CMG)

Prof Karen Fieggen	President
Prof Amanda Krause	Senator

### COLLEGE OF CARDIOTHORACIC SURGEONS (CCS)

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Prof Risenga Chauke	Senator

### COLLEGE OF NEUROLOGISTS (C NEUROL)

Prof Andre Mochan	President
Prof Lawrence Tucker	Senator

### COLLEGE OF CLINICAL PHARMACOLOGISTS (CCP)

Prof Eric Decloedt	President
Prof Marc Blockman	Senator

### COLLEGE OF NEUROSURGEONS (C NEUROSURG)

Prof Adriaan Vlok	President
Dr Rohen Harrichandparsad	Senator

### COLLEGE OF DENTISTRY (CD)

Prof Leanne Sykes	President
Prof Angela Harris	Senator

### COLLEGE OF NUCLEAR PHYSICIANS (CNP)

Prof Mariza Vorster	President
Prof Nozipho Nyakale	Senator

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Prof Mahlatsi Kgokolo	President
Prof Mojakgomo Motswaledi	Senator

### COLLEGE OF OBSTETRICIANS AND GYNAECOLOGISTS (COG)

Prof Laura Nene	President
Prof Priya Soma-Pillay	Senator

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Dr Sa'ad Lahri	President
Dr Lionel Fredericks	Senator

### COLLEGE OF OPHTHALMOLOGISTS (C OPHTH)

Prof Aubrey Makgotloe	President
Prof Linda Visser	Senator

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Dr Lusanda Bomela	Senator

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Prof Shivesh Maharaj	President
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Dr Sharan Naidoo	President
Dr Sarel Botha	Senator

### COLLEGE OF PAEDIATRIC SURGEONS (C PAED SURG)

Dr Samad Shaik	President
Dr Mahomed Sheik-Gafoor	Senator



# 2023-2026 SENATE



## COLLEGE OF PAEDIATRICIANS (C PAED)

Dr Gary Reubenson President  
Prof Refiloe Masekela Senator

## COLLEGE OF RADIATION ONCOLOGISTS (C RAD ONC)

Prof Jeanette Parkes President  
Dr Sheynaz Bass Senator

## COLLEGE OF PATHOLOGISTS (C PATH)

Prof Komala Pillay President  
Prof Zivanai Chapanduka Senator

## COLLEGE OF RADIOLOGISTS (C RAD)

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## COLLEGE OF PHYSICIANS (CP)

Dr Merika Tsitsi President  
Prof Ntobeka Ntsusi Senator

## COLLEGE OF SURGEONS (C SURG)

Prof Modise Koto President  
Prof Odisang Montwedi Senator

## COLLEGE OF PLASTIC SURGEONS (C PATH SURG)

Prof Mahendra Daya President  
Prof Nkhensani Chauke-Malinga Senator

## COLLEGE OF SPORTS AND EXERCISE MEDICINE (CSEM))

Prof Martin Schwellnus President  
Prof Jon Patricious Senator

## COLLEGE OF PSYCHIATRISTS (C PSYCH)

Prof Carla Kotze President  
Dr Mvuyiso Talatala Senator

## COLLEGE OF UROLOGISTS (C UROL)

Prof Ahmed Adam President  
Prof Shingai Mutambirwa Senator

## COLLEGE OF PUBLIC HEALTH MEDICINE (CPHM)

Dr Saiendhra Moodley President  
Prof Tracey Naledi Senator





## CMSA LAUNCHES SCIENTIFIC ONLINE JOURNAL



Prof Johan Fagan

In an exciting development, the Colleges of Medicine of South Africa, through a joint venture with AOSIS publishing and in collaboration with the South African Committee of Deans, launched the CMSA's first scientific journal in July 2023. The brainchild of CMSA President, Prof Johan Fagan, the Journal of the Colleges of Medicine of South Africa (JCMSA) is a peer reviewed medical and dental journal.

With a primary focus on South Africa, Africa and lower-and middle-income countries (LMICs), the JCMSA will be a fully online, open access, multi-disciplinary, premier, high-quality publication with high visibility; impacting healthcare globally by amplifying LMIC research. The JCMSA will not only enhance global visibility for the CMSA, but also for South African medicine, challenging the narrative that publishing in high income journals should be more valued than publishing in an African journal. At the heart of the initiative is the recognition that many authors are unable to publish their research due to the cost of article processing charges (APCs). "We want to ensure that the ability to pay is never a barrier to sharing research: for the CMSA this is an important matter of social justice," said Prof Fagan.

### MEMBERS OF THE EDITORIAL TEAM

Editor-in-Chief: Soraya Seedat  
Deputy Editor: André Boezart

### Journal Oversight Committee

Pierre de Villiers  
Johnny Mahlangu  
Mike Satheke  
Soraya Seedat  
Joleta van Wyk

A complete list of members of the Editorial Team can be found [here](#).



Prof Soraya Seedat

### INTERVIEW WITH JCMSA EDITOR-IN-CHIEF PROF SORAYA SEEDAT

Prof Seedat said that it is a great honour to be Editor-in-Chief of the first scientific journal of the CMSA and shared some of the goals and vision for the journal.

"An exciting and future-focused aspect of this journal is that it seeks to ensure that article processing charges, which are usually a barrier to publishing in Open Access, high impact journals, is not a barrier to medical and dental specialists and trainees; particularly those in South Africa and in other low and middle-income countries. It seeks to showcase high quality peer-reviewed research that represents the diversity of medical and dental research and scholarship across different fields," she said.

The full interview with Prof Seedat is available [here](#).

### SUBMISSION AND MENTORSHIP

The JCMSA is an educational and developmental opportunity for registrars and young academics and open for submissions [www.jcmsa.org.za](http://www.jcmsa.org.za).

For those who need guidance converting an MMed. dissertation into a journal article, or with writing a first article, academics have graciously availed themselves to mentor their younger colleagues and assist them in making manuscripts publication ready. A list of these academics is available from Sharleen Stone [sharleen.stone@cmsa.co.za](mailto:sharleen.stone@cmsa.co.za).

"The JCMSA is an exciting initiative that supports the CMSA's founding objectives that include "promoting skill, efficiency, ethical standards and professional conduct for the benefit of humanity and promoting the honour of the medical and dental profession," said Prof Fagan. "It addresses a serious need to achieve equity in research and to ensure that research from Africa and LMICs is included in the global academic discourse."

### DONATION AND SPONSORSHIP

The JCMSA Article Processing Fee Waiver Fund was created to provide financial assistance to authors facing barriers in paying for APCs. Through their generous support, [Adcock Ingram](#) has provided the foundation funds to ensure these authors can publish and share their research to the wider academic community. [AOSIS Publishing](#) is also sponsoring the cost of ten articles per year over the first two years of publication. "The initial target is R10m," said Prof Fagan, "the interest on which will cover the cost of approximately 100 articles per year for authors not financially supported by their institutions. As President of the CMSA, I would like to extend my sincere gratitude to our current and future sponsors and want to encourage you to be part of this visionary initiative and donate to the fund."

### The Colleges of Medicine of South Africa (APC Waiver Fund)

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Branch Name: Rondebosch, Cape Town, 7700

Branch Code/IBAN: 201509

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To receive domain-specific newsletters detailing the latest journal press releases in your field of interest, you are invited to sign-up [here](#). All the AOSIS Journals in the Health & Veterinary Scholarly Domain is grouped here. **The JCMSA selection is the last tick box option.**



In partnership with AOSIS and supported by Adcock Ingram

## CMSA EXECUTIVE DIRECTOR: EDUCATION AND ASSESSMENT RECEIVES

### THE CLINIX LEADERSHIP EXCELLENCE



**The CMSA warmly congratulates Professor Vanessa Burch with the *Leadership Excellence Award* that she received at the South African Health Excellence Awards 2023 ceremony hosted by the *Clinix Health Group* in Gauteng on 25 November 2023.**

Vanessa is Executive Director for Education and Assessment at the CMSA. She shepherded the CMSA through the challenges of examining candidates during the Covid-19 pandemic, and has guided the transformation of the CMSA's examination and assessment formats to now represent international best practice.

Vanessa also represents the CMSA on the National Workplace Based Assessment Task Team of the South African Committee of Medical Deans, where she is providing key leadership in the design and implementation of WBA to ensure that our specialist trainees are clinically competent before entering CMSA exit exams.

She graduated MBBCh *cum laude* from Wits in 1988 and was admitted as a Fellow of the College of Physicians when she was awarded the prestigious CMSA Phyllis Knocker Bradlow award for her outstanding performance in the fellowship examinations and her contribution to health care research. She served on the Council of the College of Physicians, and Senate, for more than two decades where she pioneered changes in assessment practices.

Vanessa is a rheumatologist and was the first woman to ever hold the Clinical Chair of Medicine at the University

of Cape Town (2008-2018) before becoming Executive Director for Education and Assessment at the CMSA in March 2020.

Her doctoral thesis in 2007, under the leadership of Henk Schmidt at Erasmus University, focused on assessment practices in undergraduate and postgraduate medical training in South Africa. She is an international authority on examination and assessment, having published widely in this area. She is currently authoring book chapters on controversies in medical education, the use of entrustable professional activities to frame medical education, and serves as international faculty in online EPA training with Professor Olle ten Cate, a global leader in medical education. She was recently awarded a University College London Global Engagement Fund start-up grant to research the African voice on clinical competency assessment in the Global South and continues to supervise masters and doctoral students in medical education.

Over the past 25 years she has served on numerous international medical education journal editorial boards, is the founding editor of the African Journal of Health Professions Education and currently serves on the editorial board of the Journal of the Colleges of Medicine of South Africa.

She has received three lifetime awards for teaching excellence from the University of Cape Town, the Council for Higher Education of South Africa and the South African Association of Health Educationalists, respectively. She has been awarded higher education and leadership fellowships by the Foundation for Advancement of International Medical Education and Research (FAIMER) in the USA and the Council for Higher Education in South Africa. She was director of the Sub-Saharan African FAIMER Regional Institute (SAFRI) for more than a decade where she fostered advancement of the practice and discipline of health professions education across Africa.

Vanessa's Leadership Excellence Award is a richly deserved recognition for the outstanding leadership contributions she has made, and continues to make, to education and assessment in South African health professions education.

The CMSA is proud to have Vanessa as a member of its executive leadership team.

*Prof Johan Fagan—President, CMSA*

# 2022 ADMISSION CEREMONIES

The **CMSA Admission Ceremony** is a highlight on the CMSA calendar when we are granted the opportunity to honour our candidates for successfully completing our fellowship, diploma and certificate examinations. During the COVID pandemic, the CMSA successfully continued with postgraduate examinations, proudly adding 3187 members to its ranks: 1553 medical specialists, 284 sub-specialists and 1350 diplomates. The successful candidates include 1383 black doctors of which 737 are women. Due to the COVID-19 pandemic, we were only able to offer our candidates Virtual Admission Ceremonies in 2020 and 2021, and the 2022 Admission Ceremonies are the first face-to-face ceremonies to be held in two years.

*“As an organization we felt it necessary to host the virtual admission ceremonies under strict COVID regulations, because we recognize how special this occasion is to our graduates and their families, but we promised our candidates in person ceremonies as soon as COVID restrictions were lifted, which candidates from both years would be able to attend. To this end we hosted eight ceremonies in five cities throughout South Africa during the first half of 2022.”* said Prof Eric Buch, CEO of the CMSA.

## 255 New Medical Specialist Admitted at the Durban Admission Ceremony

Of the 3245 candidates who successfully completed their specialist examinations in 2020 and 2021, 284 hailed from UKZN. 255 of these candidates were admitted as members of the CMSA in Durban on 20 March 2022.



The evening's oration was delivered by Professor Bilkish Cassim, recently retired from her position as Professor and Head of Department of Geriatrics at the University of Kwazulu-Natal. *“I am humbled and honoured to be part of this graduation tonight which I think is particularly special under the prevailing circumstances,”* she said. *“Today is a happy occasion. We have risen above the challenges and celebrate your great achievement and this evening should be full of*

*joy and happiness. Congratulations to you all. To the graduating people, those who are here and those who could not be here, the examiners, trainers, and the administrative and executive staff of the CMSA, particularly, the President of the CMSA, for having this foresight to change the examination to make sure that you had an examination and to arrange a graduation for today.”*

Professor Cassim shared her experience and struggles she needed to overcome as a medical student and expressed her joy that the current candidates represent greater equality and benefits from changes within the medical fraternity such as a greater sensitivity to the needs of registrars. She reminded them that poverty is still one of the biggest challenges in the country and urged them to be cognizant of this. *“...the people we are going to be treating particularly in the public sector, are still poor. A lot of them are still disenfranchised, do not know what they can ask for, are too scared to ask for more. With great achievement comes great expectation from you. That you will look at these problems in our community, in our healthcare sector and try and make the changes,”* she said. Sharing her passion for Geriatric medicine she urged the candidates to take especially good care of the elderly. *“As doctors, your job is not to extend life, your job is to improve the quality of life. Look at your patients as patients. Look at them as your mothers and grandmothers and what you would like for yourself when you grow old. Treat the older person as you yourself would like to be treated,”* she said.

The new members spanned 26 medical specialties and 11 sub-specialties. 31 Paediatricians, 21 Physicians, 22

Anaesthetists, 14 Surgeons, 14 Obstetricians and Gynaecologists, 3 Orthopaedic Surgeons and 7 Psychiatrists were amongst those who were admitted, and Dr Allison Smith was awarded the prestigious Abbott Medal for achieving excellent results in the Pharmacology section of Part I of the Fellowship examination of the College of Anaesthetists of South Africa.

The Admission Ceremony in Durban was the first of eight ceremonies in 2022 and preceded ceremonies in Mthatha, Pretoria, Cape Town and Bloemfontein.

## First Admission Ceremony in the Eastern Cape

The Mthatha Admission Ceremony which took place on 31 March 2023 was the first hosted in the province since the CMSA's first inaugural meeting in May 1954. Immediate Past President of the CMSA, Prof Flavia Senkubuge, said, *“As a daughter of the Eastern Cape it honestly was such an honour to co-host with WSU this historic CMSA ceremony, brought to my home Province for the first time in CMSA's 66-year history. There is no doubt that at this ceremony, we not only celebrated the wonderful achievements of our candidates who are now medical specialists, but we also showcased medicine in the Eastern Cape. We as an organization were*



*truly so humbled and excited,”* added Prof Senkubuge.

The 202 specialists who obtained their qualifications in the Eastern Cape include 70 medical specialists 6 sub-specialists and 126 diplomates. The new members spanned 15 medical specialties and 6 sub-specialties. Amongst them were 8 Paediatricians, 10 Physicians, 8 Anaesthetists, 10 Surgeons, 13 Obstetricians and Gynaecologists, 1 Vascular Surgeon and 9 Psychiatrists. Amongst the successful candidates, was Dr Lindokuhle Goqwana, the first black woman to be awarded the prestigious Asher Dubb Medal for achieving the highest marks in the Clinical Examination of the FCP(SA) Part 2 of the College of Physicians of South Africa.

# 2022 ADMISSION CEREMONIES



It was a great honour to have Prof Zukiswa Zingela, Executive Dean, Faculty of Health Sciences at Nelson Mandela University deliver the oration at the ceremony.

She highlighted the hardship, devotion, sacrifice and hard work required to become medical

specialists and sub-specialists and urged them to use their experiences to change things for the better for registrars following in their steps. *“However, where your experience can help you change things for those coming after you, you have to remember that if you were going through the most (umgowo!) because you felt like your supervisor was extra harsh and giving you extra pain, extra-extra anything negative, then be the supervisor or consultant and trainer you would have preferred to have. Let not the suffering of those who came before you and also inflicted it upon you be the experience you dish out to those that come after you.”* she said.

## **Dr Matshidiso Moeti admitted as Honorary Fellow at the Johannesburg Admission Ceremony**

In 2020 and 2021 473 Medical Specialists, 103 sub-specialists and 488 Diplomates from Gauteng passed their CMSA examination in 2020 and 2021. We honoured these medical professionals at an Admission Ceremony for Fellows and Certificants on 20 April 2022 and for Diplomates on 19 April 2022.

One of the highlights of the Admission Ceremony on 20 April 2022 was the admission of the Dr Matshidiso Moeti, Regional Director for Africa of the World Health Organization (WHO) as a CMSA Honorary Fellow.



The CMSA was also honoured by the delivery of the oration by Dr Moeti. Dr Moeti spoke on how the COVID pandemic altered the perception of medical professionals on their commitment to medicine, the health and welfare of populations globally as well as the pandemics devastating impact economically. *“...the onset of the pandemic during your training has surely delivered some of the worst circumstances imaginable. What you have gained, however, are unique and invaluable skills and expertise that will ensure you are better prepared for future challenges – both*

*professional and personal. That’s important, because COVID -19 won’t be the last health emergency we will face in Africa, or globally,”* she said.

Dr Moeti briefly shared her journey from young child growing up in Botswana to qualifying as Public Health specialist and highlighted the invaluable role of medical specialists in advocating for equitable access to health care for all, training up future specialists and empowering non-physicians where specialist care is not available. *“As specialists specifically, you have an important role to play in training and supervising other cadres to, in the meantime, cover gaps that could take decades to close in Africa. In Zambia, for example, task-shifting due to doctor shortages has seen trained non-physicians, who deliver life-saving medical and surgical procedures, become the real backbone of surgical services in rural areas,”* she said.



Dr Moeti’s oration was followed by the awarding of medals to distinguished candidates for their exceptional performance in the 2020 examinations and the admission of Certificants and Fellows by examination.

The recording of the event can be viewed [here](#).

## **Outgoing CMSA President, Prof Flavia Senkubuge delivers oration at Cape Town Admission Ceremony**

We honoured our Cape Town based 2020 and 2021 Certificants, Fellows and Diplomates at Admission Ceremonies hosted at the Good Hope Christian Centre on 18<sup>th</sup> and 19<sup>th</sup> May 2022. Of the 801 candidates who successfully passed their CMSA examinations in this region: 114 Sub-Specialists, 437 Specialists and 250 Diplomates.

In his opening address and as newly elected CMSA President, Professor Johan Fagan welcomed the candidates, guests and CMSA dignitaries. *“Tonight we celebrate the successful conclusion of your, our graduates, specialist and sub—specialist training. As you are joined to night by your family, your friends and your colleagues, it is a time to reflect on your specialization journey and the sacrifices made through working long hours and studying late into the night and over weekends. However I am certain that every single sacrifice you made will be worth it.”* he said. *“May your loved ones enjoy celebrating this special moment with you, because without their support, as you know, none of this would have been possible,”* he continued.



# 2022 ADMISSION CEREMONIES

Professor Fagan reminded the candidates and guests that the evening was also a celebration of the candidates' teachers, universities, and teaching hospitals for giving candidates the opportunity to acquire specialist knowledge and skills.

The oration was delivered by outgoing President and Immediate Past President, Prof Flavia Senkubuge, introducing Prof Senkubuge, Prof Fagan reminded those present that Prof Senkubuge's election to CMSA President was remarkable in many ways. Not only was she the first black woman and only the third woman to be elected as President in the CMSA's 66-year history, she was also the youngest and first Public Health specialist to hold the position. He said that her bold leadership contributed to the CMSA's rapid transformation and the reengineering of examination processes in response to the COVID-19 pandemic when the examination processes. He attributed the transformation of the CMSA's culture to that of a principled, caring and responsive organization that listens to its stakeholders to her guidance and leadership.



In her oration, Prof Senkubuge encouraged the new CMSA members to reach beyond their perceived limitations to a future that exceed anything they could imagine. *"I encourage every single one of you to see horizons for yourselves, in your personal lives and in your careers. Do not draw boarders around yourselves, but rather see and chase the horizons, because you never know where life may take you next. Allow yourselves to celebrate this moment and take the rest you need after the grueling years of specializing. Then get back up and do more, keep at it, because just when you think you cannot do anymore, that is when you're able to push one step further."*

Prof Senkubuge expressed her pride and gratitude at being elected as the first black woman president in the CMSA's 66-year history. She said serving as president of the CMSA were one of the most significant and greatest honours in her life and she reflected on her term as President adding that she was blessed with an incredible team and support from the CMSA Presidium, Senate, the executives and staff.

Colleagues, this is just the beginning, let us continue to commit to ensuring that we graduate medical specialists of the highest calibre. As I hand over the baton today, I am comforted in knowing that as I look at every graduate seated before us today, the future looks bright, the future is in good hands.  
Prof Flavia Senkubuge, 19 May 2023

*"Never have I worked with a group of braver men and women than those of the CMSA. From day one, we were met with some of the greatest challenges the CMSA has had*

*to face in its history and every member of our CMSA family, stood up to the challenge, stood strong in the face of great opposition and did what was right, and what was needed to be done even when it was not popular and certainly far from easy."*

She offered words of wisdom and blessing to the new leadership and urged them hear the voices of all regardless of their station and role and to remain humble, intentional and lead boldly without fear.

*"May blessings follow you all as you find new journeys to travel. May you walk safely along the paths of your dreams. Keep your faces turned towards the sun and the shadows will always fall behind you,"* she concluded.

On the same evening, an Honorary Fellowship of the College of Pathologists in Virology was awarded to Prof Salim Abdul Karim. Professor Johnny Mahlangu, Vice-President of the CMSA delivered his citation and spoke about Professor Karim's contribution to specialist medicine, scientific groups, entities and programmes both nationally and internationally. His full citation can be read [here](#).



Professor Karim's admission as honorary fellow was followed by the presentations of medals to distinguished candidates and Admission of new Fellows by Peer Review, Fellows and Certificants by examination.

The recording of the event can be viewed [here](#).

## Bloemfontein

The 2022 Admission Ceremonies concluded in Bloemfontein on 9 June 2022. 177 of the candidates successfully passed their examination here including 10 sub-specialists, 101 specialists and 66 Diplomates.

Prof Fagan welcomed the candidates and guests and congratulated the successful candidates. He said the Admission Ceremony is a celebration of the candidates' journey in specialist training which entails hard work, long hours and many personal and professional sacrifices. He also recognized the support and sacrifices made by family members and the invaluable contribution of the lecturers, universities and academic hospitals.

The oration for the evening was delivered by Prof Gert van Zyl, Dean of the Faculty of Health Sciences of the University of the Free State. Prof Van Zyl congratulated the candidates and said that it is the start of a new journey with a new qualification.

He said that success required resilience, being smart, asking questions and having a vision.



# 2022 ADMISSION CEREMONIES

The candidates, he continued, are celebrated for applying themselves and taking responsibility for accomplishing the vision they set before themselves at the beginning of their training.



*students and colleagues,” he said. “we need to change and work collectively to change the working environment – our working environment. We need to care about the most valuable asset in our system- our professionals,” he concluded.*

After the admission of diplomates, fellows and Certificants, Professor Fagan welcome the new CMSA members to the specialist and sub-specialist medical communities. He said that his plea is for them to remain in South Africa where their services are desperately needed. He acknowledged that practicing specialist medicine in low- and middle-income settings could be challenging at times, and very frustrating, but also highly rewarding and impactful. He urged them to continue reading, conduct research, grow and broaden their minds and to share their knowledge and skills by remaining involved with teaching programmes even as unpaid, honorary consultants.

He asked the candidates to take care of themselves, their loved ones. “Look after your physical and mental well-being. Be kind to yourself. Take time out and be present at family events.”

He reminded all that South Africa is a country of great inequality, poverty and hunger and urged the new CMSA members to remain humble, grounded and never lose their humanity and passion to care for those in need.

A recording of the event can be viewed [here](#):

He explained how resilience is developed by applying 7 key matters of action—competence, confidence, connection, character, contribution, coping and control—and the 5 pillars of self-awareness, mindfulness, self-care, positive relationships and purpose. He stressed the importance of acting respectfully, with tolerance and with thankfulness: “Have respect for life, for your patience, lecturers, fellow

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# IMELF AFRICA 2023

International Medical Education Leaders Forum Africa

Theme: Leadership for Wellness and Success in Africa

The Colleges of Medicine of South Africa (CMSA), in partnership with the Royal College of Physicians and Surgeons of Canada (RCPSC) and the University of Pretoria and with the support of Life Healthcare hosted IMELF Africa 2023 in Pretoria on 22 and 23 February 2023.

IMELF was launched by the RCPSC in 2008 and is a platform where medical educational leaders gather to share experiences and insights and forge global networks for mutual assistance and inspiration. Hosting the event supported the CMSA's dedication to promoting the highest degree of skill, efficiency, ethical standards and professional conduct in medical and dental practice and its commitment to support the structure and function of health care services and medical professionals in Africa.

Africa faces a crisis in medical specialist care with most Africans denied the United Nations global commitment to universal health coverage. There are too few medical specialists being trained and retained on the continent and practice environments are not conducive to wellness and success. About 80 invited African leaders in postgraduate medical education – mainly deans of medical schools and office bearers in specialist colleges of physicians and surgeons – gathered at the University of Pretoria's Futures Africa campus, to analyse the situation

and chart paths to a better future in specialist healthcare for the continent.



Prof Flavia Senkubuge

In her opening address, conference chair and CMSA Immediate Past President, Prof Flavia Senkubuge recognized many participants by name, including leaders of specialist colleges and academics from across Africa. She also expressed her delight at the number of women leaders in the audience. She expressed her hope that engagement and discussion during the sessions will be fruitful and robust, and referring to the

unprecedented caliber of attendees and speakers present, she said: *“As we all assemble here, at this esteemed occasion, it truly is a privilege and an honour for us all to be in the company of some the best and top minds of medical education in Africa and certainly, in the world.”*

## MEMORABLE WORDS OF GREETING

Prof Senkubuge's opening address was followed by a succession of and leaders of African colleges and academics , who delivered brief messages.



*“The Alliance of Surgical Colleges of Africa is on the horizon.”*

Professor Johan Fagan  
President of the Colleges of Medicine of South Africa (CMSA)



*“We are here to learn. We owe it to the next generation of not only surgeons, but of Africans to ensure training is relevant to the needs of the communities we serve.”*

Professor Peter Donkor  
President of the West Africa College of Surgeons (WACS)



*“This forum is really for the people of Africa who desperately need access to healthcare.”*

Professor Jane Odubu  
President of the College of surgeons of East, Central and Southern Africa (COSECSA)



*“Quality of care starts with us, through training.”*

Professor Chite Asirwa  
President of the East, Central and Southern Africa College of Oncologists (ECSACO)



*“Include in your deliberations the young specialists affected by your decisions. ”*

Professor Vanessa Steenkamp  
Deputy Dean of the Faculty of Medicine, University of Pretoria (UP)



*“We are grappling with administering and translating our common curriculum into practice in six countries.*

Professor James Jowi  
President of the East, Central and Southern Africa College of Physicians (ECSACOP)



*“We need to learn what works in our environment, custom-made to serve us – not imposed on us. The African continent needs to have one voice.”*

Professor Mpoki Ulisubisya  
President of the College of Anaesthesiology of East, Central and Southern Africa (CANESCA)



*“We need to change how we think about the work that we do and how we can ensure we retain our colleagues, nurture well-being and prevent burnout.”*

Dr Brian Hodges  
President of the Royal College of Physicians and Surgeons Canada (RCPSC)

## KEYNOTE ADDRESS

The keynote address was delivered by Dr Jane Fualal Odubu, President of COSECSA, and a pioneer in the area of breast and endocrine surgery in Uganda. She began her presentation by paying tribute to her professional mentors and went on to describe the “college without walls” they had jointly designed and built over the years.

With a few simple statistics she reminded delegates of the magnitude of the challenge before them: sub-Saharan Africa carried 24% of the global burden of disease but had about 2% to 3% of the global health workforce. The African continent faced a critical shortage of medical specialists and lacked the funding, infrastructure and training programmes to meet the huge demand for a range of specialists. Furthermore, there was a shortage of health professionals through sub-Saharan Africa, where the

current population is estimated at 1.8 million and predicted to explode to 4.3 million by 2035.

She reiterated how the challenge extends beyond the continent’s capacity to train specialists to its ability to pay them competitive salaries. Inadequacies in infrastructure, shortages of other skilled health professionals and even a lack of data which further undermined the quality of specialist care.



## Keynote Address continued....

With the lowest specialist to population ratios in the world – for surgeons, gynaecologists, anaesthetists and other specialisations, research has shown that loss of professional purpose and burnout was experienced by 52% of specialists.

The wellbeing of healthcare workers should become a priority, as wellbeing significantly impact the way they engage with patients and colleagues. Stress may also translate to micro-aggression and colleagues became disempowered and their performance undermined.

Dr Odubu challenged delegates to ask themselves some hard questions and think outside the box. For example, the trend to medical tourism. *“Why are so many patients seeking care abroad, mainly in India? What does India have that we in Africa do not have. We need to make it work in Africa!”* she insisted. *“Africa must train its human resources for health and, with good political will, the infrastructure and equipment will be revamped to manage our population’s health.”*

## IMELF AFRICA 2023—DAY 1



Front Row from left to right: *Prof Mowadat Rana, Dr Alex Coutinho, Dr Jane Fualal Odubu, Prof Francis Omaswa, Prof Johan Fagan, Prof Flavia Senkubuge, Prof Solomon Rataemane, Dr Vusumuzi Nhlapo, Dr Mathabo Mathebula, Prof Damalie Nakanjako*

Second Row from left to right: *Dr Mpoki Ulisubisya, Prof Chite Asirwa, Prof Vanessa Burch, Prof Lionel Green-Thompson, Dr Mantoa Mokhachane, Prof Vanessa Steenkamp, Prof Zukiswa Zingela, Ms Stella Itungu*

Third Row from left to Right: *Prof Allaeldin Ahmed, Prof Peter Donkor, Prof James Jowi, Prof Philip Mshelbwala, Prof Mariza Vorster, Prof Priya Soma-Pillay, Dr Tamara Phiri, Prof Anil Madaree, Prof Zach Koto,*

Fourth Row from left to Right: *Prof Eric Buch, Prof Martin Schwellnus, Dr Michael Mwachiro, Prof IP Olwoch, Dr Felix Woke, Prof Mthunzi Ngcelwane, Prof Busisiwe Mrara, Prof Alan Davidson*

Fifth Row from Left to Right: *Prof Threnesan Naidoo, Dr Saeindhra Moodley, Dr Molatji Maloba, Prof Suvira Ramlall, Prof Dean Gopalan, Prof Jeanette Parkes, Mr Jerome Davies, Prof Oathokwa Nkomzana, Prof Elmi Muller, Prof Thozama Dubula, Prof Lawrence Tucker, Dr Trevor Mnguni, Prof Soraya Seedat, Dr Sa'ad Lahri, Prof Mahlatse Kgokolo, Prof Honey Mabuza, Prof Merika Tsitsi, Prof Daniel Qekwana, Prof Annalise Zemlin, Mrs Yolokazi Kanzi*

Over the next two days, the unique role of specialist medicine in enhancing health and health care in Africa was discussed, and the stresses on the specialist value chain across the continent recognised. In plenaries headed by panels from top Medical Educational Leaders in South Africa, Africa and across the globe, delegates shared experiences and innovations, and were able to gain a deeper understanding of the challenges, learn from innovations, grow collective solutions, and plant seeds for broad-based partnerships.

The essence that flavoured presentations and discussions was the need for specialist practitioners and leaders in medical education to advocate for increased budgets for healthcare and the recognition that specialist care is a necessity, not a luxury. The importance of creating training and working environments where specialist practice could thrive and deliver results, was also highlighted and the need for inspirational, effective leadership across Africa to create a pipeline of medical specialists, build effective healthcare systems for the practice of specialist medicine, and provide equitable access to specialist healthcare across the continent stressed.

## IMELF AFRICA 2023—DAY 2



Front Row from left to right: *Prof Vanessa Burch, Prof Mowadat Rana, Dr Tamara Phiri, Prof Peter Donkor, Prof Francis Omaswa, Prof Allaeldin Ahmed, Prof Damalie Nakanjako, Prof Flavia Senkubuge, Prof Johan Fagan, Prof Oathokwa Nkomzana, Prof Lionel-Green-Thompson, Dr Mantoa Mokhachane*

Second Row from left to right: *Prof Suvira Ramlall, Dr Mpoki Ullibusisa, Prof James Jowi, Prof Anil Madaree, Prof Philip Mshelbwala, Prof Busisiswe Mrara, Prof Mahlatse Kgokolo, Mrs Yolokazi Kanzi, Dr Jane Fualal Odubu, Prof Eric Buch*

Third Row from left to Right: *Prof Dean Gopalan, Prof Daniel Qekwana, Prof Ian Olwoch, Dr Felix Woke, Dr Michael Mwachiro, Ms Stella Itungu*

Fourth Row from left to Right: *Dr Saiendhra Moodley, Mr Jerome Davies, Prof Mariza Vorster, Dr Molatji Maloba, Prof Soraya Seedat, Dr Inge Kleinhans, Dr Hlanjwa Maepa, Prof Lawrence Tucker, Dr Trevor Mnguni, Prof Honey Mabuza, Prof Jeanette Parkes, Prof Annalise Zemlin, Dr Sa'ad Lahri, Prof Alan Davidson*

The delegates agreed that training and working environments fraught with a lack of specialist training opportunities and specialist posts, under-resourced healthcare systems with a profound lack of professional colleagues in other disciplines, inadequate supplies and medicine and poor physical infrastructure such as well-equipped operating theatres, have a devastating impact on the mental health of medical specialists, contributing to burnout and the outflow of medical specialists to more developed countries.

To advance the contribution of specialist medicine in Africa and South Africa, and to realize the goals of the NHI in South Africa and Universal Access across the continent,

stresses along the specialist value chain need to be resolved and developments along the entire value chain of specialist development realized.

This called for strong collaborative relationships between leadership across Africa with the objective to strengthening the public health sector, extending opportunities for specialists to serve populations in their own country by ensuring that sufficient posts are created in the public health system to allow newly trained specialist to express their future in their own country, and creating working conditions conducive to safe and effective practice of specialist medical care.

# A Smorgasbord of Wisdom and Encouragement

## PLENARY 1: LEADERSHIP FOR UNIVERSAL ACCESS TO SPECIALIST HEALTH CARE IN AFRICA



Dr Alex Coutinho  
Programme Director, Africa CDC

Leadership skills need to be built in individuals who we hope are going to be taking up senior positions in government so they understand the leadership needed to improve the Health Sector; especially amongst Ministers of Health. A political and economic strategy is needed to improve health amongst the African people.



Dr Susan Moffatt-Bruce  
Chief Executive Officer  
Royal College of Physicians and Surgeons of Canada (RCPSC)

The wellness of our providers is impacting the access of care. Our providers across the board, are burnt out, they are struggling, and we very much need to continue to see how we can better improve that. We are being responsive to the challenges of Universal Access for our patients, here in Canada and beyond. We are focused on a strategic plan that are not only directed at supporting our trainees and our specialists, but now we need to ask ourselves how we address the inequities that exist for our patients and providers within the Health Care System.



Prof Zuki Zingela  
Executive Dean  
Faculty of Health Sciences  
Nelson Mandela University

In order for Universal Health Care to become a reality, it has to be supported by policy makers who are committed to investment in Universal Health.

Because Health is primarily a mandate of the National Department of Health, ministries of Health have to take leadership in ensuring that there are coordination and cooperation between different government departments and support units.



Prof Chite Asirwa  
President  
East, Central and Southern  
College of Oncologists

To improve the quality of care for oncology patients and be effective as oncologists, we have to work with all our colleagues—including nurses, physicians and surgeons. Many of the patients are in stage 3 or stage 4 when they see me, because they are seeking care in a Health Care system that is not responsive to their needs. We are looking at doing community work in screening and early detection, but also ensuring there is optimal diagnostics. We also need to ensure that there is access to therapy once diagnosis is made.

## PLENARY 2: LEADERSHIP FOR WELLNESS AND SUCCESS OF MEDICAL SPECIALIST IN AFRICA

*“It is most heartening, and a sign of healthy progress, that bodes well for the future health and wellbeing of our healthcare workforce that we can now talk publicly on an international platform about the silent mental health epidemic that has been bleeding our healthcare workforce.”* Prof Suvira Ramlall, Chair of Plenary 2 and President of the College of Psychiatrists, CMSA



Prof Solomon Rataemane  
Head of Department of Psychiatry  
Sefako Makgatho Health Sciences  
University (SMU)

One suggested tool in the management of sound mental health in medical professionals during training is mentorship. Mentorship cannot be imposed, but there is a need to allocate mentors to different trainees—especially post-graduate students—so that they know that at any given time, they can get support from a particular person. There is a need for mentorship not only with regards to the work and studies, but more holistically in terms of life in general. This support should start at medical student level.



Dr Barry Rubin  
Medical Director  
Peter Munck Cardiac Centre

Physician burnout is detrimental to patient care and correlates with an increased risk of medical errors, serious safety events, reduced patient satisfaction, worst patient outcomes, including health care associated infections, readmission to hospital and increased mortality. It is also associated with decreased provider quality of life, high fatigue, job turnover, suicide ideation, and death by suicide.

Physician burnout also has a negative economic impact due to decreased efficiency of health care delivery, reduced clinical hours, costs associated with clinician turnover and medico-legal costs. The cost to the healthcare system alone, provides a rationale for investing in strategies to decrease burn-out.



Self-care is extremely important. You first need to take care of yourself before you can take care of others. Familiarize yourself to identify stress and how to deal with it. Maintain a healthy social life. Always pursue excellence for the common good. Support and advocate on behalf of professional associations. They are powerful in achieving common goals.

Prof Francis Omaswa  
Executive Director  
African Center for Global Health  
and Social Transformation

It is all about leadership. Lead where you are and things will happen.



Prof Mowadat Rana  
Professor of Psychiatry and  
Behavioral Sciences

The physician of the future of Africa, is a physician who thinks bigger than disease and health. He thinks in terms of human happiness and wellbeing. He understands that the wellness of the people he serves, is a guarantee of his own wellness. When he serves the body and the mind of others, and protects them from disease, he makes in investment into his own soul. By feeding and looking after and nurturing the bodies and minds of others, he prepares food for his own soul and nurtures it in the process. That is permanent wellbeing. That is permanent wellness for a physician.

### PLENARY 3: CONSOLIDATING LEADERSHIP FOR UNIVERSAL ACCESS AND WELLNESS AND SUCCESS OF MEDICAL SPECIALIST IN AFRICA



Prof Priya Soma-Pillay  
President  
College of Obstetricians and  
Gynaecologists (CMSA)

We need to impress on the government the need to improve conditions of employment of medical specialist. This includes salaries, working conditions, leave and access to medical schools. We need to empower our specialist by in enhancing training with soft skills at both under-and post-graduate training level.

Specialist will be encouraged to remain in the country if job satisfaction was increased by means of improvement in the delivery of care and a stronger public health sector.



Dr Merika Tsitsi  
President  
College of Physicians (CMSA)

Physical wellness includes medical conditions such as diabetes and hypertension. Physicians are inclined to neglect self-care with regards to both mental and physical wellness.

One of the greatest barriers to mental wellness is a lack of infrastructure, resources and efficient systems in the health care system. The spaces in which we work are often not conducive to our wellbeing and the problems are exacerbated by time constraints.



Prof Peter Donkor  
President  
West African College of Surgeons  
(WACS)

Limited financial and human resources coupled with an insufficient physical infrastructure contribute to weak health systems. A rapid population growth combined with weak economies, political instability and poor governance structures places a high burden on limited surgical services. Africa is also plagued with the loss of medical specialist due to poor remuneration.

If African countries wish to retain their medical specialists, the welfare of those specialist have to be prioritized and training sites expanded to include rural locations. Mentoring and leadership training of medical students and residents will prepare them to take up the mantle from their trainers.



Dr Percy Mahlati  
Deputy Director General  
Department of Health

I believe that if we can answer the question as to what the responsibility should be of medical education leaders beyond the scientific work that is done, we should be able to deal with most of the challenges we are facing. Answering the question would require the medical education leaders and all of us in the medical profession to reflect on the culture that we in instill in the future generation of doctors we are training. Part of the existing culture, produces the problems that we face today.

We also need to clearly define the value system that forms the glue of the medical profession. We have to ensure that we have shared values and responsibility between clinicians and educators on one side, and policy makers, legislators and managers of the value systems on the other side.

## PLENARY 4: LEADERSHIP IN EXAMINATION AND ASSESSMENT



Dr Glen Bandiera  
Executive Director  
Of Standards and Assessment  
(RCPSC)

At the most fundamental level, certification is the ultimate goal for people in specialty training programmes. In Canada there are two components to certification. The one is completion of a rigorous training programme that meets acceptable standards and some form of summative assessment.

Summative exams have been a topic of great debate with academics and educators questioning the role of examination taking into consideration factors such as wellness and stress and the

impacts on furthering inequities and access to our system that are perpetuated by exams if not done well. Currently, examinations are prominent within our system.



Prof Oathokwa Nkomzana  
Dean, Faculty of Medicine  
University of Botswana

The Lancet Commission, emphasized competency based learning and in developing our curriculum we had to consider the health needs of the country, the national public health policy and many other factors.

We were very fortunate at the time when we started, that though there were not many educators amongst us, we had strategic partnerships like the University of Witwatersrand who helped us interpret the language of education that was foreign to many of us.

We have to ensure that our graduates are actually achieving the expected outcomes and that our curriculum addresses the needs of our Health System and the health needs of the population.



Dr Tamara Phiri  
Registrar  
East, Central and Southern  
Africa College of Physicians  
(ECSACOP)

Assessment is really about measurement and the different tools that we use to measure. We have to consider the questions of why we measure, and when we measure. We have heard about summative assessment which is done once at a moment in a period of time and you decide whether the trainee is at the expected level. But we can also perform a formative assessment which is looking at things over a period of time.

Finally we have to decide what we are measuring and we can also assess the measuring tools themselves, we can assess

ourselves as assessors and we can assess whether our systems are working or not. When choosing tools for assessment, we have to remain open minded and ensure that we choose the most appropriate tool. It must be valid, reliable, feasible and practical.



Prof Vanessa Burch  
Executive Director  
Education and Assessment  
(CMSA)

Assessment is about becoming a change agent. The key elements are the ability to appraise emerging data, being a best practice practitioner, and being thoroughly grounded in your local context. These three key elements firmly support a change agent who essentially is a practitioner who is working as a leader in assessment and examination.

Assessment in examinations is a quality improvement project and it is an ongoing process of change. I believe one of the key attributes of any leadership process in assessment is the need for ongoing change and the skill of being a change agent.

## PLENARY 5: RE-IMAGINING LEADERSHIP : LETTER TO LEADERS AND FUTURE LEADERS



Prof Allaeldin Ahmed  
Dean, Faculty of Medicine  
University of Khartoum, Sudan

A leader is a visionary, inspires people to follow him, is able to influence people and has the drive, commitment and skills to realize his vision. In my opinion, people are born with traits that make them leaders, but to be effective leaders they have to polish these traits and they can do that with training and education.

We have to train people to be leaders and I think this is the most important thing for future

leaders. People of my generation were not taught leadership skills in medical schools, we were not taught leadership skills in postgraduate education and we had to learn how to lead. I think it is essential that we take leadership training into postgraduate medical education.

There are very few accounts of leadership in academia available and it should be included in the curriculum for medical education. Formal training on how to lead is essential. I also want to encourage future leaders to be innovative, develop the ability to adapt to change and be prepared to collaborate—with other department within your institute, with other universities, and even across countries.





Prof Zach Koto  
Senior Vice-President  
The Colleges of Medicine of  
South Africa

Leadership is crucial to success and cuts across the domains of human endeavours. The training of leaders in health for Africa must be relevant and able to meet the dual challenges of health care namely emotional and technical challenges.

Medical practice has increased in complexity over time, which adds to the complexity of medical leadership. A Medical Leader has to act with integrity and humility, be a visionary and develop the power of gentle persuasion. It is not only important that medical leaders surround themselves with advisors, but also to acknowledge the achievements of those working with them while demanding accountability from themselves and leading by example.



Prof Damalie Nakanjako  
Principal  
Colleges of Health Sciences  
Makerere University

When re-imaging leadership, we have to consider the communities that we are preparing our leaders for. These communities are volatile, uncertain, complex and ambiguous. Those are the global health challenges which we face. The question is, do we train future leaders to cope with these challenges, or do we train them to innovate, adapt, predict, plan, perform and evaluate to improve health care?

We need leaders who are innovators, have financial acumen, are problem solvers, critical thinkers, collaborators and communicators. Medical leaders who are fit for the purpose we are training them for and we need to consider how to sustain the

investment into our trainees, the infrastructure and good governance.

## CONSOLIDATING LEADERSHIP IN EXAMINATION AND ASSESSMENT



Prof Alan Davidson  
President  
College of Paediatricians, CMSA

Teamwork is about accountability, transparency, and a listening leadership. We need succession planning and train future leaders and medical education leaders in terms of teaching, in terms of assessment, in terms of management.

Our most important resource is people and the development in our College examinations have only been possible because of teamwork and the commitment and hard work of team members.

We need to nurture our relationships with our communities, and our registrars.

Very important as well, is our relationships with professional societies whose support we need in developing our sub-speciality examinations.



Dr Saiendhra Moodley  
President  
College of Public Health Medicine  
CMSA

There is a need for a pan-African working group on assessment and training to establish a continental structure to identify and critically review what each of the colleges are doing to develop a shared mission amongst African Medical Colleges.

Potential areas of collaboration in education related to assessment, exams, tools and repositories needs to be identified.

It is also recommended that a working group is established to explore the possibility of EPAs and WBA being a continent-wide approach..

The training of our trainers, particularly in assessment, is also of importance and standardization in examiner training should be considered.



Prof Philip Mshelbwala  
Secretary General  
West African College of Surgeons  
(WACS)

We need power to bring about change, and as medical education leaders, we need to use the powers we have. Change often require a change in mindset and in our case we also had to change our examiners and we do have a large pool of potential examiners to choose from.

Our examiners are trained in-house and this is definitely an area in which I think the Colleges across the continent can collaborate. There is a real need for cross-collaboration amongst leaders of post-graduate colleges in Africa.



Prof James Jowi  
President  
East, Central and Southern  
African College of Physicians

As leaders, we have to lead by example. We have the knowledge, we have a decision-making process, we learn over time, experience leads and builds us. Good leaders inspire and mentor future leaders.

Young specialists must be mentored and proper succession planning must be in place and this will support over all wellness in the medical fraternity. Leaders need to remain openminded and listen to their trainees and peers.

Medicine is an apprenticeship. People see what we do. We are observed. If a leader is observed as being good and right., good things follow.



When we lead for examinations, it becomes very important to be contextually driven. What is our burden of disease? What are we examining people on? Is it relevant to what we expect people to do in practice?

In Emergency Medicine, we follow a simple philosophy and training and assessing healthcare professionals boils down to one simple question: "Can they be trusted to provide safe, effective and efficient healthcare?" And that question is part of the introductory email that we send to our examiners.

Prof Sa'ad Lahri  
President  
College of Emergency Medicine  
CMSA

Our expertise is rooted in the community and evidence in team based practice, social accountability, and context-specific practice. Leadership is demonstrated in critical thinking, our ability to communicate, teach and manage while practicing wellbeing and self development.



There is currently a lack of training in teaching, leadership, financial management and communication skills. The lack of training in these areas result in the medical professional having to develop leadership skills, character, insight and EQ through experience and personal reflection.

As medical education leaders we need to move away from vertical leadership to horizontal leadership which is mutually beneficial to leader and trainees where attitudes, experience and traits are shared. It creates an environment which is conducive to remembering your purpose rooted in a sound moral and ethical framework.

Prof Mariza Vorster  
President  
College of Nuclear Physicians  
CMSA

Mentorship and leadership courses for undergraduates and post-graduates support developing trainees to their full potential while leaders can remain grounded and guided by building relationships with their peers and their leaders.

## PLENARY 6: YOUNG SPECIALISTS—NEXT GENERATION’S VOICE ON LEADERSHIP AND WELLNESS



The young specialist panel was chaired by Dr Ayanda Mnguni, Chairperson of the Young Specialist Steering Committee and the panel was made up of Dr Michael Mwachiro, Chair of COSECSA Education, Scientific and Research Committee, Dr Hlanjwa Maepa, Young Specialist Forum Steering Committee member and Dr Inge Kleinhans, Third Year Public Health Medicine Registrar and Communications Public Relations Officer for Women in Global Health, South Africa.

"Mentorship is something that is really close to my heart. I was assigned a mentor at the start of my medical training, and it was the start of a journey which has lasted over two decades. With mentorship comes sponsorship by creating opportunities for our residents to go for training and attend conferences and to hold their hands through the journey so that it becomes less daunting.

Our trainees learn from us and their behaviour is often modelled on our own. I know this, because a lot of the things I do today, is what I saw my trainers and Professor do. We become what we see. It is up to us as the African Continent to decide how we want mentorship and sponsorship to look like for the coming generations and what legacy we are leaving for them."

- Dr Michael Mwachiro

"There are inequalities in registrar training across institutions, and between hospitals. The structure of the Department of Health and the process for hiring registrars speaks to a lot of the deficiencies we have in the system. It speaks to lack of exposure to advanced technology, lack of resources, consultant numbers are low, and therefore the quality and availability of supervision is compromised.

One assumes, that those coming into the registrar programmes have equal opportunities to acquire an equal skill set and the opportunity to be the best that they can be. But that isn't true. On a consultant level you start to see the gaps in knowledge and gaps in skills. Our purpose for being here is to plan for a better way of teaching and have check points in place that identify registrars that are struggling. Not at their exit exam, We don't want to find registrars in the fourth year that are lacking in knowledge and skill because they have not been in a supportive mentor environment, have not had access to technology, education and knowledge. There has to be a balance between service, and formal academic teaching." Dr Hlanjwa Maepa



From left to right: Dr Michael Mwachiro, Dr Inge Kleinhans, Dr Hlanjwa Maepa and Dr Ayanda Trevor Mnguni



“With time, our profession has slowly become more inclusive and there is an increase in undergraduate and post-graduate female trainees, we still face gender related challenges affecting both the wellbeing, opportunities, growth and development as well as the contributions that we can offer to the fraternity. As a woman, it is difficult to secure a training post, but also making the difficult choices when balancing a career and family.

With a fraternity that has a past culture of being inflexible, and with some resolutions coming from this conference around changing that and becoming more adaptable, we know that there are still some elements in place that makes it inflexible for female trainees to continue their training and the impact that things like maternity leave would have on that, as well as the lack of support offered to those who are already in caring responsibility roles.

The training environment has over time been inflexible. We are trained to endure and to face challenges head on. This comes at the cost of our emotional wellbeing and our

health. In the past decade there has been an increase in registrar and fellow suicide and this requires urgent attention.” Dr Inge Kleinhans

“The impact of COVID has been massive, especially on the medical trainees and young specialists. Someone in their second year of training when COVID hit, and who has to sit their exit exam two years later, lost out on a lot of crucial time to develop skills. Especially in disciplines where a lot of intervention procedures are needed. We need to create opportunities for those specialists to gain those necessary skills.

COVID has also highlighted the leadership void in nursing. We can have surgeons and anaesthetists, but if we don't have the nurses to deliver the post-operative care, who will monitor the patients? As clinicians and physicians, we need to include them in these forums so they can be part of the solution.

Another issue that young specialists face, is the transition into private practice and how to prepare them for that.” - Dr Ayanda Mnguni



“It has been a great privilege for the CMSA and IMELF to host such a wonderful gathering of collective wisdom, perspective and experience on Leadership for Wellness and Success in Africa. Africa and lower- and middle-income countries need to find its own context specific solutions to our challenges in Africa. We do have the expertise to do that as witnessed over the past two days.

I look forward to more South-South Collaboration and also with Pakistan, to address the challenges in the lower and middle-income countries that represent 80% of the world population. This is really where the major challenge in healthcare is in the world. I look forward to collaborating on enhancing leadership, and wellness, and training and assessment and universal access to health care.”

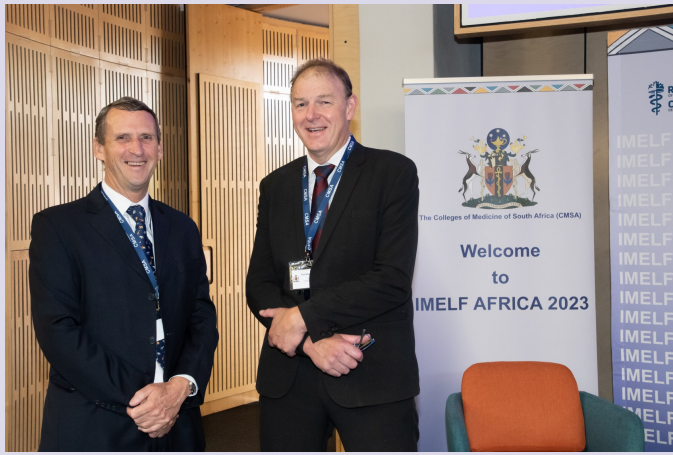
Prof Johan Fagan, President CMSA



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*"The medical teachers need to be taught how to teach. If a teacher is taught how to teach and how to lead, he is able to organize his own programmes on how he wants his students to learn leadership and teaching and financial Management as well. Leadership is a contingency and situational issue. It depends on where you find yourself and what the conditions are and shouldn't be classroom based."*

Dr Felix Woke

*"To nurture our medical students' mental health, there has to be a different way in which we approach training. The brutalization of individuals at an early age, builds and becomes a problem."*

Prof Zach Koto



*"We want to work towards impacting and influencing the space of medical specialists on the continent in all its dimensions; from access, to wellness, to educational opportunities and assessment"*

Prof Eric Buch



*"As we make quantum leaps in the science of medicine, let it not be on our watch as leaders, that this progress comes at the cost of our humanity and compassion and that we fail our profession by producing graduates at the cost of the person that powers the profession."*

Professor Suvira Ramlall



*"One of the key attributes of any leadership process in assessment is the need for ongoing change and the skill to be a change agent."*

Prof Vanessa Burch





*"You don't have to look up to the West all the time. You don't have to go North for every single solution. It may well be right here in the South. Your past, if you connect to it, is the future not only of Africa, but it's the future of the world." Prof Mowadat Rana*



*"Let us appreciate that our problems are common and look at the broader solutions first. Then we can address the minor problems that prevent us from working together." Prof Peter Donkor*



*"The culture that we are trained in, and we continue to advocate for, must change to reduce the toxic nature of our workplaces to ensure that many people do not suffer burnout." Dr Merika Tsitsi*



*"The leadership question and assessment, is formalizing our collaboration and enhancing the quality of the things we do together that can be applied in different context with greater ease and efficiency." Professor Lionel Green-Thompson*



*"In medical education we have to be leaders in providing community care and the only way to do it is to adapt to new changes and developments. It is very expensive, but it is our duty to find the resources." Prof Allaeldin Ahmed*

*"Emotional Intelligence is key in making an effective leader. Professor Zach Koto*



*"Leadership is a transition, not a position. You don't have to wait for a leadership position to be a leader. Leadership begins with yourself. At every point, each of us has leadership decisions to make." Prof Damalie Nakanjako*



*"Leadership is state of mind. The state of mind of being a change agent wherever you are using evidence, using your team, your communication skills to ensure that what needs to be done is done. Either by yourself, or by others. Prof Francis Omaswa*



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# 2023 ADMISSION CEREMONIES

## Regional representation at the CMSA's 2023 Admission Ceremonies

During the first months of 2023, the CMSA was delighted to host five Regional Admission Ceremonies in Cape Town, Johannesburg, Durban, Mthatha and Bloemfontein in celebration of and the candidates who passed the First and Second Semester CMSA examinations of 2022. The 1862 candidates include 120 Certificants, 749 Fellows and 993 Diplomates.

Hosting annual Admission Ceremonies in five different regions, supports the CMSA's commitment to regional transformation and ensures that Admission Ceremonies are more accessible to graduates and allows the families, faculties and loved ones of the graduates to join in the celebrations.

### Cape Town—15 March 2023

At the Cape Town Admission Ceremony on 15 March 2023, the CMSA proudly admitted 319 members to its ranks: 195 medical specialists, 30 sub-specialists and 94 diplomates.

In his opening address, Prof Johan Fagan, President of the CMSA, welcomed the graduates and guests and said *"tonight we are gathered here to celebrate the successful conclusion of your Diploma, your specialist and your sub-specialist training. As you are joined by your family, your friends and your colleagues, it is time to reflect on your specialization journey and the sacrifices made through working long hours and studying late into the night and over weekends. I am confident that every sacrifice you made, will be worth it."*



### Professor Elmi Müller delivers oration

Professor Elmi Müller, Dean of the Faculty of Health Sciences at the University of Stellenbosch graciously delivered the oration.

She said passing the CMSA examinations called for an obsession with statistics,



Prof Elmi Müller

"numbers needed to treat" and "evidence-based medicine", but urged the newly qualified specialists to understand their own vulnerability and "unfold and open" the issue of trust.

She believes that understanding and addressing our vulnerability is essential to avoid becoming hard, unreasonable, and potentially unwell and even sick and that vulnerability is best addressed in the context of trust. She stressed the importance of kindling relationships with colleagues, and said *"Medicine is best practiced in a team. And it is best practiced in a team where you trust each other."*

*"As specialists we are leading many of the healthcare initiatives in this country. We can do this best if we are honest about our vulnerability and acknowledge and nurture our teams and colleagues to build professional communities of trust,"* she concluded.

### Highlights of the evening

Dr Hayden Poultier was the first recipient of the GA Ogunbanjo Award for Excellence. This award was endowed by the Nigerian Doctors Forum of South Africa to commemorate Prof Gboyega Ogunbanjo and given to the best candidates in the final exam of the College of Family Physicians. To mark this special occasion, Mrs Priscilla Ogunbanjo, wife of the late Prof



Dr Hayden Poultier receives the Award from Mrs Priscilla Ogunbanjo



Dr Kenneth Jacobs

Ogunbanjo, was asked to present the award.

In his congratulatory message to the Certificants, Fellows and Diplomates, Dr Kenneth Jacobs, National Assembly Chairperson of the Portfolio Committee on Health asked them to *"continue keeping the banner of the Health Sciences high and always remember that learning is life-long."*

# 2023 ADMISSION CEREMONIES

themselves, balancing work and family, finding a hobby, exercising regularly and protecting themselves from emotional and mental exhaustion. *“Remember to enjoy life, your work and your family,”* he concluded.



The CMSA was honoured to have Prof Nomafrench Mbombo, Provincial Minister of Health and Wellness, Western Cape attend the Admission Ceremony.

She urged the graduates not to be silenced, but to be a voice for the patients living in areas with a high level of poverty, a high level of violence and a high level of trauma. She said that changes within the health system will only come about if specialists

Prof Nomafrench Mbombo continue pursuing better facilities and services for their patients.

## Mthatha—12 April 2023

The CMSA’s Mthatha Admission Ceremony was hosted at the Walter Sisulu University on Wednesday, 12 April 2023. This was the second CMSA Admission Ceremony hosted in the Eastern Cape since the CMSA held its first inaugural meeting in May 1954. *“It is an honour to co-host with Walter Sisulu University”* said Professor Eric Buch, Chief Executive Officer of the CMSA. *“At this ceremony, we not only celebrate the wonderful achievements of our candidates who are now medical specialists, but we also showcase medicine in the Eastern Cape.”*

The 46 candidates represent 132 medical specialists from the Eastern Cape who obtained CMSA Fellowships, Certificates and Diplomas: 41 medical specialists, 5 sub-specialists and 86 diplomates. Among the new CMSA members admitted at the Mthatha Admission Ceremony are 20 Medical S0pecialists and 3 Sub-specialists including a Nephrologist, Cardiologist, a surgeon, 4 Paediatricians and 23 Diplomates.

## CMSA Stalwart, Prof Mthunzi Ngcelwane, delivers oration



Prof Mthunzi Ngcelwane retired as Professor and Chair of Orthopaedics at the University of Pretoria in 2023. He was appointed to this position in 2010.

Prof Ngcelwane commended the graduates for completing their training and examinations in spite of numerous challenges and under difficult circumstances. He reminded them that this achievement

Prof Mthunzi Ngcelwane would not have been possible without the support of their spouses, their parents, and other members of their families.

*“This qualification from the Colleges of Medicine of South Africa, will open many doors for you,”* he said. *“In all your endeavors,”* he continued, *“there will be many obstacles that will stop you from achieving your goal. These obstacles could however be overcome through*



Graduates and CMSA Senators, Executives and Distinguished guests at the Mthatha Admission Ceremony on 12 April 2023



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people. “Surround yourself with people who support your goals,” he said. He encouraged the graduates to have no fears, to be strong and to trust in their abilities. “Whatever you do” he said, “do it well.”

He urged them to act with honesty, integrity and ethically. “We as graduates of the Colleges of Medicine must not lose these qualities. Go out there and be good light and good hope to the sick. Treat patients and communities ethically, with honesty and integrity,” he concluded.

## Message from the Department of Health of the Eastern Cape



In his message to the graduates, Dr Mthandeki Xamlashe, Deputy Director of Health of the Eastern Cape said that the Department of Health will continue to support the Colleges of Medicine of South Africa’s initiatives to grow the medical specialist segment for rural South Africa. He called it a noble mission which the government could not afford to fail.

Dr Mthandeki Xamlashe

*“The Eastern Cape is a home of legends in the health sector,” he continued, “who have paved the way for future healthcare workers. The Eastern Cape is not just the epicenter for leadership in general, but an epicenter of Health Leadership in South Africa.”*

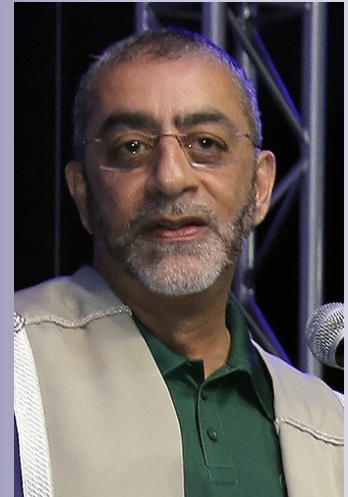
He concluded by congratulating the graduates saying that pursuing an academic career in an overburdened health system is not something to be taken for granted, but takes great dedication and hard work. *“Each and everyone of you must be proud of your great achievement,”* he said.

## Durban—4 May 2023

Amongst the 1862 who successfully passed their CMSA examinations in 2022, 239 were from Kwazulu-Natal, including a sub-specialist in Infectious diseases, a Pulmonologist, Gastroenterologist, Cardiologist, Neonatologist, three Nephrologists, a Paediatric Neurologist, Trauma Surgeon and three Vascular Surgeons. The CMSA proudly admitted 192 of these medical specialists as members on 4 May 2023.

## Founder of Gift for the Givers addresses assembly

We were honoured and privileged to have Dr Imtiaz Sooliman, founder of the Gift of the Givers Foundation, a medical doctor, spiritual leader, humanitarian and philanthropist, to deliver the oration at this event.



Dr Imtiaz Sooliman

*“Every day, we see negative things happening in South Africa,” he said “but when you look at this gathering tonight, this is a night of positivity, a night of healing, a night of life saving, because despite all the difficulty and all the challenges, we do produce the best graduates in the world.”*

He continued by saying that the medical profession is one of sacrifice and that medical professionals could not fear death. “If you are scared to die in the medical field – go find something else to do. In this field you are challenged, and your life is at risk. COVID showed you that, HIV showed you that, TB showed you that, Ebola showed you that. If you are afraid to die, find



Graduates and CMSA Senators, Executives and Distinguished guests at the Durban Admission Ceremony on 4 May 2023

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*something else to do because this is not an ordinary profession. It is a calling... It is about life and death, about giving hope to people”.*

Dr Sooliman continued by sharing the history of the Gift for the Givers foundation, its challenges, obstacles and victories, and highlighted how the medical profession differs from any other. He emphasized the importance of practicing medicine ethically, safeguarding every patient’s dignity and acting with compassion, care, love service and kindness. *“Do the best you can do because you are dealing with human life, human emotion, human dignity and human suffering,”* he said. *“You are trained in this country. You have the professional skill and the knowledge. Add love, kindness, compassion and mercy.”*



## Congratulatory Message from the Kwazulu-Natal Department of Health



Mr Brian Shezi

Mr Brian Shezi, Chief Director: Hospital Management Services of the Kwazulu-Natal Department of Health congratulated the graduates and said they should be very proud of themselves for their accomplishments in reaching this goal.

He also thanked and congratulated the graduates’ families and loved ones, saying it was their support which enabled their loved ones to fulfill their ambitions

and pursue their dreams. He said that their support had enormous impact, not only on their loved ones, but on the Health System as a whole.

Mr Shezi also extended his appreciation for the role of the CMSA’s academic team who carries the heavy responsibility of imparting knowledge and skills, morals, values and ethics and judgement to the medical fraternity.

## Johannesburg—31 May 2023

The Colleges of Medicine of South Africa (CMSA) proudly admitted 594 new members to its ranks during the Johannesburg Admission Ceremony hosted at the Rhema Bible Church North on Wednesday, 31 May 2023.

The 594 candidates represent 826 medical specialists from Gauteng and 53 from Polokwane who obtained CMSA Fellowships, Certificates and Diplomas: 292 medical specialists, 35 sub-specialists and 267 diplomates.

Postgraduate diplomas are offered by the CMSA in pursuit of its commitment to advance the standards of medical practice in underserved areas. *“The 267 diplomates are medical doctors who want to improve their practice capability by completing one of our Diploma examinations, e.g., the Diploma in Anaesthetics,”* explained Prof Eric Buch, Chief Executive Officer of the CMSA. *“This is especially important for doctors working in rural hospitals where the qualifications enable them to improve on the standard and quality of care.”*

## Dr Joe Phaahla, Minister of Health delivers oration



Dr Joe Phaahla

*“We were truly honoured that someone of Doctor Phaahla’s stature and influence delivered the oration at the ceremony,”* said Professor Eric Buch, Chief Executive Officer of the CMSA. *“At this ceremony, we not only celebrated the wonderful achievements of our candidates who are now medical specialists, but it was also an opportunity to highlight the critical role that medical specialists fulfil in the South African health system and the key role for them within the NHI.”*

Dr Phaahla congratulated the new specialists, sub-specialists and diplomates and said they could be proud of their achievements and becoming members of



# 2023 ADMISSION CEREMONIES

of the CMSA. *"Your work and determination paid off,"* he said. He continued by saying that the skills of medical specialists are valued in the South African Health System and that the future NHI will need all the areas of expertise to bridge the gap between poor and rich, young and old, urban and rural and to reach underserved area.

He reminded the new specialists that the CMSA's dedication says: *"To promote the highest degree of skill and efficiency in medical and dental practice and to cultivate the highest ethical standards and professional conduct ... not for pecuniary profit, but for the betterment of humanity"*.

*"Remember this as you walk off the stage today, that we are here to serve our people with dedication and to be committed to improve the health care in South Africa and bring about UHC which will be for the betterment of humanity,"* he concluded.

To read more on Dr Phaahla's oration, [click here](#).



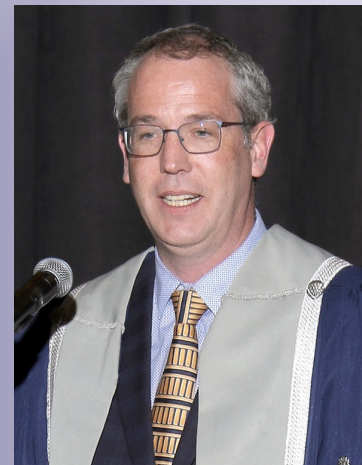
Dr Joe Phaahla, Prof Johan Fagan and Prof Flavia Senkubuge

## Bloemfontein—14 June 2023

On 14 June 2023, the University of Free State hosted the CMSA Bloemfontein Admission Ceremony where the CMSA admitted 52 new specialists to its ranks. The 52 graduates were among the 92 candidates who successfully completed the CMSA examinations in the first and second semester of 2022.

### The guest speaker was Professor Nicholas Pearce

Prof Fagan introduced the guest speaker for the evening, Prof Nicholas Pearce, a general and vascular surgeon, is Head of the School of Clinical Medicine at the University of Free State.



Prof Nicholas Pearce

Prof Pearce congratulated the new specialists and said: *"Tonight is the pinnacle and celebration of years of dedicated work... you stand on the threshold of a new chapter as you enter the College and step into the world of the health sector in South Africa."*

*"It is now the time to look around you and reflect on the incredible transformation you have all undergone during your time of study. You entered the world of healthcare as individuals with dreams, aspirations, and a burning desire to make a difference. Today, you emerge as a formidable force armed with knowledge, skills, and the power to bring about positive change in a country so desperately in need of change."*

He encouraged the graduates to embrace the challenges that lie ahead with optimism, compassion and resilience. *"Together, let us build a healthier, more*



*Graduates and CMSA Senators, Executives and Distinguished guests at the Bloemfontein Admission Ceremony on 14 June 2023*

# 2023 ADMISSION CEREMONIES

*equitable South Africa,” he said, “one patient, one community and one life at a time. You are the future of healthcare,” he concluded.*

## Message from the Department of Health of the Free State



Mr Godfrey Mahlatsi

Mr Mahlatsi Head of Health at the Department of Health of the Free State said it was a great honour and privilege to address such a distinguished gathering.

He congratulated the new Certificants, Fellows and Diplomates and said South Africans should strive as one to transform the professional and educational landscape of the country. *“Discrimination*

*on the basis of race, class, gender and creed should be a distant memory,”* he said. He said that South Africa must be defined by world class medical advances and that we need to produce world class scientists produced through our educational examining and by certifying institutions such as the CMSA.

He reminded the new specialists that their patients should be at the heart of everything they do. *“I wish you well into the next level of your professional lives,* he said, *“may this achievement benefit not only those who are within your reach, but the entire Global Community.”* He urged the graduates to remain in the Free State and be part of the Department of Health’s dream to turn the province into a center of excellence.

## Conclusion and closing by Professor Fagan

Professor Fagan welcomed the new graduates to the specialist community and said it is a time of great celebration.

*“My plea is for you all the remain in Africa, where your services are desperately needed. While practicing medicine in low and middle income settings can be challenging and at times very frustrating, but it can be professionally highly rewarding.”*



Prof Johan Fagan

He said that with less than 5 percent patients in Africa having ready access to safe, affordable surgery, this is where they can have the biggest impact as anaesthetist, or as a surgeon and that the same is true for all special disciplines.

*“I ask that you continue to read and to conduct research to grow and to broaden your minds and to share your knowledge and skills by remaining involved in teaching programmes, even as unpaid and honorary consultants,”* he continued.

Prof Fagan implored the graduates to continue supporting the CMSA, an important national and international institution for specialized training and assessment, not only through continued membership, but also through the **Young Specialists Forum**. *“The Young Specialists Forum presents an opportunity for young specialists to mentor registrars, develop online preparatory educational material for diploma and registrar candidates and to serve as a bridge between the CMSA and our registrar community.”* he said.

He urged the graduates to take care of themselves, their loved ones, to look after their physical and mental well-being, be kind to themselves, take time out and to be present at important family events.

*“Finally, I ask that in a country with so much inequality, that you remain humble, that you remain grounded and that you never lose your humanity,”* he concluded.

The live recordings of all the 2023 Admission Ceremonies can be viewed on the CMSA YouTube channel:

[The Colleges Of Medicine of South Africa - YouTube](#)



# STRENGTHENING BONDS WITH THE CPSP

## CPSP DELEGATION VISITS SOUTH AFRICA

The College of Physicians and Surgeons of Pakistan (CPSP) and CMSA shares a mutual desire to further shared interests and enhance collegiality and collaboration between the two sister colleges and a delegation from the CPSP was hosted by the CMSA in a 3-day visit in November 2022. This visit supported the CMSA's objective of establishing collegiality and collaboration with Colleges globally, and especially in developing countries.

The CPSP delegation was hosted at the CMSA Johannesburg and Cape Town offices as well as spending a day at the Faculty of Health Sciences, University of Pretoria. *"It was an immeasurable honour to host the CPSP delegation, especially a college of stature and from a fellow developing country. We are excited to share knowledge and experience towards fulfilling a shared vision of improving equitable access to quality medical and specialist healthcare,"* said Prof Eric Buch, CEO of the CMSA.

During the discussions at the CMSA offices, the CPSP delegation met with the CMSA leadership, executives and CMSA members who represented various core specialists. Delegates from both organizations provided insight in their systems and practices of post graduate medical education and identified possible areas for collaboration. The CMSA also facilitated meetings with Prof Arthur Rantloane, the Chair of the Medical and Dental Board of the HPCSA and with Dr Nicholas Crisp, a CMSA fellow and Deputy Director of the NHI of the National Department of Health.

Highlights of the days spend in South Africa included a tour of the Steve Biko Academic Hospital and a visit to the site of to the University of Pretoria's COPC project.

Following their visit to South Africa, Prof Khalid Masood Gondal, President of the CPSP said: *'I hope this will open a new era of cooperation in developing the relationship between our sister institutions.'*



*Dr Mathabo Mathebula, CEO of Steve Biko Academic Hospital accompanied the CPSP delegates on a tour of the hospital*



*At the COPC site. From Right to Left—Prof Siraj ul Haque, Prof Mazhar Ishaque, Sr Mulalo Mukwevho (UP COPC Research Unit), Prof Jehangir Khan, Mr Kenny Mafala ((UP COPC Research Unit), Prof Aamer Zaman Khan, Dr Masego Moema (UP Family Medicine Registrar), Prof Flavia Senkubuge (Deputy Dean Stakeholder Relations UP Faculty of Health Sciences), Prof Shoab Shafi, Prof Khalid Madud Gondal, Prof Asghar Butt, Mr Ronald Mosweu (UP Faculty of Health Sciences)*



*From left to right: Prof Sirajul Shaikh, Dr Merika Tsitsi, Prof Muhammad Khan, Prof Asghar Butt, Prof Mohammad Shafi, Prof Khalid Gondal, Prof Johan Fagan, Prof Jehangir Kahn, Prof Mazhar Ishaq, Mrs Yolokazi Kanzi and Prof Eric Buch*

# INTERNATIONAL MEDICAL EDUCATION CONFERENCE 2023 CHANGING PARADIGMS IN POSTGRADUATE MEDICAL EDUCATION

The College of Physicians and Surgeons of Pakistan (CPSP) invited a delegation from the CMSA and South Africa to participate in the International Medical Education Conference 2023 in Karachi, Pakistan on 13-14 January 2023.

The South African delegation included senior leaders in health care and education. CMSA President, Prof Johan Fagan, Prof Vanessa Burch, Executive Director: Examination and Assessment, Prof Flavia Senkubuge, Immediate Past President of the CMSA and Prof Honey Mabuza, President of the College of Family Physicians (CMSA) were joined by Prof Arthur Rantloane, CMSA past president and Chair of the medical and Dental Board of the HPCSA, Dr Nicholas Crisp, Deputy Director General of the National Department of Health and Prof Lionel Green-Thompson, the Dean of the Faculty of Medicine, at the University of Cape Town, and Chair of the South African Committee of Deans. Prof Green-Thompson is also an anaesthetist and an educationalist and is the national lead for introducing WBA in South Africa



From left to right: Prof Lionel Green-Thompson, Prof Vanessa Burch, Prof Flavia Senkubuge and Prof Johan Fagan

The scientific conference was attended by international and national post graduate institutions. and touched on important issues related to healthcare delivery, and education and assessment in LMICs. The programme offered sessions on post Graduate Medical Education (PGME), the standardization of PGME examinations and multiple parallel sessions on the education and training in medical and dental sciences. Topics such as Social Accountability, Use of Artificial Intelligence in Clinical Assessment, experience of implementing workplace-based assessment (WBA) and electronic educational resources were discussed.

The South African delegation contributed significantly to the preconference workshop. Prof Mabuza led a discussion on how the discipline of Family Medicine can be strengthened in Pakistan and Prof Vanessa Burch spoke on the evolution of examination and assessment practices of the CMSA. A

doyen in medical education, Prof Burch also offered a pre-conference workshop on using online structured oral examinations in specialist certification.



Prof Green-Thompson and Prof Burch

He said that there is a growing movement towards Entrustable professional activities which make patient care the center of the decisions regarding capacity to practice and the call to greater social accountability from the institutions who conduct the education of specialists.

Prof Flavia Senkubuge delivered a keynote address on the role of the CMSA in Advancing Health Care and Specialist medicine and proposed a new architecture of Ubuntu (I am because we are) as a key cornerstone to advance the global specialist agenda.



Prof Flavia Senkubuge

Prof Fagan, president of the CMSA said that South Africa, Central, South and South-East Asia all comprise lower and middle income countries (LMICs) and share similar challenge to improving access to healthcare. He said that the key to achieving access is appropriate education, training and assessment of healthcare professionals. *“Both South Africa and Pakistan are Developing Countries with similar issues relating to postgraduate medical education & training, and delivery of specialist services in limited resource settings. By attending the conference, the CMSA delegation was offered the opportunity to share both our successes and our challenges in relation to training, education, assessment, and delivery of specialized care. countries. We sincerely hope that this meeting will lead to long-term friendships and collaboration between the College of Physicians and Surgeons of Pakistan and the Colleges of Medicine of South Africa,”* said Prof Fagan.



Prof Johan Fagan

# HONORARY FELLOWSHIP

## OF THE COLLEGE OF PHYSICIANS AND SURGEONS OF PAKISTAN AWARDED TO CMSA PRESIDENT, PROFESSOR JOHAN FAGAN

**Professor Johan Fagan, President of the Colleges of Medicine of South Africa (CMSA), was awarded an Honorary Fellowship by the College of Physicians and Surgeons of Pakistan (CPSP) at its 55<sup>th</sup> Convocation on 14 January 2023 in Karachi, Pakistan.**

The Honorary Fellowship was awarded “in recognition of his academic contributions, professional caliber, and his dedicated and long services to the medical profession, particularly in the field of Otorhinolaryngology”.

Prof Fagan was the Chief Guest at the 55<sup>th</sup> Convocation where the CPSP conferred >1000 memberships and fellowships. In his speech at the Convocation, Prof Fagan thanked the CPSP for reaching out to the CMSA to discuss specialist training and assessment and for establishing ties between the two colleges and countries. Addressing the graduates, he said that Pakistan and South Africa have a great deal in common, both being lower- and middle-income countries with similar challenges related to training and retaining medical specialists to provide equitable access to care for their peoples.

*“Practicing specialised medicine in lower- and middle-income countries like South Africa and Pakistan can be challenging and at time frustrating but can also be highly rewarding” he said. He urged the new specialists “to remain in Pakistan and continue to read, conduct research, grow, broaden your minds, and share your knowledge and skills by remaining involved with teaching programmes, even as unpaid honorary consultants. Take care of yourself and your loved ones, look after your physical and mental well-being, be kind to yourself, take time out and be present at important family events. I ask that you remain humble, remain grounded and never lose your humanity as you live in Pakistan, like South Africa, with its great inequality and poverty”.*

*To be awarded an honorary fellowship of the CPSP along with the Minister of Health of Afghanistan and my international colleagues was a very special moment in my life and career.*

Prof Johan Fagan, CMSA President



Professor Johan Fagan accepts Honorary Fellowship from President Muhammad Shafi, the President of the CPSP in January 2023

# A LANDMARK COLLABORATION:

## CMSA's Strategic Project with Henley Business School

by Mr Jerome Davies, Executive Director: Finance and Administration

**The Colleges of Medicine of South Africa (CMSA) has always been at the forefront of enhancing healthcare education and professional standards across the nation. In a pioneering move to further this mission, the CMSA embarked on an unprecedented project in collaboration with Henley Business School.**

This initiative, the first of its kind for CMSA, was spearheaded by Mr. Jerome Davies CA (SA), Executive Director of Finance and Administration, with valuable assistance from Ms. Herlien van Rooyen, (Stakeholders Manager) and Carina Cloete (Senior Finance Officer) at CMSA, and supported by Ms. Sam Dreyer on behalf of Henley Business School.

Titled "Reputation and Responsibility – Global Immersion Study," the project aimed to delve into the intricacies of CMSA's reputation, member retention, and the organization's value proposition. A dedicated team from Henley Business School, comprising Lukasz Lubasinski, Gary Picking, William Rogers, Clarise Lacerda, and Rajeev Makkar, conducted a comprehensive analysis involving surveys, interviews, and benchmarking against global best practices.

The findings from this study have provided CMSA with critical insights into its operational strengths and areas for potential growth. Key recommendations focused on improving communication with members, modernizing the CMSA's digital and physical presence, and enhancing the overall value proposition for members and stakeholders alike. These suggestions are poised to guide CMSA in its

efforts to further elevate the standard of healthcare education and practice in South Africa and beyond.

### Future Directions

The insights and recommendations provided by the Henley MBA team are invaluable and reflect a deep understanding of CMSA's mission and challenges.

As CMSA considers the path forward, these findings and recommendations will serve as a foundation for strategic initiatives aimed at enhancing member engagement, value perception, and CMSA's pivotal role within the healthcare ecosystem. The project underscores CMSA's commitment to continuous improvement and strategic collaboration to benefit healthcare professionals and the communities they serve.

CMSA invites all members and stakeholders to engage with the outcomes of this project and to contribute to the ongoing dialogue and implementation of its recommendations. Together, we can leverage these insights to foster innovation, excellence, and collaboration for a healthier future.

### Conclusion

**This landmark project with Henley Business School marks a significant step in CMSA's journey towards enhancing its impact and value to members and the broader healthcare community. The CMSA looks forward to implementing the recommendations and continuing to work collaboratively with all stakeholders to advance healthcare education and professional standards in South Africa.**





# GA OGUNBANJO AWARD FOR EXCELLENCE

Awarded for the first time  
at the CMSA Cape Town Admission Ceremony  
on 15 March 2023



*Prof Gboyega A Ogunbanjo*  
24 June 1958 – 17 August 2019

The **GA Ogunbanjo Award for Excellence** was endowed in 2021 by the Nigerian Doctors Forum South Africa to commemorate Prof Gboyega Ogunbanjo by giving annual awards to the best candidates in the final exam of the College of Family Physicians.

Professor Ogunbanjo was well-respected and a giant in the South African medical fraternity, with his span of work reaching far and beyond the African Continent. He was well known for his passion for serving the

most vulnerable of our society through his chosen speciality of Family Medicine and was one of the pillars of strength of the CMSA, serving for several years in various capacities with tenacity and tireless dedication.

Professor Ogunbanjo was born on 24 June 1958 in Lagos, Nigeria. He graduated from the College of Medicine, University of Lagos, Nigeria in 1982 and completed his Family Medicine training at the Medical University of Southern Africa (now Sefako Makgatho Health Sciences University), Pretoria in 1996. He held Fellowships of The Colleges of medicine of South Africa, Australian College of Rural and Remote Medicine, Australasian College of Tropical Medicine, South African Academy of Family Practice, West African College of Physicians and the College of Primary Care Physicians of Zimbabwe.

At the time of his death, Prof Ogunbanjo was the Second Vice President of the College of Medicine of South Africa and Immediate Past President of the Council of the College of Family Physicians. He also brought a lot of fun to the CMSA, with his traditional bet collection for the correct guess-time for the guest speech at our Admission Ceremonies.

He was also Chief Specialist, Full Professor and Academic Head: Department of Family Medicine & Primary Health Care, Sefako Makgatho Health Sciences University. In addition, he was Honorary Professor: Family Medicine & Rural Health Department, Walter Sisulu University, Mthatha; Adjunct Professor: Dept. of Family Medicine & Public Health, Faculty of Medicine, University of Botswana, Botswana; and Professor: Dept. de Medicine de Famille Université Protestante au Congo, Kinshasa DRC. He was external examiner to the departments of Family Medicine at Universities of Witwatersrand, Cape Town, Pretoria, KwaZulu-Natal, Free State, Walter Sisulu, Stellenbosch in South Africa; Makerere University, Kampala Uganda; Moi University, Eldoret Kenya, Universiti Kebangsaan Malaysia (UKM), National University of Rwanda, Protestant University of the Congo (UPC), DRC, University of Botswana & University of Ghana.

As part of his academic citizenship, he played significant roles in the transformation of Family Medicine into a full specialty in South Africa. He was a frontline player in Family Medicine at the national and subcontinental levels. He was the Vice-President of the South African Academy of Family Physicians and Honorary Registrar: Examinations of the Colleges of Medicine of South Africa (CMSA). Prof Ogunbanjo was also a faculty member of the Advancing Research Ethics Training in Southern Africa (ARESA). He was Editor-in-chief: South African Family Practice Journal; Editor: Transactions Journal of the Colleges of Medicine of South Africa (CMSA); Overseas editorial adviser:

Nigerian Postgraduate Medical Journal; Editorial board member: Southern African Journal of Infectious Diseases (SAJID); Editorial board member: Advances in Medical Education and Practice Journal; and International Advisory board member: Malaysian Journal of Medicine and Health Sciences to mention a few. Prof Ogunbanjo was a regular plenary speaker at many national, African and global conferences on Family Medicine & Primary Health Care.

Professor Ogunbanjo was invited as a plenary speaker to many national, African and global conferences on various topics in the field of Family Medicine and Primary Health Care. He presented 47 papers, 34 posters at 86 conferences spanning a period of over 22 years in countries such as South Africa, Kenya, Zimbabwe, Botswana, Namibia, China, Australia, Malaysia, Austria, UK, Slovenia, USA, Belgium and Singapore.

**It is rare in life to work with people who are consummate professionals, but most of all who have heart, Prof Ogunbanjo had both these in abundance. To the young health professionals, he was a colleague, a friend, a father, a sounding board, a solid rock – but most of all, he was kindness and heart personified. His towering legacy will not only be in his academic excellence and the tireless work he did for our country, continent, and the globe, but it will be in each heart that he touched with his kindness and generosity.**

***“Professor Gboyega Ogunbanjo made an enormous contribution and had a great impact on the CMSA family. Prof O, as he was affectionately known, will be dearly missed. We thank the Ogunbanjo family for sharing this giant of a man with us. His legacy lives on through the many lives he touched and the indelible mark he leaves,”***  
**Prof Flavia Senkubuge, Immediate Past President, CMSA.**

A devote Christian and Associate Pastor at the Cornerstone Assemblies of God church, Pretoria, Prof Ogunbanjo is survived by his beautiful wife – Mrs. Priscilla Ogunbanjo and two sons – Olusegun and Oluseyi.

*(Reference: CMSA Transactions, Volume 63(2) July – December 2019)*



*Dr Hayden Poulter, first recipient of the Award seen here with (from left to right) Dr Emeka Ugwe (NDSFA), Dr Hayden Poulter, Dr Zach Koto (Senior Vice President of the CMSA), Mrs Priscilla Ogunbanjo and Dr Pelumi Abe (NDSFA)*

# KNOW MORE ABOUT THE CMSA

## A Brief Overview by Prof Johan Fagan

**The President of the CMSA, Prof Johan Fagan, answers the most common questions received.**

### **WHO IS THE COLLEGES OF MEDICINE OF SOUTH AFRICA?**

The Colleges of Medicine of South Africa (CMSA) is the **apex organization in South Africa for medical and dental specialists**. It is a membership organization representing >11 000 medical and dental specialists, subspecialists, and diplomates. Its 29 constituent colleges represent all medical and dental specialties in South Africa in academia and in the public and private sectors. Its primary mission is *“to promote the highest degree of skill, efficiency, ethical standards and professional conduct for the benefit of humanity and to promote the honour of the medical and dental profession”*.

The CMSA was founded in 1955, prior to which all medical and dental specialist trainees had to travel to the United Kingdom or Ireland to write one of their Royal College examinations to register as a specialist in South Africa. Its founding therefore constituted decolonization of specialist training and registration in South Africa.

The CMSA is a non-profit organization. It generates its income from conducting specialist examinations and from membership fees and from grants it may receive. Its elected leadership, examiners and moderators provide their services altruistically without any remuneration. The CMSA employs about 60 permanent staff members in offices located in Cape Town, Johannesburg, and Durban, with a local office in Bloemfontein, and office in Mthatha, East London, Gqeberha, and Limpopo in the pipeline.

### **WHAT DOES THE CMSA DO?**

The CMSA runs the ***national unitary examinations for all medical and dental specialties in South Africa and sub-Saharan Africa, as well as for diplomas*** to upskill general medical practitioners, and ensures that our diplomates, specialists, and subspecialists are educated and trained to international standards. Almost every practicing medical and dental specialist and subspecialist in South Africa has completed the CMSA examinations.

The CMSA ***collaborates very closely with South Africa’s 11 Faculties of Health, Medical and Dental Sciences*** from whose ranks most examiners are drawn. The ***Health Professions Council of South Africa (HPCSA) has contracted and accredited the CMSA*** to run the national unitary specialist and subspecialist examinations, but the CMSA is independent of government. Through accreditation with the Council for Higher Education, the CMSA’s unitary examinations serve as the examination component of the university MMed

specialist degrees.

- ***The CMSA is currently expanding its role in line with its mission “to promote the highest degree of skill, efficiency, ethical standards and professional conduct for the benefit of humanity and to promote the honour of the medical and dental profession”*** including:
  - ***Online preparatory educational material*** is being developed to make study materials accessible and affordable for our candidates.
  - ***Online examinations for other African countries to award their own Diplomas*** are being planned so that the CMSA contributes to advancing healthcare beyond our borders.
  - ***The Journal of the Colleges of Medicine of South Africa (JCMSA)***, a high-quality, peer-reviewed medical and dental journal to share research in the medical, dental, and biomedical sciences focusing primarily on South Africa, Africa and Lower- and Middle-Income Countries (LMICs), was launched in July 2023 ([www.jcmsa.org.za](http://www.jcmsa.org.za)). The journal is fully online, open access, and will have high visibility and global impact. Important reasons for establishing the JCMSA include that Africa and LMICs should have a premier medical journal that competes with the very best journals in high income countries so that global health research about LMICs that is published in international journals is published in a LMIC journal where it belongs; most medical and dental specialties do not have a South African journal to share their research; and open access publishing has become prohibitively expensive for authors in LMICs. In response to the latter, an ***Article Processing Charge (APS) Waiver Fund*** has been established to ensure that “the ability to pay should never be a barrier to sharing research”...***a matter of social justice.***
  - As a national body with representation of >11 000 members of all medical and dental specialties in academia and in the public and private sectors, the CMSA has ***exceptional expertise among its membership.*** The CMSA has engaged in ***advocacy*** and a ***CMSA Health Policy Committee*** has been established for national and provincial governments to engage with so that the CMSA can share perspectives of specialized medicine when deliberating about the shape and future of our healthcare.
  - The CMSA has been engaging and building ***alliances with sister colleges*** in Sub-Saharan Africa, Canada, Pakistan, Australia, and New Zealand. The ***Alliance of Surgical Colleges of Africa*** comprises the West African College of Surgeons, the College of Surgeons of East, Central and Southern Africa, and the CMSA. It jointly represents 37 countries and hence speaks with a powerful, unified voice to advance surgical education, training, and services in Africa.

# A Brief Overview continued...

## CMSA GOVERNANCE

Every 3 years, the >11 000 members of the CMSA elect the **29 constituent college councils** in their specialist disciplines. Additional non-voting councillors are co-opted to ensure representation on college councils from every university training department. Every council elects a constituent college president (who is ex officio a member of Senate), a second senator, and a secretary.

**Senate** is the highest academic decision-making body in the CMSA. The **President, Senior Vice-President, and Vice-President** are elected by Senate for 3-year terms. **Senate** meets biannually and has the following **subcommittees**: Examinations and Credentials Committee (ECC), Education Committee (EDCOM) and Finance and General Purposes Committee (FGPC), each of which is led by a Chair and Honorary Registrar, and a Social and Ethics Committee (SEC) and Risk Committee with non-Senator Chairs. The Honorary Treasurer is also elected by Senate. A **Young Specialist Forum** was recently established to include younger specialists in CMSA activities and to capacitate future leadership.

The **Board of Directors** includes the President, Senior Vice-President, Vice-President, Immediate Past President, Chairs and Honorary Registrars of the FGPC, ECC and EC, the Honorary Treasurer, and the CEO, Executive Director of Administration and Finance, and the Academic

Registrar. The Executive Director of Education and Assessment attends the Board by invitation.

The **Board of Trustees** includes both medical and non-medical members and is appointed by Senate. It is currently chaired by Dr Victor Lithakanyane, an oncologist and businessman.

Like many organizations emerging from the Apartheid era, the CMSA took active steps to **transform its elected and executive leadership both in terms of race and gender**. The CMSA's transformation efforts were acknowledged when the CMSA received a **Standard Bank Top Gender Empowered Company award in 2022**. Transformation milestones as of 2024 include the following:

- Prof Lizo Mazwai elected first black African president of the CMSA (2004-07)
- Prof Senkubuge elected first black African female president (2019-22)
- 70% of the Board of Directors are of colour and 50% are female
- 55% of College Presidents are of colour and 35% are female
- 63% of Senators are of colour and 33% are female
- Mrs Yolokazi Kanzi appointed first black academic registrar (2020)

To read more about the CMSA examinations and regional and international equity, click [here](#).



Senate 2021-2023

There are a number of questions about the CMSA that we frequently get asked about. These include the CMSA's transformation record, what we do besides examinations and many questions about our examinations including our methods and the fairness of exams. For the answers to our FAQ's, click [here](#) ...



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Prof Flavia Senkubuge



President  
Prof Johan Fagan



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CEO  
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Academic Registrar  
Mrs Yolokazi Kanzi



Director Education and Assessment  
Prof Vanessa Burch



Director Finance Administration  
Mr Jerome Davies

Elected (2022-2025 and Executive Leadership)