

# MEDICAL AND DENTAL PRACTITIONERS COUNCIL OF ZIMBABWE



## GUIDELINES FOR THE PUBLIC HEALTH PHYSICIANS

**Please note that out patients departments and calls are a requirement**

# **GENERIC FORMAT FOR PRE-REGISTRATION SENIOR REGISTRAR FOR PUBLIC HEALTH PHYSICIANS**

<b>Personal Attributes</b>	<b>Strengths</b>	<b>Areas Of Improvement</b>	<b>Score</b>
<b>1. Presentation</b> Personal/physical appearance			
<b>2. Communication</b> Patient, relatives and any other interested parties. Effective verbal skills. Present ideas and information concisely. Inspires confidence in colleagues. Keeps others well informed etc • Interpersonal relations Work colleagues and superiors			
<b>3. Management</b> Planning and Organization Sets goals and priorities. Plans ahead and utilizes resources effectively. Ability to meet deadlines and monitor tasks.			
<b>4. Judgement</b> Considers pros and cons before making decisions. Considers risks. Considers impact of decisions and seeks advice.			
<b>5. Leadership</b> Effectively manages situations and implements changes when required. Motivates, coordinates, guides and develops subordinates through actions and attitudes.			
<b>6. Ethics</b> Observance of both the patient's and the doctor's rights. Considers the ethical impact of decisions. Demonstrates actions and attitudes of integrity.			
<b>7. Reliability</b> Can achieve goals without supervision. Dependable and trustworthy.			
<b>8. Quality of Work</b> Achieves high quality of work that meets requirements of the job.			
<b>9. Quantity of Work</b> Achieves or exceeds the standard amount of work expected on the job.			
<b>10. Initiative</b> A self starter. Provides solutions to problems.			
<b>11. Cooperation</b> Willingness to work with others as a team member			
<b>12. Assessment by other disciplines</b> Professional conduct, reliability and quality of work.			
<b>13. Participation in clinical audit, clinical governance and Continuous Professional Development</b>			
<b>14. Teaching</b> Junior medical and dental staff. Nurses and other health professionals.			
<b>15. Research</b> Participation in ongoing research.			
<b>16. Others</b>			

**Score 1 – 5: 1 is the worst score and 5 is the best score. Meet candidate quarterly and discuss strengths and areas of improvement. Consolidate with rating from other departments for overall**

<b>OVERALL PROFESSIONAL/CLINICAL COMPETENCE:</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>

**Attendance to Consults:** Expeditiously and appropriately attends to consults from other specialties and liaises with the consultant.

<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
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<b>Comment</b>
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**Leadership:** takes responsibility of own action and action of the team. Takes lead in ward rounds,(posttake and at least two business rounds/week) Organizing regular ward meetings and Participation in committees at hospital and/or national level. Takes initiative to correct any management deficits that may affect team effectiveness and patient outcomes.

<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
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<b>Comment</b>
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**Team Player:** Accepts appropriate responsibility, Reliable, Supportive and approachable.

<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
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<b>Comment</b>
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**Honesty and Integrity:**

<b>Is there any concern about honesty and integrity:</b>	<b>YES</b>	<b>NO</b>
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<b>Comment</b>
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<b>AUDIT : covering at least two audits during the SR year (one in each six months)</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Comment</b>									
<b>Professional Interactions and Integrity</b>									
<b>Attitude to colleagues</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Attitude to Junior staff</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Attitude to Nursing staff</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Attitude to Patients</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Comment</b>									

# **Guidelines for MPH Trainees (Registrars) Graduation Requirements and for Registration of Specialist Community Physicians (Public Health Physicians)**

## **Introduction:**

These guidelines are meant to give direction to local Universities that train public health physicians on the requirements that public health physician Trainees (equivalent to Registrars) should have covered before the trainees (Registrars) are approved for graduation.

The guidelines also provide an outline of what type of experience qualified public health physicians (from local, regional and international universities) should have in order to qualify to be registered on the Public Health Specialist Physician register of the Medical Dental Practitioner's Council of Zimbabwe (MDPCZ).

## **Background:**

Public Health is the approach to medicine that is concerned with the health of the community as a whole. Public health is community health. It has been said that: "Health care is vital to all of us some of the time, but public health is vital to all of us all of the time."

The mission of public health is to "fulfill society's interest in assuring conditions in which people can be healthy." The three core public health functions are:

- The assessment and monitoring of the health of communities and populations at risk to identify health problems and priorities;
- The formulation of public policies designed to solve identified local and national health problems and priorities;
- To assure that all populations have access to appropriate and cost-effective care, including health promotion and disease prevention services, and evaluation of the effectiveness of that care.

There are many distinctions that can be made between public health and the clinical health professions. While public health is comprised of many professional disciplines such as medicine, dentistry, surgery, pediatrics, obstetrics and gynecology, psychiatry, ophthalmology, nutrition, social work, environmental sciences, health education, health services administration, and the behavioral sciences, its activities **focus on entire populations rather than on individual patients**. Public health professionals therefore monitor and diagnose the health concerns of entire communities and promote healthy practices and behaviors to assure that populations stay healthy.

## **Graduation Requirements for MPH trainees (Registrars)**

MPH trainees to be approved for graduation at local universities must have:

- Participated in the design, management, data analysis, development of recommendations, and reporting of results from a field study;
- Performed a management analysis such as project planning, priority setting, budget analysis, or cost-effectiveness analysis;
- Investigate an acute health problem, for example an outbreak or environmental hazard;
- Worked with district or other recognized public health teams such as the UN bodies and NGOs on the development of annual plans: setting priorities, developing goals and objectives, setting targets, and costing (budget) and subsequent continuing involvement in the monitoring and evaluation of the planned health activities and services.

Core aspects of public health that are required for graduation therefore include the following:

1. Field investigation
2. Management and program evaluations
3. Analysis of data sets
4. Surveillance and control activities
5. Scientific report writing
6. Oral presentations
7. Working experience (a training attachment) at district, provincial, national or any other organization working in public health for a minimum period of 6 to 12 months

### **Registration Requirements for Public Health Physicians (Specialist)**

The Specialist Public Health Physician (Community Physician) must have had at least four years satisfactory work experience in all the relevant aspects of public health that are outlined below whilst in a post which has been approved as a recognized public health institution or University after consultation with the **University of Zimbabwe Department of Community Medicine** or its equivalent.

Registration experience for public health physicians will be accepted if it was gained throughout the period during which such experience was gained in:

- Zimbabwe only if the applicant was registered as a medical practitioner by the MDPCZ
- Outside Zimbabwe, only if the applicant was registered as a medical practitioner by the registration body of the county concerned.

Qualified public health physician candidates for registration on the specialist register must have:

- Participated in the design, management, data analysis, development of recommendations, and reporting of results from a field study;
- Performed a management analysis such as project planning, priority setting, budget analysis, or cost-effectiveness analysis;
- Investigated an acute health problem, for example an outbreak or environmental hazard;
- Worked with district or other recognized public health teams such as UN bodies or legally registered NGOs (Local or international) on the development of annual plans: setting priorities, developing goals and objectives, setting targets, and costing (budget) and subsequent continuing involvement in the monitoring and evaluation of the planned health activities and services.

Areas of public health that are required for registration on the specialist register therefore include Core aspects of public health that are required for graduation outlined above. The individual should demonstrate continuous work in these core activities:

## **Registration Process**

Complete and submit the MDPCZ specialist register application forms and include all required documents such as:

- University certificates
- Registration certificates
- Proof of four years-experience demonstrating the registration requirements outlined above

**Recommendation by the Supervising Consultant (*please print name & stamp*)**

Eligible for Registration .....

Not Eligible for registration .....

**Recommendation by the Coordinator/Head of Unit (*where applicable*)**

Eligible for Registration .....

Not Eligible for registration .....

**Overall Recommendation by the Chairperson of Department (*please print name & stamp*)**

Eligible for Registration .....

Not Eligible for registration .....

**Recommendation by the Association (*please print name & stamp*)**

Eligible for Registration .....

Not Eligible for registration .....

**PLEASE GIVE REASONS IF THERE IS A NEGATIVE REPORT**

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**COMMENTS BY THE SENIOR REGISTRAR**

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**SIGNATURE:.....**

**DATE:.....**