



Scribbling for Success

Penned by the Deanery

Welcome Note

Welcome to the September issue of our newsletter. For many staff this is the busiest time of the year with exam preparation in full swing, especially the critical VCP examination. Thank you for everyone for putting the time and effort towards ensuring a smooth exam period and for ensuring that the examination scripts are marked and finalised as quickly as possible.

In current discussion with staff, a number of questions were raised on the HR appointments process. As explained in the previous newsletter, the university runs a centralized management model. This means that all permanent positions assigned to the faculty are not only fixed in number, but by budgeted to a fixed amount. When a post becomes vacant or is soon to be vacant, the faculty via HR has to ask for permission to fill a post. Due to budgetary restriction the strategic resource committee of the University (SPARC) determines when a post may be filled, even if vacant for a period. At present, the faculty has been given permission to fill vacant academic posts whenever vacant or in preparation for a vacancy. For service and professional positions, permission still needs to be attained per post and is granted following a detailed budgetary check process. HR is currently busy working on a strategy to shorten turnaround times, within the current HR-policies and procedures.

Our Faculty

- ❖ First PhD awarded in 1931
- ❖ 250 degrees awarded in 2023
- ❖ 283 Professional and service staff
- ❖ 100 years of excellence

Within the Box



★ **Acting Director of the African Centre for Biosecurity and Risk Assessment:**

Prof Nenene Qekwana has agreed to act as interim Director of the Centre (previously managed by the Heads of PCS, PAS and DVTD). In this position he will be looking to sustainable funding for research activities. [If you have any innovative ideas or potential funding opportunities, feel free to set up discussions with him.](#)

★ **100 years of BVSc training:** The graduating class of 2024 will be the 100'th BVSc to graduate from the faculty. [Please join us in celebrating this achievement at the upcoming oath taking ceremony](#) which we'll be hosting at the Aula on Hatfield campus.

★ **OPVSC:** We would like to welcome the incoming OPVSC, and thank the outgoing committee for their leadership contributions. The outgoing committee was also recently recognised at the student life awards winning prizes for best performance in faculty involvement; best performance in personal and professional development; best performance in community engagement (RAG) and best performance in academic support. [In addition, our OPVSC chairperson was awarded the Change Maker Award.](#)

"Even in the confinement of life's limitations, let your spirit soar like a vulture breaking free from its box. Embrace the challenges within, for they are but stepping stones to the limitless skies of your dreams."

Faculty of Veterinary Science

Fakulteit Veeartsenykunde
Lefapha la Disaense tša Bongakadiruiwa

- ★ **Update on management:** The faculty is in the process of finalising our HOD appointment for CACS and our new hospital Director. We're hoping to provide feedback pending discussions with the identified persons. The HOD for PAS is being advertised and is open for applications.

Outside the Box

- ★ **Stakeholder engagement:** Following a number of discussions with clinical staff in PAS and CACS, we have been looking at [new models to strengthen our student training and case management at the OVAH](#), as a result of the critical shortage of veterinarians and specialist in the country. As a first step HODs have been engaging with private practices to see how our alumni could play a role in student training as either guest or locum lecturers. [If you know of any practices or veterinarian who would like to contribute towards student training, please reach out to Prof Leask or your HOD.](#) This now adds to other initiatives aimed at increasing the number of MMedVet residents trained.
- ★ **Enterprises at UP:** EUP is currently relooking the model used for the management of short courses. We have thus far had very positive interactions with their team. As a next step, we will be inviting a few staff members from each department to have a more focused strategic discussion on innovative ways to host and market short courses.



Imploding the Box

- ★ **Vaccine and Disease Research:** With biosecurity and disease research being a research area identified by many staff, a number of staff have recently co-submitted an application to the MRC with Prof Keddy as PI, for major equipment for a number of key laboratories involved in preclinical drug research.
- ★ **Minister of Agriculture:** [The faculty together with the VC has invited the Minister to discuss the role that the faculty can play in future disease management activities.](#) We're currently awaiting feedback from the minister's office and we're looking forward to fruitful engagements.

- ★ **VetView:** Unfortunately, our much-awaited patient and lab management system has been delayed for technical reasons. To ensure a smooth implementation, we welcome Ms Wilma Moon to the IT technical team, who will be driving activities on campus. [Based on her estimates, we should go live with the software in March of 2025.](#)

- ★ **Siemens:** Another proud moment for the hospital, as the OVAH will be hosting a camera crew at the end of the month for a marketing video sponsored by Siemens Healthcare.
- ★ **Fund raising:** In addition to numerous fund-raising projects on the go, we would like to start a new campaign and webpage for the OVAH linked to the critical role the hospital plays in training veterinarians. We're looking for catch phrases to emphasize what we do.... One suggestion is ["From Classroom to Care: Educating Vets for a Healthier Tomorrow"](#) #VetSchoolSA #PawsitiveChange. We'd love to hear your comments or ideas on other potential slogans
- ★ **PGSA:** Think big and you can achieve it. From a big idea to promote [bone marrow donations](#) in little way, our PGSA has now convinced University Marketing to take this on as a major community engagement project for the University. [If you have the time, please help them in an amazing initiative.](#)

Questions

Drop The One (aka Neo) a question and we'll make sure we answer. Don't be afraid to challenge us, give us direction or suggest strategies to take the Faculty forward: neo.mashitisho@up.ac.za

**Faculty of
Veterinary Science**

Fakulteit Veeartsenykunde
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