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**GUEST NAME: PROFESSOR RUDO MATHIVHA – HEAD ICU CHRIS HANI
BARAGWANATH HOSPITAL & WITS UNIVERSTIY**

SPEAKER	TRANSCRIPTION
DR. MALKA	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity – Women in Unity'. The show that celebrates prominent and ordinary African Women's milestone achievements in their struggles for liberation, self-emancipation, human rights, democracy, racism, socio-economic class division and gender based violence.
DR.MALKA	Joining us in studio today is Professor Rudo Mathiva, the Head of the Intensive Care Unit at Chris Hani Baragwanath Hospital. Professor Mathiva is also currently an adjunct professor in Critical Care Medicine and a Paediatric Intensivist at the University of Witwatersrand, Johannesburg, South Africa. On the academic front she graduated from the University of Natal, South Africa, completed a Paediatric Residency at Chris Hani Baragwanath Academic Hospital and a fellowship in Paediatric Critical Care at Duke University, North Carolina, USA. To add to her achievements she was the recipient of the Presidential Award of Critical Care Society in the Southern African Region and I've just learned that this year she celebrates her 29 th anniversary at the Chris Hani Baragwanath Hospital. Welcome to the show.
PROF RUDO MATHIVA	Thank you.
DR. MALKA	The Chris Hani Baragwanath Hospital, it's the largest hospital in the southern hemisphere and one of the largest hospitals in the world, I believe it has more than 3,000 beds serving the community of Soweto which has an official population statistic of approximately 1.3 million people, it's also a referral hospital for other areas in South Africa and a teaching hospital for the University of The Witwatersrand Medical School. Can you please tell us more about the work you do as Head of the Intensive Care Unit?
PROF RUDO MATHIVA	Right, so I started being the Head of the Intensive Care Unit at Chris Hani Baragwanath Hospital in 1998 and as the Head of the Intensive Care Unit I have to draft policy on admission criteria and exclusion criteria. I have to liaise with referral clinical departments to see how we can best serve them in looking after their critically ill patients. On the academic and training side I actually run a fellowship programme for both adult and paediatric intensive care specialists, so I train them to become intensivists and I also train registrars that are rotating through our unit that need that exposure before they can qualify in their speciality. In addition to that, I participate in a programme of training critical care nurses.
DR MALKA	And they play a tremendous role servicing and helping patients to restore their health.
PROF RUDO MATHIVA	Yes, so you could never run an intensive care unit without nurses because they are the people who are at the patient's bedside 24 hours a day that are monitoring the patient and that will alert you if there are changes in the patient's condition. They are also the people there that are often there and communicate with families and relatives.
DR. MALKA	And that's often a serious issue to navigate it's not just about maintaining the patient's healthcare but also adressing those social issues and the social concerns with relatives.

PROF RUDO MATHIVA	That's right, so an Intensive Care Unit is what we call a multi-disciplinary clinical environment, so you would have medical staff, you would have nursing staff, you have social workers, you have physiotherapists, you have speech and occupational therapy, micro-biologists, nutritionists, sometimes we call the Clergy in.
DR. MALKA	That's very diverse, can you share some of the statistics on the hospital and the ICU unit in particular.
PROF RUDO MATHIVA	I think to actually appreciate what the ICU deals with I will start with the statistics of the hospital. So Chris Hani Baragwanath Hospital has 3,000 sometimes 3,200 in-patient beds. In any given year, we will see over a million patients in our out-patients department.
DR. MALKA	A million?
PROF RUDO MATHIVA	A million.
DR. MALKA	That is a phenomenal figure
PROF RUDO MATHIVA	Yes, so it's a very busy place. We will perform about 70,000 theatre operations a year. The hospital will have close to 35,000 deliveries of new born babies per year. On a daily basis the hospital serves 12,000 meals. The hospital has just over 750 medical doctors and the nursing component at the moment stands at 2,805 nurses and that is not sufficient for the hospital. So that's the big hospital. Now normally the recommendation is for you to have an ICU the number of beds in that ICU should be between 8 to 12% of your in-patient bed numbers, however, at Chris Hani Baragwanath Hospital the main ICU that services most of the hospital only has 36 beds. When I did the math, I...
DR. MALKA	0.01%
PROF RUDO MATHIVA	It's, it's ja... it's not even 1%. The minimum number of critical care beds we should have is about 250 so we have 36 beds, now already one can appreciate that the pressures on those beds is going to be immense and that one has to have very strict admission and exclusion criteria. Ideally one would love to offer everybody intensive care but you actually have to rationalise the resources and use them in a justifiable, responsible manner.
DR. MALKA	It sounds as though you're under incredible pressure operating in that environment and to add to that you hold the highest position in the ICU where everybody expects you to make the right decision at all times and whilst you make every effort to succeed, the challenges competing as equals in a world where most high positions are still held by men, to a certain extent you're still judged by others on your gender, what is your intake on this and is there a fine line between how men and women are judged in your profession?
PROF RUDO MATHIVA	Oh definitely, it's still very much a man's world and I am the first African woman to become an Intensive Care Specialist in South Africa and to actually head a unit and when I first started as the head of the ICU I was being second guessed at every turn, getting comments being passed that oh you know this unit is gonna collapse because now it's being run by a female and on top of that a black woman and people kind of try and impose their way of thinking onto you and they really don't respect your level of training and your level of expertise. To be honest in the beginning, I had to be a really rough person and try to make my point so many times more so people could actually take me seriously.
DR. MALKA	Did you find that that was how you overcame those challenges?
PROF RUDO MATHIVA	That and some advice from my parents was I how I managed to overcome those challenges, but I think over time, as the people started appreciating your expertise and the fact that they didn't know anything about your field, they start taking a back seat, but for the first six years I had a rough time.

DR. MALKA	That's incredibly challenging because you were there from 1998 so we're going into your 17 th year as head of the department.
PROF RUDO MATHIVA	Ja, so I eventually had to just put my foot down. I remember one time as head of a unit, on the university side there is a fund where we put our research money in and when I just took over as the head of the unit some male colleagues said I wouldn't be able to manage finances because I'm a woman....
DR. MALKA	So blatant gender discrimination.
PROF RUDO MATHIVA	...blatantly....yes, blatantly like that, so my department's account was handed over to the head of Anaesthesia, who happened to be a man, to administer it. I....
DR. MALKA	That's so disempowering.
PROF RUDO MATHIVAI felt insulted and I became what we call a "straat meisie", you know, a "street girl", I totally threw my toys around but also, as a way to prove to them that I was capable I went and studied for a diploma in Business Management and I got it.
DR. MALKA	Congratulations!
PROF RUDO MATHIVA	Thank you. So, you know you have to go not one mile further, maybe 20 miles further than your male counterpart.
DR. MALKA	But that seems to be the trend, you have to do more than just your job, you have to do, and as you've rightly said now, securing back-up, securing credentials from another institution to say I have the capacity, I have the capability and here is the piece of paper, a certificate that proves my capability.
PROF RUDO MATHIVA	Yes, unfortunately at my level it's still like that and I'm hoping in the future with the younger generations coming up it will be a little bit easier 'cause people like me should actually serve to iron out those difficult places in the journey. We need to iron out those obstacles so that people that come after us are able to have a smooth journey.
DR. MALKA	You mentioned briefly in the conversation that we had that your dad played an instrumental role in terms of supporting you and I'd just like to share with listeners that you grew up under Apartheid South Africa, you were one of 7 children born to Professor Mathiva and Mrs. Gladys Mathiva, can you take us through some of those moments when you were growing up in those days when you knew that studying medicine was your destiny in life?
PROF RUDO MATHIVA	Okay, I...my... when I was born which is many, many years ago, my father was a high school teacher and my mother was a stay at home mom and my father was still studying long distance with UNISA to do his university degrees and when he eventually finished he then was appointed a lecturer at the University of the North and today it's called the University of Limpopo and when my mother had her last child, the 7th child, when my sister was six months old my mother went back to school to do her teachers diploma, so I am fortunate in the sense that I grew up in a family where education was being promoted, I saw my parents work hard night through night, through night, you know and still look after us, so me and my siblings we're very much aware of what education you know could do for you and open doors for you so we all went to university, we have four doctors in our family, one lawyer and two lecturers.
DR. MALKA	That's an amazing achievement.
PROF RUDO MATHIVA	Ja, but it was hard work. We were not rich or things didn't come easy but what my parents taught us was you work hard consistently. It doesn't matter that we are in a segregated community; you can do and be whatever you want to be. When did I decide to be a medical doctor? I accompanied my father to his general practitioner when I was 8 years old and he was given an injection of penicillin that he had an allergic reaction to and I

	<p>watched helplessly as the doctor resuscitated my father and at that young age I decided I don't ever want to feel so helpless when somebody I love dearly is sick and that's where the idea was planted and when my brother who's 2 years older than me was admitted to the medical school, I then saw well, there's not that much to it I just need to study hard, get the marks that are required, there is a school that will accept us and that was the University of Natal which was the only medical school that was training black doctors at the time. A very strong medical school at the time, we had dedicated highly experienced teachers and we've had a lot of good products come out of there. Our current Minister of Health, Minister Motsoaledi, is a graduate of my medical school, the former Premier of KwaZulu-Natal, Dr. Zweli Mkhize, is a graduate of the University of Natal, I am a proud graduate of the University of Natal, my brother who also holds a Masters in Public Health from Harvard University is a graduate of the University of Natal, my younger sister who was a Cardiologist but she's passed on now, the first black female Cardiologist in South Africa, was a graduate of the University of Natal, so I'm really very proud to have been a product of that medical school.</p>
DR.MALKA	Sounds like its produced fantastic alumni.
PROF RUDO MATHIVA	Thank you.
DR. MALKA	We'll be right back after this
	AD BREAK
DR. MALKA	You're listening to 'Womanity – Women in Unity' on Channel Africa, the voice of the African Renaissance, on frequency 9625 KHz, on the 31 meter band. Today we're talking to Professor Mathiva, Head of ICU at Chris Hani Baragwanath Hospital in South Africa the largest hospital in the Southern Hemisphere. We would love to receive your comments on Twitter@WomanityTalk.
DR. MALKA	In our previous segment we were talking briefly about the amazing statistics of Chris Baragwanath Hospital having over a million out-patients a year, going through 70,000 operations, 30,000 babies being delivered and serving 12,000 meals a day as well as touching on Professor Mathiva's history and how she came to enter into the medical field and her tenure at the Chris Hani Baragwanath Hospital. One of the elements that you're involved with is the AstraZeneca Africa Outreach Programme on improving critical care structures and continuing professional development, which I understand has extended into Ethiopia, Kenya and Nigeria, can you tell us a bit more about the programme?
PROF RUDO MATHIVA	Yes this is something that I'm very passionate about and I was fortunate to have AstraZeneca as a partner company to pursue this initiative. My passion is to develop critical care throughout Southern Africa so that countries can have this resource available to their citizens. So at the moment I am expecting a paediatrician from Ghana to join me at Chris Hani Baragwanath Hospital for a period of two years where I'll be training him to become an intensive care specialist.
DR. MALKA	That's quite a long term, two years.
PROF RUDO MATHIVA	It is a long term but in my opinion it's actually very short because this type of speciality is very broad but we have to have a defined period of training...
DR.MALKA	Sure...
PROF RUDO MATHIVAwhere we can say the person is conversant with the basic principles of intensive care medicine.
DR.MALKA	And once he's done his training does he then go back to Ghana?

PROF RUDO MATHIVA	He goes back to Ghana, he will be certified as an Intensivist with the Health Professions Council of South Africa when he goes back to Ghana and he's then able to train others.
DR. MALKA	So it's a very sustainable initiative....
PROF RUDO MATHIVA	It is very sustainable.
DR. MALKAto give back to others so you consolidate your tenure training, you have a qualification that's certified in South Africa that's recognised in Ghana and then you're able to facilitate training of other people.
PROF RUDO MATHIVA	Exactly.
DR. MALKA	In our discussion that we had off line, state hospitals are exceptionally resource starved, whether it is from infrastructure through to human capital deficits and you've mentioned that in terms of the number of hospital beds, you've only got 36 and you should be actually having approximately 200. Two of your areas of interest include providing critical care in resource scarce environments and exploring the possibilities of Telemedicine in Africa for critical care. They seem to be incredibly important but also really interesting developments, can you please tell us a bit about those developments?
PROF RUDO MATHIVA	If I can start with Telemedicine...?
DR. MALKA	Yes...
PROF RUDO MATHIVAand Telemedicine is a system through which you can use technology to be able to visualise a patient who could be thousands of kilometres away from you on a video screen and also to have data about that patient beamed to you on a video screen and be able to offer an opinion of what you think is wrong with the patient and an opinion on what treatment strategies can be pursued. So I could be sitting in Johannesburg in a room with a computer and a video camera and a screen and to be looking at a patient, let's say in Lagos in the Intensive Care Unit and I would be the Intensive Care Specialist, so what that would help in is even if we have few intensive care specialists, they could have a presence in a very wide geographical area using Telemedicine.
DR. MALKA	In theory they could be located anywhere in the world as long as there is the connectivity between them and the patient.
PROF RUDO MATHIVA	That's right, in fact in the USA they have a system where remote hospitals with Intensive Care Units are run by Intensivists in a call centre kind of setup via Telemedicine, so it's a very promising strategy that could be adopted by African countries, just as we're starting 'cause we will not reach our human capital very quickly but at the moment I have to provide intensive care medicine in a very resource scarce environment. Now this is where one battles or grapples with ethical principles and many people may not understand and they may read you as a very hard hearted person but you are not and in this situation I try to balance the interests of a community or a society against those of an individual. So the ethical principle that I normally employ is called Distributive Justice and Distributive Justice is you will use the little that you have to benefit as many people as possible rather than pouring that little into one person.
DR. MALKA	It must still be very hard to do.
PROF RUDO MATHIVA	It is very hard and an example that I give is if I had a 38 year old father who is a breadwinner involved in a car accident and it looked as though he could benefit from Intensive Care intervention, coming in at the same time as a 93 year old statesman who is well loved and highly revered but who is old and is dying because age or a terminal disease, if I was faced with those

	two I would take the father who was in a car accident and this is where you would actually be at odds with a lot of people because they would feel save the 93 year old elderly person but you are choosing the 38 year old father who's got fractured bones and a head injury but you think you can help him and return him to a normal functioning state and he would still be a breadwinner for his family and a contributing member of society. The 93 year old has had his good innings, he has contributed to the country and it's time to let him go.
DR. MALKA	So you have to take an exceptionally objective approach when you are confronted with situations like that?
PROF RUDO MATHIVA	Yes I do and sometimes it's not clear cut and it's fraught with conflict.
DR. MALKA	Definitely.
PROF RUDO MATHIVA	Ja, so you have to, over time, develop a thick skin but still remain human and sensitive inside, you know, it's a very delicate balance to strike.
DR. MALKA	And I think that also speaks to leadership capability and capacity on making those important calls and I think that building female leadership capacity is important for the future of our country and also for the women in our country, as a professor who currently heads up the ICU department at the Chris Hani Baragwanath Hospital, how do you see female leadership in South Africa and do you have time to become involved in the political arena?
PROF RUDO MATHIVA	My political aspirations would be to be in a position where I can formulate policy that would benefit people, especially in the health system, so I wouldn't be, I wouldn't want to be like a minister or, or I guess a minister formulates policy, but I would want a very hands on approach and be able to implement whatever policies are being formulated and evaluate whether they're working. I don't think I have aspirations on the presidential chair.
DR. MALKA	It's a very hot seat.
PROF RUDO MATHIVA	It is a very hot seat, yes. So I would like to be in a position where I can formulate policy for our healthcare structures and also matching resources to what services we can provide to people and not just promising everybody heaven and earth when we can't deliver on that 'cause there comes a time when you have to tell people that we can only fund your healthcare up to this you know, the basic requirements of health yes, that is a right that we must fund okay, but there are certain really highly specialised technical health interventions that maybe South Africa or a developing country may not be able to afford and we need to come clean with our citizens and say this we cannot do or this we can do but these are the criteria that will be employed to actually select the patients that will access that service. So that is already difficult 'cause now you're gonna be leaving people out, but I think if handled in a sensitive manner we could actually get our citizens to back that kind of policy and be with us. At the moment if you've got money in South Africa you can get anything even when you don't need it, okay, you can stay in an Intensive Care Unit bed until you die when you could be dying at home in a dignified manner. In the public sector we cannot afford that.
DR. MALKA	Well it's incredibly challenging but I understand we have scarce resources and it's about being able to utilise them maximally, well to benefit rather than just the individual, but to benefit a greater portion of society.
DR. MALKA	We'll be right back after this.
	AD BREAK
DR. MALKA	Today we're talking to Professor Mathiva, the Head of the ICU at the Chris Hani Baragwanath Hospital. We would love to receive your comments on Twitter@WomanityTalk .

DR. MALKA	In our previous segment we were talking about Professor Mathiva's role and her passion for critical care to be able to support and provide those services throughout Southern Africa and the incredibly challenging aspects of Distributive Justice. Prof. Mathiva turning now towards the academic side and the development side of building, nurturing talent for our pipeline development, do you think that medical schools in South Africa are doing enough to encourage women to pursue careers in medicine?
PROF RUDO MATHIVA	Yes and no. Yes in the sense that there is now a higher intake of female students into the medical schools. When I went to medical school I think only 10% of my class was female but now it's not that difficult to find a class that has got 60% females and 40% males in medical school.
DR. MALKA	So the ratio has shifted totally the other way.
PROF RUDO MATHIVA	It has shifted and I think it's also with the South African government's way of empowering women and women actually coming to realise that they can go out there and do or participate in professions that were previously maybe reserved for men and we know that we are capable and we are educating our daughters now they're not just staying at home and waiting to be married, we're educating our daughters, they're getting into university, they're get to medical school in great numbers, they are graduating from medical school. The gap then comes after they've finished their junior degree in medicine and I think we are not doing enough to entice those female doctors to come and specialise and be specialists and I feel this is a place where I can play a role as a mentor to female doctors and to that effect, in my department I have encouraged a lot of females to come and specialise in Intensive Care Medicine and in fact since starting to run the Critical Care Fellowship Programme at Chris Hani Baragwanath Hospital I have produced 23 Intensive Care Specialists and 60% of those were female.
DR. MALKA	That's a very rewarding experience.
PROF RUDO MATHIVA	Ja, I'm... I mean I don't mean to brag but I'm very proud of that achievement and I'm still encouraging women to come in and I guess I have looked at how I have balanced my life, you know, my normal life with my working life and I have seen that it's doable, you know, you can be both a mother a wife and a professional and in fact these days working hours can be flexible and you can still contribute towards healing the nation but still be a mother at home. I have a son who is turning 27 now, he is married, he has a son who will turn two in October and I enjoy being a grandmother.
DR. MALKA	And has he followed in the family business?
PROF RUDO MATHIVA	No my son went to the United States with me when I was doing my fellowship where I was working every second night and at the age of 8 coincidentally too, decided he was never going to do medicine.
DR. MALKA	So where you were at age of 8 committing your life and determining that that was going to be your future path, he at the age of 8 declared.....
PROF RUDO MATHIVAdecided no, so he's gone commercial. He did a Bachelor in Commerce at the University of Johannesburg. He is working in a bank now.
DR. MALKA	It's very interesting in terms of how children change either following in the paths and the routes of their parents or going in a completely contrasting direction.
PROF RUDO MATHIVA	That's right.
DR. MALKA	Two of the elements that you raised which I thought were very interesting was the first point you spoke about mentoring and I think that for women we have moved away from the element of role-models because the role-models have already been established but now we're moving to the phase of mentorship to

	actually shift that dynamic of saying I've provided the example but now I'm going to help you empower yourself and the second element that you spoke about was the importance of being able to balance, because often people think you can't have it all and I'd like you to tell us a little bit more about how you can have it all, having that family, having your work career and succeeding in both sides of the world.
PROF RUDO MATHIVA	Okay as a woman or as women, we are actually fortunate creatures 'cause we have a very wide network of relationships. We may also belong to extended families so if you are a mother your children are necessarily left to their own devices when you are at work. Your mother, your sister or your aunt could be guiding your children. When you come off from work you actually put in time with your children and experience some quality time and interact with them. It takes longer hours so there's not much down time for you but, you know, you will reap the rewards with time. I am very close to my son, I was working long hours but whenever I was with him I was totally focused on him and building the relationship between me and him and making sure that he was getting what he needed to pursue his educational interests. So you know people will say okay you can't actually get the balance right, sometimes yes you might miss out on certain things, missing that first step of your child when your child starts walking or missing the first time they don't walk with support, miss the first time they say a word, but you can catch up.
DR. MALK	You get the second time or the third time.....
PROF RUDO MATHIVA	You get the second time, yes.
DR. MALK	Which it would still be the first time for you.
PROF RUDO MATHIVA	Exactly.
DR. MALK	Now Prof. Mathiva, some of the guests that we've had on this show such as yourself, have reached tremendous achievements in their lifetimes and they talk about various factors that have contributed to their success, whether it was hard work or perseverance, what in your opinion have been the key drivers to your success?
PROF RUDO MATHIVA	Okay I think naturally I am a driven person, like I told you I'm a middle child with, I'm a go getter, I wanna be where the action is but the people that really shaped me were my mother and father. Firstly by observing them working very hard and consistently and them reaching you know their heights and then them telling me that I was capable of doing that. It's very important to inculcate that in our children when they are young that the sky will only be limited by your imagination and your effort, you know, if you don't limit it you can go where no other person has been before, so my father and my mother were very instrumental in teaching me how to work hard, to work consistently and that there was never an age where you could say I am through with learning. An example, my mother has 7 children and then goes back to school. An example, my father is putting 7 children through school plus 5 other children, children of his brothers who had passed away, putting them through school but studying towards his PhD and his Doctorate. So...
DR. MALK	That is so admirable, how he managed the time, how he managed to find the resources that just speaks of motivation and dedication.
PROF RUDO MATHIVA	He was a very motivated person but he made us part of his studies, he was a professor of linguistics and when it came to recording sounds he used us to make the different sounds, so we felt an integral part of his studies and we never missed out on dad not being there. So this is where I say you can

	<p>have it all, you can involve your children in parts of your work, you're filing documents let them do the puncturing, let them do the putting in the plastic sheets and filing, you know, you're spending time with them, they're learning about your work, okay and they're seeing okay mom is 55 she's still studying, you know, so education never stops.</p>
DR. MALKA	<p>It became part of life.</p>
PROF RUDO MATHIVA	<p>It became part of life for me and as we're speaking I'm registered for a post graduate diploma in health sciences education and this year will be my final year and my colleagues often tease me and say there isn't a year where I'm not studying for something but it keeps me abreast with issues and I think it keeps me young and I really enjoy it, you know so, my philosophy of having it all was created all the way back in childhood.</p>
DR. MALKA	<p>Just remarkable all of those achievements. Prof. Mathiva we are now running out of time, in closing our discussion today, along the years experience comes with wisdom, as someone who has worked incredibly hard throughout her life and reached success, from your experience what would be your advice to all the women and mothers who want their daughters to follow in their footsteps, - well actually to follow in YOUR footsteps?</p>
PROF RUDO MATHIVA	<p>Okay, the first thing is believe in yourself. Number two it doesn't matter how humble your origins are, you can touch the sky, you have it in you every single girl child has it in them to be a great person. We raise other human beings, we give birth to other human beings, we run families, we are custodians of cultural practices and you know life skills, so science should be a piece of cake. So what I would say to women out there is do not look at your colour, do not look at your social status, what is of importance is your brain and your ability to multi-task and to see opportunities where others do not see them. We are capable beings and nothing is off limits. Okay, physically we may not be endowed to go and work in the mines but we could run a mine as a manager, you know, so we mustn't restrict our choices just because we're female or we're black or we're previously disadvantaged. I mean I started my primary schooling in a farm school okay and I'm a professor of critical care medicine today, so if I can do it everybody can do it and in mentoring people I would share, I'm happy to share how I dealt with day to day life you know to overcome potential obstacles. So I'm a strong believer in women, in men too I mean I'm not saying I don't believe in men but I think women need to come to the fore, they're pillars of society they must be pillars of education, pillars of leadership and we could have a better world because of that.</p>
DR.MALKA	<p>Prof. Mathiva thank you so much for sharing those words of inspiration it's been such a pleasure to have you on our show today and we wish you the best of luck in the pursuit of the next programme and we would love to hear more about the future developments, whether they be on the continent or within the South African space itself.</p>
PROF RUDO MATHIVA	<p>Thank you very much for having me.</p>
<p>PROGRAMME END</p>	