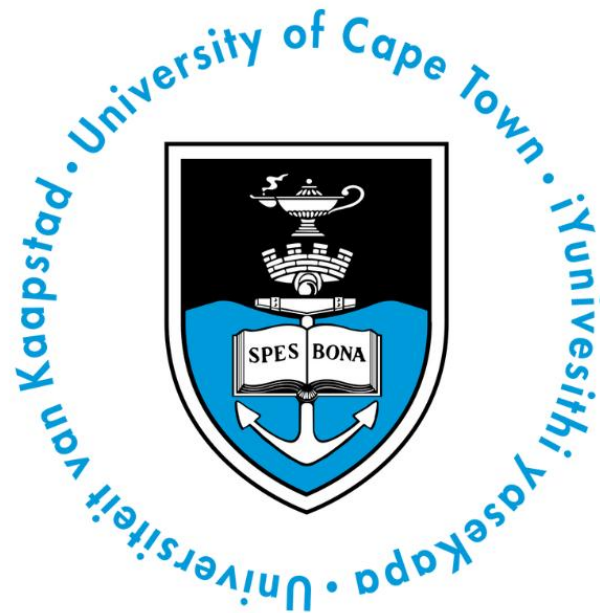


# AGENDA

- 14h00** Enter and take seats
- 14h05** **Welcome address:** A/Prof Lionel Green-Thompson, UCT Dean
- 14h20** **FHS PDC Committee:** Presentation  
(introduction of the council, progress & forecasted plans)
- 14h45** **Vote of thanks:** Dr Carly Young-Bailie, Co-chair FHS PDC
- 15h00** Refreshments and social



# WELCOME



**FACULTY OF HEALTH SCIENCES**  
POSTDOCTORAL COUNCIL

# LAUNCH EVENT!



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## FHS Postdoc Committee

**Co-chairs:** Tshepiso Mbangiwa & Carly Young-Bailie

**Treasurer:** Ian Mbano

**Secretary:** Shantelle Claassen-Weitz

**Steering committee members:**

Sai Naidoo, Monika Looney & Ziphozihle Ntwatwa



**Faculty of Health Sciences**  
University of Cape Town

**“A committee to support and represent  
postdocs within the faculty”**

# 3 PILLARS OF THE FHS POSTDOC COUNCIL



## **SOCIAL**

Building  
a community



## **SUPPORT**

Policy &  
Wellbeing



## **SCIENTIFIC**

Research  
& Funding



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## **Social:** Building a community



**Key focus:** Community support & social interaction

### **Progress:**

- FHS PDC Council Launch
- T-shirt giveaway (so we can identify each other at future events)

### **Forecasted Plans:**

- Quarterly "Postdoc Pints" @MAC
- Monthly "Coffee Club" @IDM Cafeteria

**Outputs:** Foster sense of community & social support, encourage collaboration & interaction within the faculty



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## **Social:** Building a community



**Key focus:** Community support & social interaction

### **Forecasted Plans:**

- "Career Club" series
- Invite individuals to share their paths
- Invite biotech entrepreneurs (OneBio?) to share insights & prospects
- Provide platform for advertising Postdoc and other early career positions

**Outputs:** Explore career opportunities (academic, academic-adjacent, industry, NGOs, etc.)

# Support: Policy & wellbeing

**Key focus:** Policy amendments & mental health



## Progress:

### *UCT Disciplinary Policy*

- For Postdoctoral Research Fellows (never one before)
- Approved 05 May 2025

### *Postdoc payroll system*

- New system to launch August 2025
- Options: monthly, bi-annually or quarterly
- Still no pay slips (SARS constraints, but monthly payment will help substantially with credit & finance)

The logo of the University of Cape Town, featuring a shield with a lamp, an open book with 'SPES BONA' on it, and an anchor, surrounded by the university's name in three languages.

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# Support: Policy & wellbeing

**Key focus:** Policy amendments & mental health

## Progress:

*Minimum payment limit:*

- Negotiating R350 000 per annum minimum

*Benefits:*

- Negotiating (very) basic support for medical cover

*Other areas of focus*

- Parental leave
- Support for international postdocs (Visa & other issues)





# Support: Policy & wellbeing

**Key focus:** Policy amendments & mental health



## Forecasted Plans:

*Postdoc support hub:*

- Central unit for postdoc support
- Booklet of structured framework, policies, institutional channels
- Access to mental health services
- Advocacy against postdoc exploitation (particularly vulnerable individuals / groups)



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The right side of the slide features a dark blue background with a large, faint, circular watermark of the University of Cape Town crest. The crest includes a shield with a book (SPES BONA) and an anchor, surrounded by the university's name in three languages: English, Afrikaans, and Xhosa.



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## Scientific: Research & funding



**Key focus:** Collaboration, funding, grant writing  
& mentorship

### Forecasted Plans:

*Within-faculty collaboration*

- **Event 1:** Postdoc Speed Dating (networking event)
- Get to know each other's research and brainstorm ideas
- 2-3 postdocs collaborate to form project idea
- **Event 2:** Dragon's Den – pitch idea
- **Reward incentive:** Top 3 proposals win funding
- **Outputs:** Collaboration & interaction within the faculty, provide funding support for pilot research otherwise not possible



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## Scientific: Research & funding



**Key focus:** Collaboration, funding, grant writing  
& mentorship

### Forecasted Plans:

#### *Postgrad Research Day*

- Prizes up for grabs – only students
- Plan to advocate for postdocs to be included as sub-division

#### *Publication fees*

- Postdocs struggle to publish due to costs (e.g., reviews)
- Currently UCT publication fee support geared towards staff – to be negotiated for postdocs



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## Scientific: Research & funding



**Key focus:** Collaboration, funding, grant writing  
& mentorship

### Forecasted Plans:

*Grant writing mentorship directory*

- Create directory of researchers with specific grant expertise
- Acts as resource for postdocs seeking mentorship when applying

*Grant-themed workshops*

- Specific to Wellcome, NRF, NIH, EDCTP, etc.
- Advice sessions
- Clear deadline-based prep (at least 6 months before deadline)
- Panels of PIs to offer feedback on proposals

Thoughts, comments & suggestions

**WELCOMED!**

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