

MEDICLINIC 
INTERNATIONAL

THE FUTURE OF AFRICAN HEALTHCARE IS FEMALE

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GROUP CHIEF CLINICAL OFFICER
MEDICLINIC INTERNATIONAL**



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MEDICLINIC INTERNATIONAL OVERVIEW

INTERNATIONAL FOOTPRINT AND LEADING MARKET POSITIONS

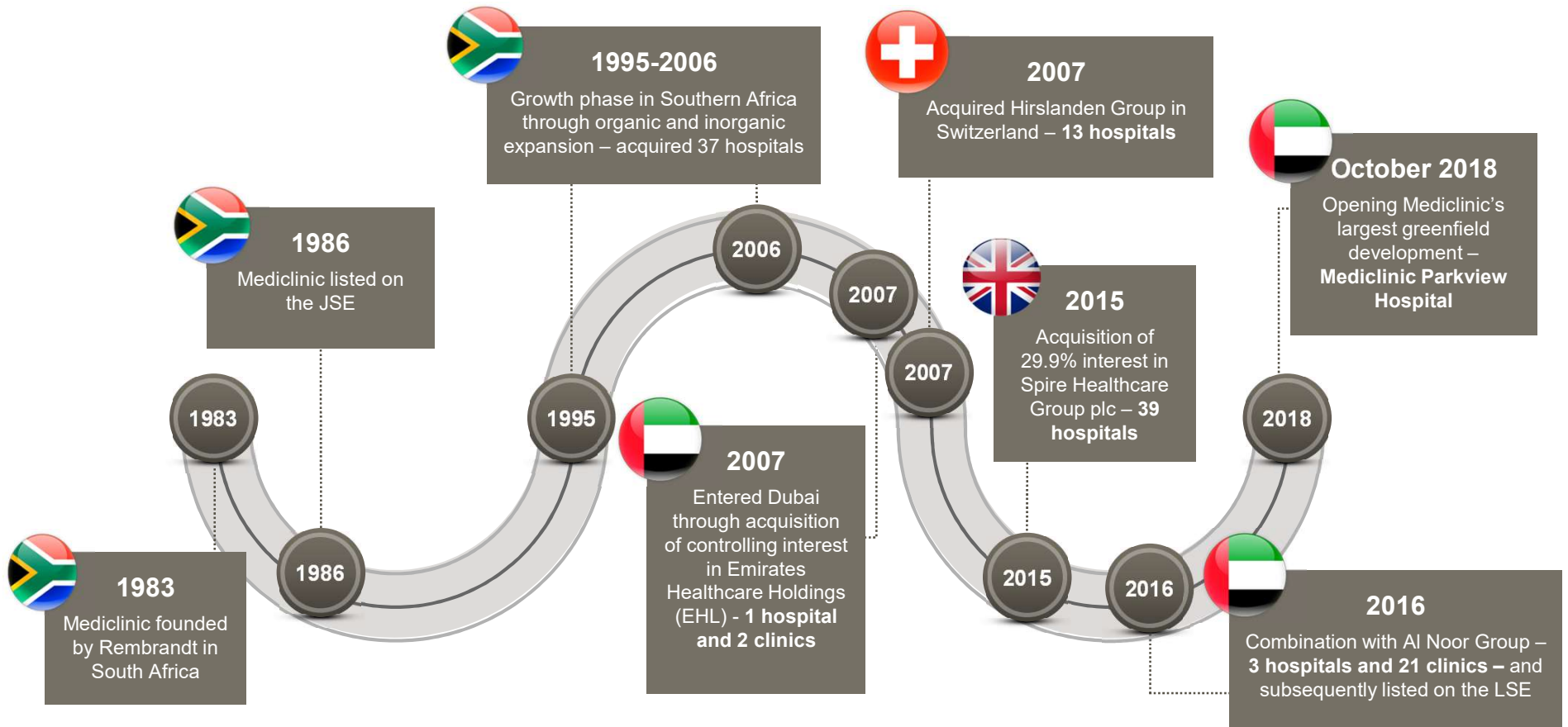
	SWITZERLAND	SOUTHERN AFRICA	MIDDLE EAST	SPIRE
BEDS	1 916	8 517	926	1 800
THEATRES	114	296	37	134
HOSPITALS	18	57*	7	39
DAY CASE FACILITIES	2	8*	2	–
OUTPATIENT CLINICS	3	25*	18	12
MARKET POSITION	#1	#3	#1	#2

KEY FIGURES – AS AT 28 FEB 2019

* Includes Intercare group investment in five day case clinics (including Medfem specialised hospital), four sub-acute and rehabilitation hospitals and 21 multi-disciplinary primary care medical and dental centres (classified as 25 outpatient clinics).

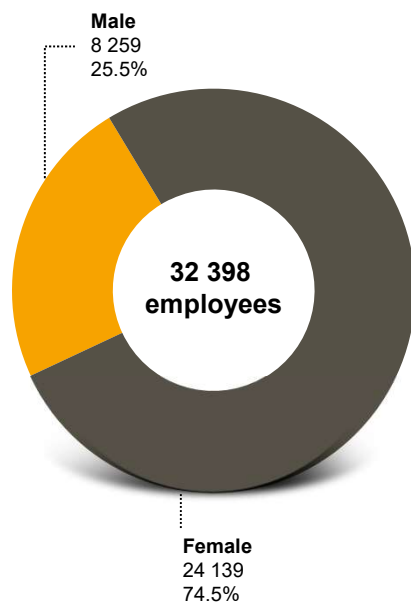


MEDICLINIC'S JOURNEY THUS FAR



FEMALE REPRESENTATION

MEDICLINIC INTERNATIONAL FEMALE REPRESENTATION

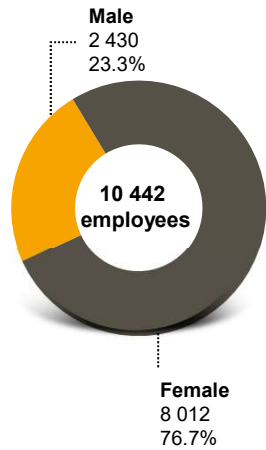


AS AT 31 MAR 2019

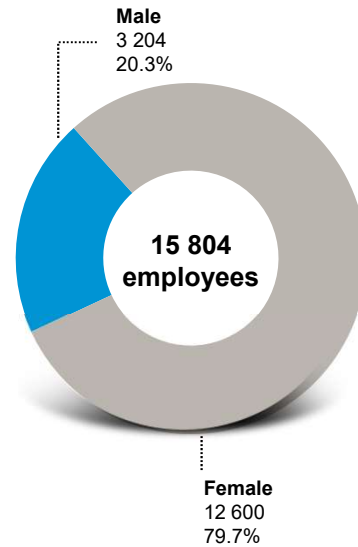


MEDICLINIC SOUTHERN AFRICA FEMALE REPRESENTATION

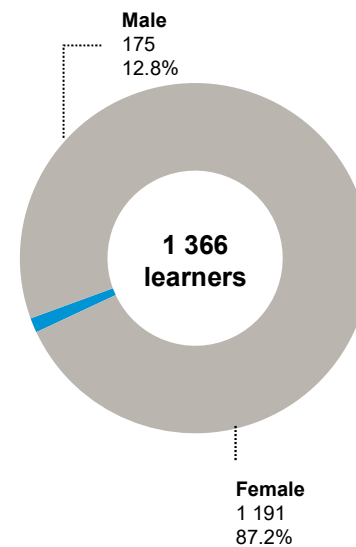
**HIRSLANDEN
SWITZERLAND**



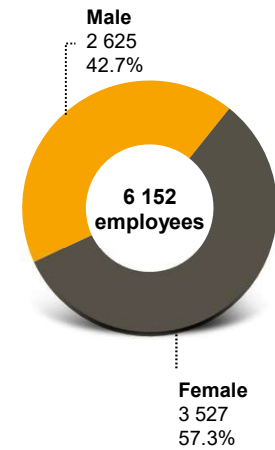
**MEDICLINIC SOUTHERN AFRICA
SOUTH AFRICA & NAMIBIA
EMPLOYEES**



**MEDICLINIC SOUTHERN AFRICA
SOUTH AFRICA & NAMIBIA
NURSING LEARNERS**

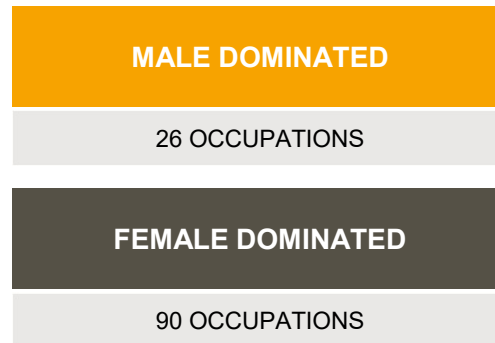
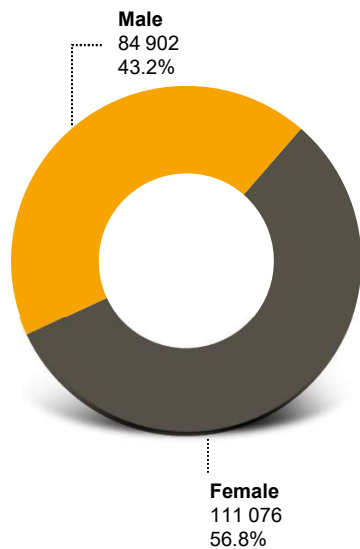


**MEDICLINIC MIDDLE EAST
UNITED ARAB EMIRATES**



SOUTH AFRICAN HEALTHCARE FEMALE REPRESENTATION

195 978 REGISTERED PROFESSIONALS



SOURCE: HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA AS AT 2 MAY 2019

WOMEN LEADING AFRICA

FEMALE LEADERS IN AFRICA

MCKINSEY&COMPANY RESEARCH



Research shows that companies with a greater share of women on their boards of directors and executive committees tend to perform better financially.

African companies are no different; the *McKinsey&Company Women Matter Africa 2016 Report* found that the earnings before interest and taxes (EBIT) margin of those with at least 25% female representation on their boards was on average 20% higher than the industry average.

SOURCE: MCKINSEY&COMPANY WOMEN MATTER AFRICA 2016 REPORT

FEMALE LEADERS IN AFRICA

MCKINSEY&COMPANY RESEARCH



In the private sector, Africa has more women in executive committee, CEO and board roles in companies than the average worldwide.

Numbers vary by industry and region. Yet women are still under-represented at every level of the corporate ladder – non-management and middle and senior management – and fall in number the higher they climb.

Only 5% of women make it to the very top.

5%

OF CEOs ARE FEMALE

29%

OF SENIOR MANAGERS
ARE FEMALE

36%

OF PROMOTIONS GO TO WOMEN

44%

OF SENIOR WOMEN HOLD
LINE ROLES

FEMALE LEADERS IN AFRICAN HEALTHCARE

“WE DO KNOW THAT PROMOTING GENDER PARITY LEADS TO BETTER HEALTH AND DEVELOPMENT OUTCOMES. THERE ARE NOT ENOUGH FEMALE LEADERS IN INFLUENTIAL LEADERSHIP POSITIONS IN GLOBAL HEALTH AND PARTICULARLY NOT ENOUGH AFRICAN WOMEN. IT IS THEREFORE CRITICAL AND IMPORTANT TO EMPOWER THE NEXT GENERATION OF LEADERS TO FILL THE GAP OF WOMEN AT THE TOP.”

Prof Rose Leke

Researcher and Professor at the Faculty of Medicine and Biomedical Sciences at the University of Yaounde in Cameroon & World Health Assembly 2018 Herione of Health

ACHIEVEMENTS BY WOMEN IN MEDICLINIC SOUTHERN AFRICA

Aliné Hall
Clinical Quality Specialist:
Mother and Child
Mediclinic Southern Africa

Recognised by
The Forum for Professional
Nurse Leaders in the category
of individuals who have
excelled in their individual
endeavors and contributed to
nursing leadership.



Dr Melanie Stander
Emergency Medicine
Manager
Mediclinic Southern Africa

Received the Dr Christina
Costin International
Emergency Medicine Award by
the American Academy of
Emergency Medicine, an award
that honours a female
emergency physician who had
made a significant and
sustained impact on the
development of emergency
medicine in her country.



A SYSTEMIC APPROACH TO BALANCED REPRESENTATION

DEVELOPING FEMALE LEADERS IN HEALTHCARE

80%

OF HEALTHCARE DECISIONS
ARE MADE BY WOMEN*



HEALTHCARE INDUSTRY IS
DOMINATED BY WOMEN



FEMALE UNDER-REPRESENTED
IN LEADERSHIP ROLES

*SOURCE: WYMEN'S WOMEN IN HEALTHCARE LEADERSHIP 2019 REPORT

DEVELOPING FEMALE LEADERS IN HEALTHCARE

SYSTEMIC APPROACH TO BALANCED REPRESENTATION

Holistic approach to diversity and inclusivity influenced by internal and external environment and needs.



Create frameworks that actively support the development of female leadership throughout an organisation.



Permeate all divisions, departments, levels and job functions.

THANK YOU