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Management of rehabilitation personnel within the context of the National Rehabilitation Policy

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MANAGEMENT OF REHABILITATION PERSONNEL WITHIN THE CONTEXT OF THE NATIONAL REHABILITATION POLICY

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A research report submitted to the Faculty of Health Sciences, University of the Witwatersrand, Johannesburg, in partial fulfilment of the requirements for the degree of Master of Public Health

Johannesburg, 2008

DECLARATION

I, Harsha Dayal, declare that this research report is my own work. It is being submitted for the degree of Master of Public Health at the University of the Witwatersrand, Johannesburg. It has not been submitted before for any degree or examination at this or any other University.

_____

Signature

_____ day of _____, 2008.

For my children….

who understand
that a mother can love both
her family and her career.



ABSTRACT

The provision of rehabilitation services has received little attention within the context of health sector reforms in South Africa. This study explores the human resource (HR) management component of the National Rehabilitation Policy (NRP), formulated to improve access to rehabilitation services within the public health sector. Qualitative methodology was used to understand the alignment of policy to practice, with data derived from both the deductive approach (document reviews); and inductive approach (key informant interviews and focus group discussions). The findings reveal that there is a gap between policy and practice. Resistance to integration, problems with professional identity and capacity constraints at national, provincial and local levels hindered the implementation of an integrated rehabilitation service. In addition, polices and norms and standards that aim to guide HR in public health are not coherent. These directly influence HR performance, and have served to highlight the social and institutional phenomena impacting on service delivery.

Key words:

Rehabilitation; policy analysis; service delivery; public health; capacity

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AD	Assistant Director
CBR	Community Based Rehabilitation
CHC	Community Health Centre
CTMM	City of Tshwane Metropolitan Municipality
DHS	District Health System
DoE	Department of Education
DoH	Department of Health - National
DoL	Department of Labour
DSD	Department of Social Development
DPSA	Department of Public Service and Administration
FGD	Focus Group Discussion
GDH	Gauteng Department of Health
HPCSA	Health Professions Council of South Africa
HR	Human resources
INDS	Integrated National Disability Strategy
KII	Key Informant Interviews
NGO	Non-governmental Organization
NRP	National Rehabilitation Policy of 2000
OSDP	Office on the Status of Disabled Persons
PHC	Primary Health Care
SACSSP	South African Council for Social Services Professions
WHO	World Health Organization