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

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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, policies 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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CONTENTS

	Page
<i>Declaration</i>	<i>ii</i>
<i>Dedication</i>	<i>iii</i>
<i>Abstract</i>	<i>iv</i>
<i>Acknowledgements</i>	<i>v</i>
<i>Contents</i>	<i>vi</i>
<i>List of Figures</i>	<i>viii</i>
<i>List of Tables</i>	<i>ix</i>
<i>Acronyms</i>	<i>x</i>
CHAPTER ONE – INTRODUCTION	
1.1. Background -----	1
1.2. Statement of the problem -----	2
1.3. Justification of the study -----	3
1.4. Literature review -----	4
1.4.1. Policy context for disability and rehabilitation -----	4
1.4.2. Reforms defining the public health sector -----	7
1.4.3. Implications of policy changes on rehabilitation professionals -----	9
1.4.4. Service integration -----	11
1.5. Conceptual framework -----	12
1.6. Aim and objectives of the study -----	13
CHAPTER TWO – METHODOLOGY	
2.1. Study design -----	14
2.2. Selection of cases -----	15
2.3. Sampling strategy -----	16
2.4. Sample size -----	17
2.5. Data collection tools -----	18
2.6. Ethical considerations -----	19
2.7. Confidentiality -----	20
2.8. Data processing -----	20
2.9. Data analysis -----	21
2.10. Key strategies to ensure rigor -----	22
CHAPTER THREE – RESULTS	
3.1. Theoretical framework guiding rehabilitation services -----	23
3.1.1. Policy guidelines -----	23
3.1.2. Professional norms and standards -----	26
3.2. Management of rehabilitation services -----	28
3.3. Comparison between policy and practice -----	32
3.4. Identifying the integration challenges -----	33
3.4.1. Predominance of professional insecurities -----	34
3.4.2. Service provision or maintaining professional boundaries? -----	36
3.4.3. Inadequate teamwork with dysfunctional referral systems -----	37
3.4.4. Ineffective management and poor leadership -----	39

3.5. Outliers -----	43
3.5.1. Gender, racial and professional insensitivity -----	43
3.5.2. Community service -----	44
3.6. Summary of the findings-----	44

CHAPTER FOUR – DISCUSSION

4.1. Limitations of the study -----	45
4.2. Resistance to integration by rehabilitation professionals -----	46
4.3. The development of professional identity -----	48
4.4. Implementation of policy: by design or by default -----	50
4.5. Capacity constraints within the public health sector -----	52
4.5.1. The action environment -----	52
4.5.2. The institutional context -----	53
4.5.3. The task network -----	57
4.5.4. Organizations -----	58
4.5.5. Human resources -----	60

CHAPTER FIVE – CONCLUSION AND RECOMMENDATIONS

5.1. Conclusion -----	63
5.2. Recommendations -----	64

REFERENCES

<i>APPENDIX 1</i>	-	<i>Consent form and information sheet – Key Informant Interviews</i>
<i>APPENDIX 2</i>	-	<i>Consent form and information sheet – Focus Group Discussions</i>
<i>APPENDIX 3</i>	-	<i>Consent form for audiotaping</i>
<i>APPENDIX 4</i>	-	<i>Scoring sheet for observations at facilities</i>
<i>APPENDIX 5</i>	-	<i>Guideline of open-ended questions - managers</i>
<i>APPENDIX 6</i>	-	<i>Guideline of open-ended questions - operational staff</i>
<i>APPENDIX 7</i>	-	<i>Ethical clearance letter</i>
<i>APPENDIX 8</i>	-	<i>Results of document reviews for policies and norms and standards guiding rehabilitation professionals</i>
<i>APPENDIX 9</i>	-	<i>Recommendation of an alternative organizational structure for rehabilitation services</i>

LIST OF FIGURES

Figure	Page
1.1. Conceptual framework for a systems approach to service delivery -----	12
3.1. Comparison between facilities on alignment to policy -----	32

LIST OF TABLES

Table	Page
2.1. Availability of services	15
3.1. Results of site observations	29
3.2. Themes and sub-themes	33
5.1. Recommendations and responsibilities	64

ACRONYMS

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