



## Strategic Goal

### Human resource development and management

#### Situation snapshot

- About 225 000 people work in the public health sector
- Personnel costs account for 65% of health budgets
- 28% of medical practitioners work in the public sector
- 8% of dentists work in the public sector
- 59% of nurses work in the public sector
- (SA Health Review 1999)

Human resource development objectives relate to achieving a better alignment between personnel needs and the “supply” of professionals — in terms of general representivity, the appropriateness of skills to service priorities and a more equal distribution between cities and rural areas.

Some of the processes intended to achieve this were:

- Establishing the Human Resources for Health Task Team to facilitate roll-out of a human resource plan for 2001 - 2003.
- Revising the scope of practice for pharmacists, doctors, nurses, dentists and allied health therapists to ensure consistency with the primary health care approach and accommodate mid-level workers. Proposed changes have been presented to professional boards and councils.
- Profiling the existing skills mix in 3000 primary care clinics through a survey of personnel. The data was collected in 2000/1 but processing extended into the next year.
- Auditing post-graduate medical training, an exercise that revealed an imbalance between specialists produced and those needed for a transformed health service.

Considerations of equity are dealt with in various ways. Departmental compliance with the Employment Equity Act, highlighted in the Director-General's overview, is promoted through an Employment Equity Consultative Forum.

Equity in terms of inter- and intra-provincial resource allocation, also dealt with extensively in the Director-General's report, is assisted by a central allocation mechanism for interns, community service professionals and foreign doctors (See page 6). A roll-out plan for community service for other professional groups is being prepared in collaboration with provinces

Other features of the year were:

- Regular meetings with the Department of Education and affected institutions on the restructuring of Academic Health Service Complexes.
- Creation of a mechanism for improved co-ordination among Schools of Public Health.
- Assistance with the review of curricula in several areas.
- Establishment of a Traditional Healers Forum to plan for an Interim Traditional Healers Council.

Sound industrial relations are an essential feature of human resource management and the Department has established a dedicated unit to deal with negotiations in the Health and Welfare Sector Bargaining Council. Developments in this area included:

- The signing of a wage agreement for the sector.

