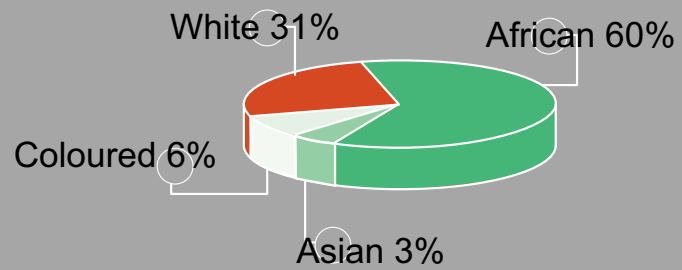
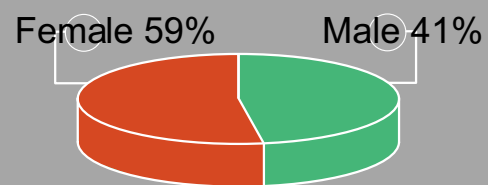


Composition of Personnel

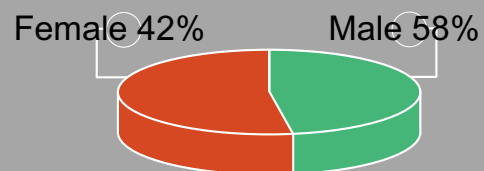
Whole Department (Race)



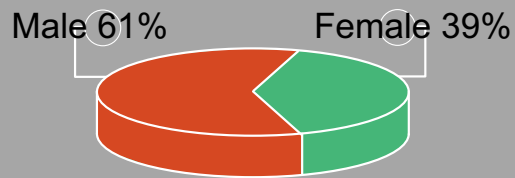
Whole Department (Gender)



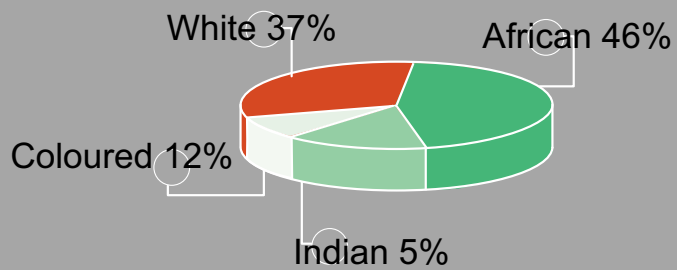
Senior Management (Gender)



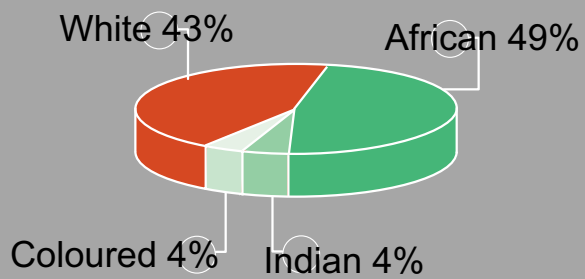
Middle Management (Gender)



Senior Management (Race)



Middle Management (Race)





Director-General's Review

The Public Finance Management Act, of course, sets new challenges for financial management and the Department is taking these on board. During the course of 2000/1 the following measures were taken:

- The Internal Audit section, established in 1998, was enlarged.
- The Department has instituted an active Audit Committee, chaired by an independent "outsider".
- Personnel have been trained in the requirements of the Act.
- A set of financial delegations has been implemented in line with the Act.
- A fraud prevention plan has been drafted.

Interface with provincial departments

The exercise of concurrent powers by national and provincial governments would be rendered unworkable without effective structures for regular interaction - interaction that extends beyond consultation to co-operative planning and joint decision-making.

The political forum known as the Health Minmec - where the Minister of Health meets her provincial counterparts - is well known. A parallel structure, comprising the national Director-General and the heads of the nine provincial health departments, meets with equal frequency. Known as the Provincial Health Restructuring Committee (PHRC), this structure functions at a more technical level, paving the way for policy decisions taken at the Minmec

Representation on international structures

Professor Rachel Gumbi, Cluster Manager for Human Resources
Human Resources Working Group, WHO

Dr Stephen Hendricks, Manager Sectoral Bargaining Council Unit
Committee on Labour Matters and Collective Bargaining, WHO

Dr Lindiwe Makubalo, Cluster Manager Health Monitoring and Evaluation
Steering Committee for Tropical Diseases Research, WHO
Alliance for Health Systems and Policy Research Board, Global Forum/WHO Partnership
Expert Committee on the Onchocerciasis Control Programme, WHO

Dr Refiloe Matji, Director TB Control Programme
TB Advisory Group, WHO

Precious Matsose, Registrar of Medicines Control Council
Strategies for Enhancing Access to Medicines Committee, Bill and Melinda Gates Foundation

Dr Eddie Mhlana, Cluster Manager for Maternal, Child and Women's Health
Bio-ethics Sub-committee, Unesco
Adjunct Faculty Member, Department of Maternal and Child Health, University of North Carolina

Dr Ayanda Ntsaluba, Director-General Working Group 5 of WHO Commission on Macroeconomics and Health

Mr Gopalong Sekobe, Cluster Manager Non-personal Health Services
Afro Region Caucus and Intergovernmental Negotiating Group, Framework Convention on Tobacco Control, WHO

Various officials have also participated in short-term international consultation processes.



and ensuring co-ordinated implementation of such decisions. A web of forums, committees and working groups links the Department and the provincial health services in almost every major area of work.

Given the marked inequalities between provinces and the different challenges that they face, it is not always easy to reach consensus on national policies and norms. Often the implications for provinces are quite different. The fact that PHRC is able to debate the issues, find workable solutions and generally move forward is an indication of the commitment of provincial heads of health to national transformation objectives.

I would like to thank my colleagues in the provinces for their support and co-operation during the year and acknowledge particularly those who have moved on to new positions. Professor Craig Househam from the Free State, Dr Goolam Karim from Mpumalanga, Dr Barry Kistnasamy from Northern Cape, Dr Ralph Mgijima from Gauteng and Dr Tom Sutcliffe from Western Cape were among the "pioneers" of the PHRC and their contribution to transformation has been substantial. Fortunately they have not been lost to the public sector. I would like to welcome their successors Dr Mike Hendricks (Northern Cape), Dr Gilbert Lawrence (Western Cape), Dr Victor Lethlakanyane (Free State) and Dr Laetitia Rispel (Gauteng).

Southern African Development Community

South Africa has enjoyed the opportunity of chairing the Health Sector of the Southern African Development Community and has discharged its responsibility with enthusiasm. Managers in the Department have invested effort well beyond the line of duty to give meaning to joint initiatives.

I wish to pay tribute to my colleagues, the Permanent Secretaries of SADC member states, for the camaraderie that has enabled us to project our region in a way that has been the envy of the developing world. Let us continue to work together in this spirit.

I also wish to recognise the contribution of Dr Thuthula Balfour, Lebo Lebeso and the rest of the SADC Unit whose work has truly done us proud. With the restructuring of SADC, the Unit will move its offices from Pretoria to Gaborone.

Concluding comments

The journey to our destination of quality health care for all remains challenging. Although we have made progress and passed important milestones, daunting terrain lies ahead. We continue to soldier on, recognising that in the process we will make many mistakes. However, we hope that our commitment and loyalty to this country and its people will always be clear for all to see.

We have, in the past, faced criticism. Some of this was perhaps unjustifiably harsh. But, by and large, well-intentioned criticism has spurred us to reconsider our plans and actions. We shall continue to learn and hopefully increase our ability to fulfil our historic duty of serving this young nation.

We believe that our health system has reached the proverbial crossroads. There is a need to pause, take stock and refocus our energies in order to move on to higher levels of performance. This strong sense that our situation demands consolidation of effort lies behind the Minister of Health's announcement that a Health Summit will be held in the last quarter of 2001.

I appeal to participants across the health system to ensure that the Health Summit becomes a memorable occasion and serves as a beacon to guide the course of our work over the next five years. Let us engage each other in honest recognition that the task at hand requires us to work in unison.





Director-General's Review

Concluding comments continue

To the many health workers — who sometimes see the Department as a major cause of their woes — I can only say that we pursue our work in the full knowledge that you are the key to the realisation of all our efforts. We respect the fact that delivery is in your hands and we continue to have the highest expectations of you. We appreciate the commitment that it takes and the effort you have invested to improve the health of our people.

My colleagues, the heads of provincial health departments, are critical pillars in the structure of the public health system. I would like to recognise their enormous contribution and to thank them for their support.

The Annual Report offers a rare occasion for me to thank those who contribute daily to the progress of our Department. Starting closest to home, I am indebted to all members of my office for their unflagging assistance: Henko Labuschagne, Nomvula Marawa, Portia Mushi, Helene van Wyk, Malungisa Skenjana, Ellie Ramatlo and Anna Phalatse. My special thanks go to my personal assistant, Thembakazi Balfour, who responds without fail to the heavy demands of this office.

I would like to recognise the contribution of each and every member of this Department to our common endeavour and express my appreciation of their work. To those who assume the major responsibilities and burdens of management — our Deputy Directors-General, Cluster Managers and Directors — thank you for your dedication, energy and support.

The advantage to my position is that I continually encounter people who inspire me, provide behind-the-scenes encouragement and deepen my faith in the future of this country. They are too numerous to mention, but I am indebted to them.

This is truly a job that can only be done with the backing and understanding of family. Thanks to my mom and dad for unfailing support. Thanks, too, to my wife Lulu, son Bulelani and daughter Nokukhanya and to Rose Dlamini who keeps our home on track.

Finally, I wish to acknowledge the singular contribution of the Minister of Health, Dr Manto Tshabalala-Msimang, in providing direction and guidance in difficult times. No words can express my gratitude for the opportunity she has offered me to participate in the building of our country. I can only hope that I have made some small contribution to advancing her vision of our health system.

Dr Ayanda Ntsaluba
Director-General of Health

National Committees* appointed by the Minister of Health

Board of Medical Research Council

Prof M Jacobs (Chairperson)
Prof T Mokoena (Deputy Chair)
Ms Z Manase (Finance)
Prof W Makgoba (Ex-officio)
Dr K Cooper
Prof D Du Toit
Prof R Emsley
Dr MF Essop
Prof T Gugushe
Prof A Herman
Dr LM Moja
Prof J Moodley
Prof C J C Nel
Dr A Ntsaluba
Prof W Pick
Prof LR Uys
Prof C van Wyk

Medicines Control Council

Prof H Rees (Chairperson)
Prof P Eagles (Deputy Chair)
Prof S Banoo
Mr A Chabilall
Prof CM Dangor
Prof BB Hoek
Prof I Kanfer
Dr NE Khomo
Prof B Maharaj
Dr LE Makubalo
Dr TM Mathivha
Dr AD Mbewu
Dr DV Moloji
Dr M Nethononda
Prof DJ Pudifin
Prof GE Swan
Dr RD Sykes
Prof J Veriava

Council for Medical Schemes

Prof N Padayachee (Chairperson)
Dr JE Cornell (Deputy Chair)
Mr BT Brooks
Ms F Hassan
Dr MW Jekwa
Mr SJ Kgampe
Ms G Matyumza
Prof HD McLeod
Dr R Morar
Dr A Ntsaluba
Ms DL Pearmain
Ms R Phiyega
Dr SM Pillay
Dr TP Tsotetsi

Health Research Ethics Committee

Prof SR Benatar (Chairperson)
Prof EL Mazwai (Deputy Chair)
Dr W Bannenberg
Ms Dudu Biyela
Prof S Clow
Dr S Cooper
Ms MC Dioke
Prof D du Toit
Prof G Falkson
Dr OBW Greef
Dr MJ Hlongwane
Prof C Ijsselmuiden
Prof L London
Dr P Mahlathi
Dr LE Makubalo
Prof TJ Mariba
Mrs P Matsoso
Mrs K Nevhutalu
Ms R Prinsloo
Dr Helen Rees
Prof YK Seedat

* Individuals listed served during the period April 2000 to March 2001

Presidents/Chairpersons of Statutory Councils in the Health Sector

Health Professions Council of South Africa
South African Nursing Council
Chiropractors, Homeopaths and Allied
Health Service Professions Interim Council
South African Pharmacy Council
South African Dental Technicians Council

Prof S Kallichurum
Prof RV Gumbi
Mr M o' Brien

Prof P Eagles
Mr AP Pretorius

