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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

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## **DECLARATION**

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*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.*

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**Signature**

\_\_\_\_\_ day of \_\_\_\_\_, 2008.

***For my children....***  
*who understand*  
*that a mother can love both*  
*her family and her career.*



## **ABSTRACT**

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*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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## **ACRONYMS**

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