
TO: ALL MEDIA
DATE: 28 JANUARY 2010
EMBARGO: NONE

FURTHER CRITICAL POSTS UNFROZEN BY THE MEC FOR HEALTH

The KwaZulu-Natal MEC for Health, Dr Sibongiseni Dhlomo, has further unfrozen critical posts in seven institutions and a component of Head Office.

This follows last week's announcement by the MEC, on the 20th of January 2010, for 26 institutions to commence with recruitment and filling of clinical posts. The hospitals that are have been granted permission to recruit and fill this time include; Christ the King, Dunstan Farrell, Hlengisizwe CHC, Mahatma Gandhi Memorial, Murchison, Tongaat CHC, Umzinto Clinic (under GJ Crookes) and Health Technology Services. Other requests for unfreezing are still being considered through the relevant Senior Management and will be submitted to the MEC once recommended by the HOD.

"In the face of rising attention to the acute shortage of health care workers, solutions to the human resource (HR) crisis are difficult to achieve, especially in a resource scarce country like ours. While we are aware of the issues and are developing human resource strategies, the problem is that we are working in a fast changing context. The complex conditions under which we work to address the HR crisis demand a new style of leadership that encourages innovation and teamwork. We can no longer look at HR issues in isolation from; Personnel systems (including staffing norms), Work environment and conditions, HR information system integration of data sources to ensure timely availability of accurate data required for planning, training, appraising and supporting the workforce and Performance management: performance appraisal, supervision and productivity" **says the MEC for Health, Dr SM Dhlomo.**

The government plans to overhaul the health care system include ensuring that at all levels there are committed leaders and qualified HR managers to translate strategies and frameworks for financing options, and fast-tracking of education and HR reform into solutions on the ground. In this case a more appropriate mode of leadership, linked to reforming management systems and committed to moving beyond planning to implementation, is essential to the solution.

ENDS!

ISSUED BY:
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