

FUNCTIONAL ANALYSIS TO ASSIST IN THE PROCESS OF CLARIFYING MANDATES, ROLES, RESPONSIBILITIES AND FUTURE TRAINING NEEDS FOR EHPs AT MUNICIPAL LEVEL.



UEMP ANNUAL CONFERENCE 2009

20-21 MAY 2009

NH LORD CHARLES, SOMERSET WEST
CAPE TOWN



CONTENTS

- ◆ PURPOSE OF THE PROJECT
- ◆ PROJECT DESCRIPTION & OVERCOMING CHALLENGES
- ◆ PROJECT VALUE
- ◆ PROJECT SUSTAINABILITY AND REPLICABILITY
- ◆ LESSONS LEARNT AND VALUE ADDED



health

Department:
Health
REPUBLIC OF SOUTH AFRICA

PURPOSE OF THE PROJECT

The project linked with the bigger context of the Department through its purpose to:

- Describe and analyse the challenges faced by a diversity of selected District and Metro Municipalities in providing Environmental Health Services; and
- Describe additional strategic actions, including training and organisational development considerations, which may be necessary by *any or all spheres of Government* in order to facilitate the effective future provision and functioning of EH services at municipal level;
- and accordingly set responsibilities of rendering EHS/MHS as prescribed in the Legislation.



health

Department:
Health
REPUBLIC OF SOUTH AFRICA

PROJECT DESCRIPTION & OVERCOMING CHALLENGES

- ◆ Phase 1: Project mobilisation and setup.
 - (waterberg DM, nkangala DM, ugu DM, Francis Baard DM and Nelson Mandela Metro;
- ◆ Phase 2: Review and analysis
 - of EH policies, strategies, legislation, organisational structures, strategic/business plans, HRD strategies and design data collection tool;
- ◆ Phase 3: Conduct functional analysis
 - generate a sample of EHPs from selected municipalities to complete a data collection tool and present a draft report;
- ◆ Phase 4: Design, present and distribute
 - skills audit tool. Collect completed questionnaires and present a report;
- ◆ Phase 5: Develop
 - , present training strategy and skills audit report to the Project team for final inputs. Develop the action plan for each task;
- ◆ Final report and Project close-up report

PROJECT DESCRIPTION & OVERCOMING CHALLENGES

- ◆ There were delays in distribution of skills audit questionnaires (SAQ), *phase 4*;
- ◆ SAQ was conducted telephonically due to unavailability of EHPs, *phase 4*;
- ◆ Meetings with service provider to discuss the *report and the challenges* thereof held;
- ◆ Meeting re-scheduled events & yielded outcome on:
 - Workshop on draft analysis report, presentation of skills audit tools, report and the need of training strategy.
 - On-site workshops with EHPs and final report workshop with Project team and consequently the final report



health

Department:
Health
REPUBLIC OF SOUTH AFRICA

PROJECT VALUE

- ◆ After its successful completion
 - EH learnt about challenges encountered; and
 - Are developing intervention strategies which are challenge specific; and
- ◆ The project has also facilitated the effective future provisions and functioning of EH services at Municipal level;
- ◆ and obviously raised awareness on areas of improvement which happens to be in line with the DoH's strategic objectives and operational plans of strengthening EH/MHS;
- ◆ Gaps were identified on EH legislation applicable which necessitates amendments.

PROJECT SUSTAINABILITY AND REPLICABILITY

◆ YES/NO

- ◆ Not sustainable as it depended entirely on donor funding and does not generate income as it is on basic EH services provision, however:
 - Project report provides the actual challenges in the field of EH/MHS Nationally;
 - Can be repeated to other uncovered Municipalities who will use the report to improve their EH services;
 - The report if used will definitely improve EHS in the country.



health

Department:
Health
REPUBLIC OF SOUTH AFRICA

LESSONS LEARNT AND VALUE ADDED

- ◆ Need to have a Project manager to run and complete the project.
- ◆ EHS/MHS 1st line of defense to all Environ Health Hazards,
- ◆ Diversion by authorities from EH services
- ◆ Most MHS not rendered in Municipalities as legislated and not in strategic documents;
- ◆ Nonspecific Job description and lack of performance output measures –poor monitoring;
- ◆ HR less than the WHO 1:10K and National 1:15k;
- ◆ EHPs studying non EH fields post qualifications;
- ◆ Set EH targets not met by Municipalities;
- ◆ Under budgeting & in most cases no dedicated budgeting for MHS;
- ◆ Need for coordination of EH research.



health

Department:
Health
REPUBLIC OF SOUTH AFRICA

LESSONS LEARNT AND VALUE ADDED

- DoH to finalise policy & provide a broad strategy for MHS establishment of EH forum,
- Municipalities to develop detailed strategic with clear implementation plans,
- Municipalities to develop Policy guidelines and bylaws for implementing MHS,
- Improved Cooperative Governance initiatives-3 spheres,
- Endeavour to adherence to WHO and SA National standards on resources for efficiency and effectiveness,
- Generic, specific & measurable job descriptions of all position levels,
- Managers of MHS to plan EHS programmes & take full responsibilities for the learning and development needs of their teams,

THANK YOU

National Department of Health Directorate: Environmental Health

Compiled by Mr. Ramathuba M.A.M

Fax: 012 312 3181

Tel: 012 312 3142

Cell: 072 554 95 38

E-mail: ramatm@health.gov.za



health

Department:
Health
REPUBLIC OF SOUTH AFRICA