



**Building the bridge between
research, policy and action**



INTENTION, CAUSATION AND ILLUMINATION

**Lessons from the rehabilitation
experience in SA**

Research Use and Impact Assessment





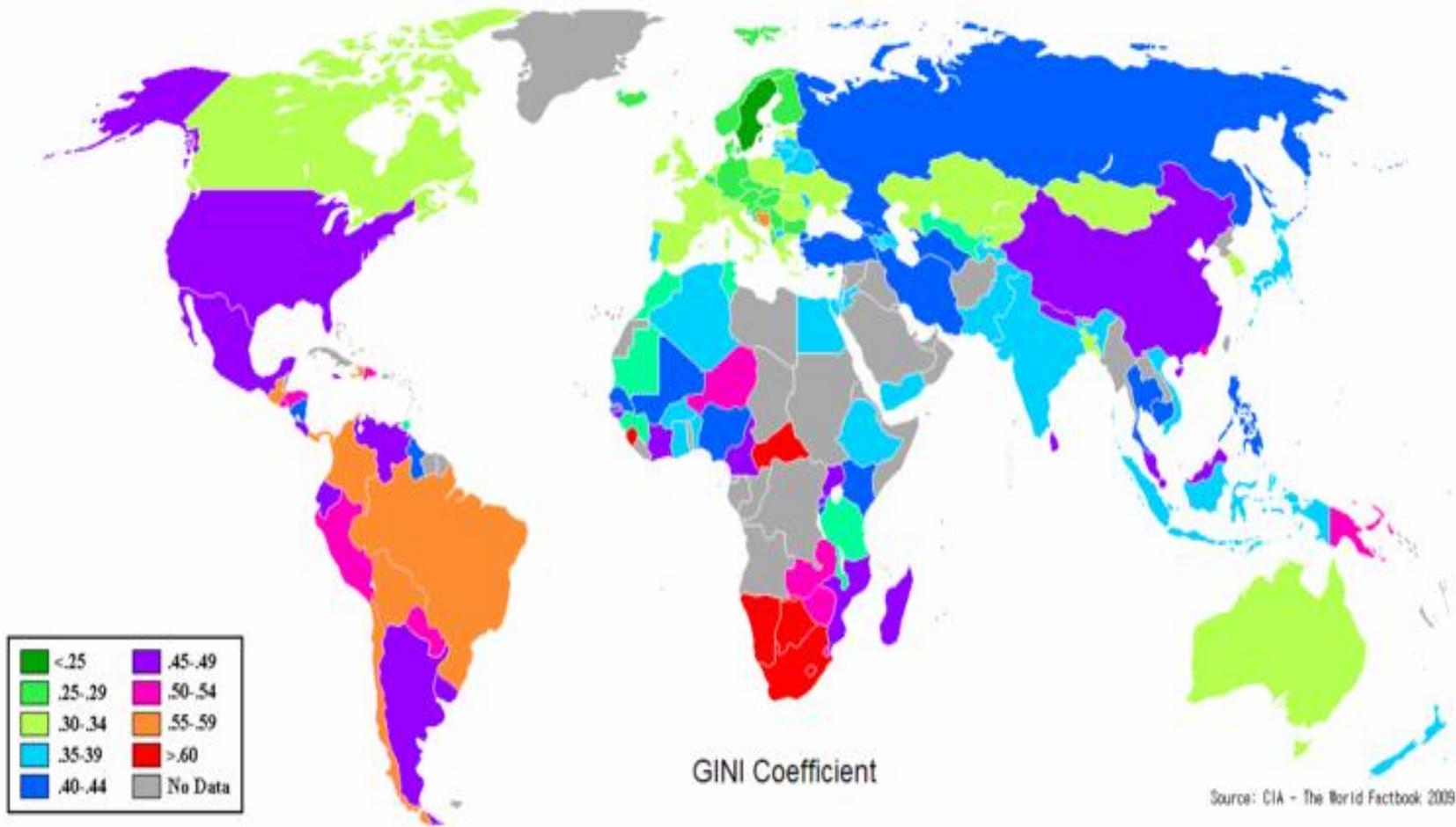


Lucas Sithole



Gini Coefficient

Difference in national income equality



Disability Statistics

- **Stats SA (2007)** – 4% of the population is disabled
(*Community Survey*)
- **Stats SA (2009)** – 7.9%
(*General Household Survey*)
 - 8.1 % of females
 - 7.7% of males

General Household Survey (2009) %			
Province	Male	Female	Total
FS	15.9	15.2	15.5
NC	10.1	10.2	10.1
KZN	9.4	10.7	10.1
Limpopo	7.9	7.6	7.7
EC	7.4	7.3	7.4
WC	6.3	6.9	6.9
NW	6.3	6.3	6.3
GP	5.7	6.4	6.0
MP	5.1	4.7	4.8

Education & Employment

Age Group	Total Population	Children with disability		Enrolment in formal education (ECD/Schools)		Source of data
		No:	%	No:	%	
0- 4 yrs	5 063 500	1 393 236	27.50 %	389 013	27.9%	Stats SA, 2009
5 – 18 yrs	14 588 173	703 159	4.80%	236 154	33.60%	Stats SA, DBE, 2009
				Special	Mainstream	
				111 619	124 535	DBE, 2009
				47.30%	52.7%	DBE, 2009

To date, less than 0.5% of people with disabilities are employed
The target of 2% of the population set by DOL was never met .

Citizens with a disability in SA

“Persons with disabilities in SA continue to face barriers that prevent them from enjoying their full civil, political, economic, social, cultural and developmental rights. This is largely due to the ignorance and prejudice in our society.

South African Human Rights Commission (SAHRC)

Methodology

Deductive approach



Legislation, policies and professional guidelines provide the theoretical framework.



Which documents?
What do they say?

What are the experiences, perceptions and challenges of rehab service providers - those expected to implement public policies?



Inductive approach

Deductive Analysis

Interpreting Intentions

Legislation / Policies

Rehabilitation is a service that adopts the social model of disability

CBR as a strategy for improving coverage and access

Several professions assumed to perform one function within a decentralized DHS

No strategic provincial guidelines for rehabilitation services

Professional Norms & Stds

Social Work

Speech Therapy

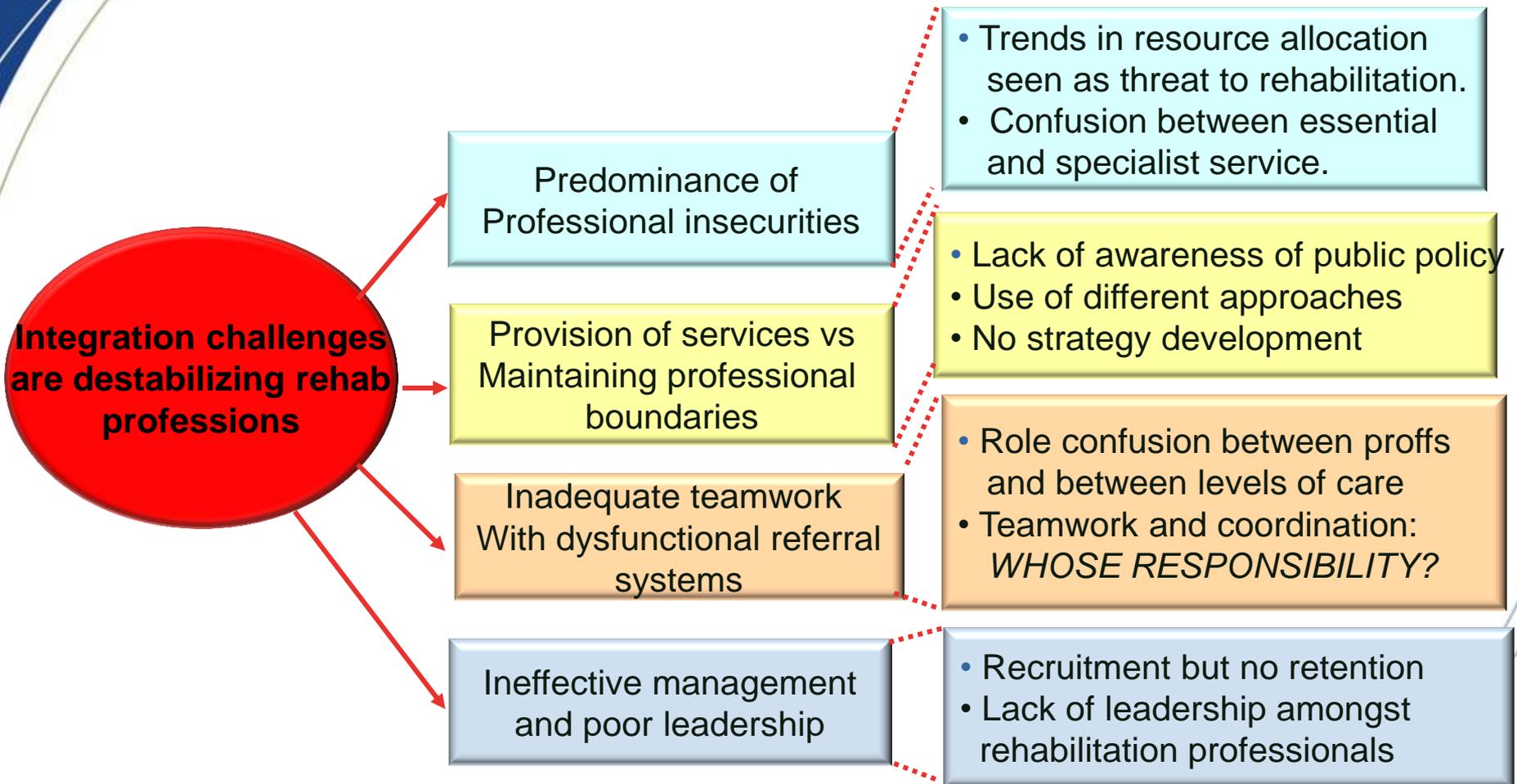
OT

Physiotherapy

Separate
functions

Emphasis on medical/clinical diagnoses and individual interventions

Inductive analysis



Situation of rehabilitation service delivery

Deductive approach



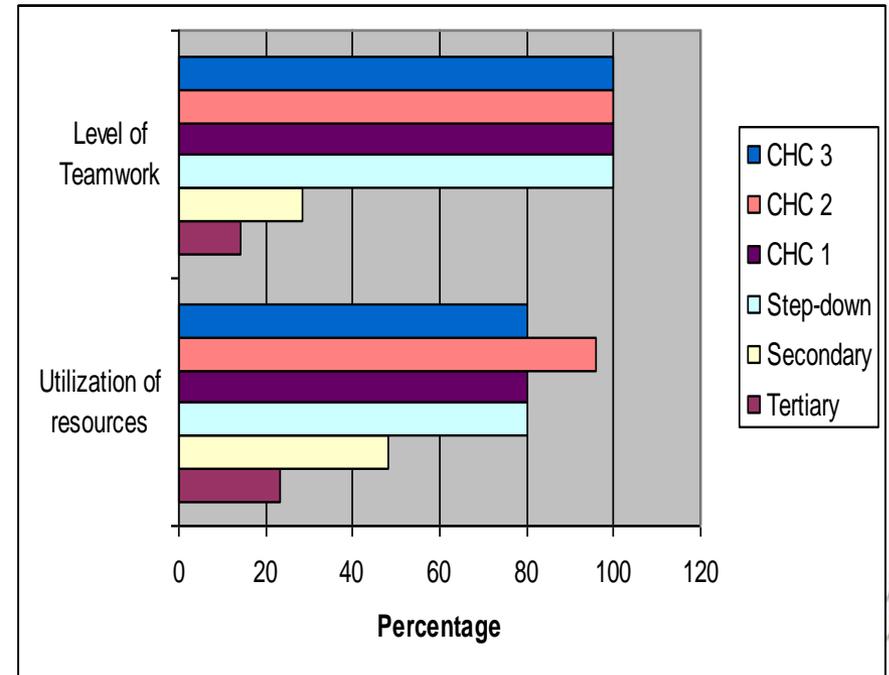
Policies and legislation aimed at effective service delivery are in conflict with each other

Integration challenges at several levels and dimensions



Inductive approach

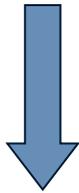
Comparison between facilities on alignment to policy



Seeking causation

Alignment & Shift

Policy intent



Policy in practice

1. Resistance to integration by rehab professionals
2. Under-development of professional identity
3. Implementation of policy: by design or default?

Institutional context

Dept of Public Service &
Administration

HPCSA / SACSSP –
Professional Councils; Boards &
Associations

**Institutional and
Social phenomenon
impacting on rehab**

Dept of Health

Training Institutions

A paradigm shift for rehabilitation

Policy & Systems level

Regulation of services: Norms & Standards aligned to Policy

Dedicated Resource allocation

Structures reviewed and realigned to strategic intent

National Rehabilitation research & training agenda

Service level

Strategy development:
CBR

Programmatic development : PHC & Specialized

Development of effective M & E for planning

Organizational level

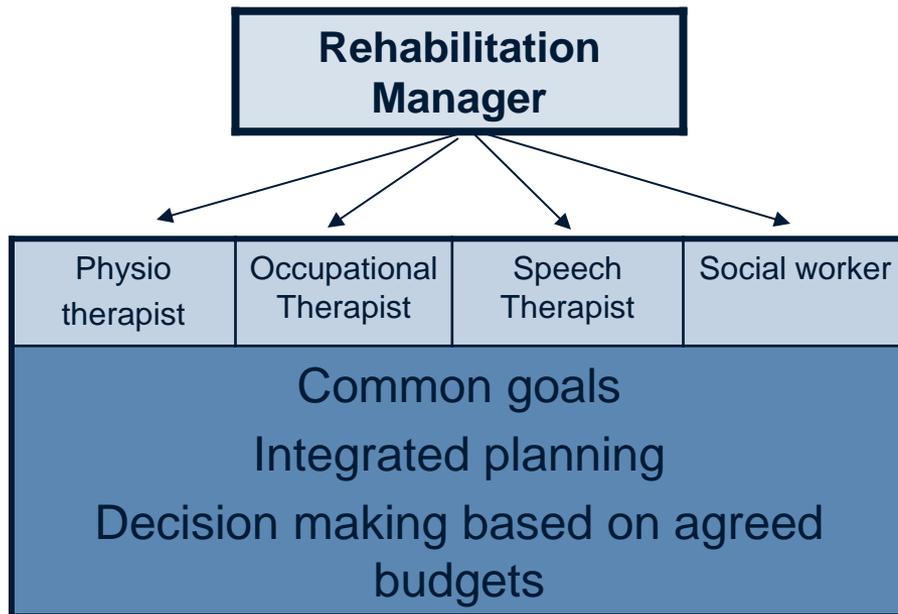
Transformational Human resource management

Networks and referral systems for continuity of care



Rural rehabilitation can lead the way

A formal organizational structure as a “tool for change”



Illumination



Professional activism

- Transforming existing platforms for professionals into spaces for constructive engagement and decision making (district; provincial; national rehab forums)

“Engineered consensus”

- Proactive facilitation of teamwork through conscious management functions

Critical Mass

- Identifying and developing a catalytic group to facilitate change. RuReSA?

Social & Institutional (re)structuring

- Translating policy into strategies then (re)structure

Thank you for your attention

