

draft 15.

STAGE I

1.

STAGE

III

WW W; t. 000%! a

1.93

HOW THE COMMISSION CAN WORK

Feb to March 1993

Advertize posts in secretariat and

appoint some staff to start work

Approach senior and highly respected

people to serve as Commissioners

Announce Commission and the names of

at least some of Commissioners

Start to:

- prepare for the Commission

- collect existing information

- inform key role players about

Commission and about how they

can feed into it

- Visit all regions and encourage

ANC structures and people at

grassroots to discuss issues

and to prepare to give evidence

April 1993

First meeting of Commissioners,

together with secretariat, for at

least two weeks:

- political briefing, discussion

of Health Policy Guidelines and

expectations of Commission

- learning to work as a team

- Secretariat presents initial

ideas and Commissioners decide

process for Commission

\$ priorities

a timetable

April to December 1993

secretariat starts to

instructions of

Commission

carry out

Commissioners

- arranging meetings,

and formal hearings

- getting people to conduct

appropriate research including

community surveys of resources

needs and suggestions

workshops

Individual Commissioners visit

regions to meet and listen to people

mem0113b.pol

Ralph & NCC

Cheryl & NEC

Cheryl & DIP

Commission

secretariat

&

ANC Regional

I! e a l t h

departments/

committees

Commission

secretariat,

C,missioners

Cheryl &

Ralph

Commission

secretariat

&
Communities
&
"experts"
Chmissioners
&
regions

10.
STAGE
IV

11.
12.
STAGE

13.
14.

Commissioners send out to regions
and other interested parties, for
comment, copies of some reports
received and any draft
recommendations

People discuss these documents and
submit their comments

Commissioners meet regularly (? one
week every two months) and review
all new evidence and all comments
received on material sent out

Jan to March 1994

Secretariat collates all the
evidence submitted and heard, all
the draft recommendations and all
the comments received

Commissioners meet and prepare final
recommendations which they submit to
the NEC

April to June 1994

NEC considers final report and
recommendations and makes them
public

Legal department supervises the
drafting of new legislation

Commissioners

&

secretariat

Regions &

a n y b o d y

interested

Commissioners

&

secretariat

Secretariat

Commissioners

NEC

Legal Dept

COMMISSIONERS &. SECRETARIAT STAFF
COMMISSIONERS

All Commissioners need to be highly respected and some at least need to have international status in their field.

All Commissioners need to be supportive of the spirit of the ANC Health Policy Guidelines and to accept the goal of developing a single, comprehensive national health system that will provide good health care for all South Africans.

Between them the Commissioners need to have at least the following skills and expertise:

1. A clear political understanding of the nature of South African society and of the legacies of apartheid.
2. A good understanding of the options in public sector financing.
3. A good understanding of health economics and of how different options can be costed, including hidden costs and their long term implications.
4. A good understanding, and experience, of the practical problems of implementing Primary Health Care in impoverished rural and urban communities.
5. A good understanding, and experience, of community mobilization and participation.
6. A broad understanding, and experience, of health worker training programmes.
7. A good understanding, and experience, of "high tech" and of "academic" medicine and of research.
8. A good understanding, and experience, of national drug policies and of the pharmaceutical industry.
9. A good understanding of, and experience in, management, particularly in the public sector.
10. A good understanding of the epidemiological approach to health and health care problems.

The final number of Commissioners appointed will depend on the extent to which individuals can be found with more than one of the skills listed above.

Most Commissioners must be South Africans but there will be advantages in considering some people who are not. Such non-South Africans could bring with them particular skills, practical experience in countries like Zimbabwe, Mozambique, Namibia or Cuba, and international status.

SECRETARIAT STAFF

About six people will probably be needed full time on the secretariat staff for between a year and 18 months, and other people will probably be needed on short term contracts as fieldworkers, researchers and report writers.

All members of the Secretariat staff should probably be South Africans and members of the ANC, and they must be committed to ANC policy, but they must be able to talk with South Africans across a broad political spectrum.

All Secretariat staff must have the ability to listen to other people and to record their views. All will need to have or to acquire word processing skills.

All Secretariat staff must be able to work easily with each other as members of one team. They must also be able to interact well with the Commissioners.

Between them the Secretariat staff need to have at least the following skills, expertise and abilities:

1. A clear political understanding of the nature of South African society and of the legacies of apartheid, particularly as affects the health sector.
2. Driver's licences and the ability to travel to different parts of the country to encourage people to give their views and their experience to the Commission.
3. Fluency in most of South Africa's languages.
4. Experience in community mobilization and an ability to mobilize people across political boundaries to come forward and to present their views.
5. Very good administrative skills to be able to handle efficiently large volumes of correspondence, documents, telephone enquiries and possibly also visitors.
6. Financial administrative skills to be able to prepare and to monitor budgets and to account quickly and accurately for money allocated to a number of different projects or activities.
7. The skills to read and summarize long documents so that the Commissioners can find out quickly what is in the documents and can decide whether they have to read all the documents themselves or not.
8. The skills to extract, from documents that the Commissioners want circulated, the most important points and to put them in a form and language that is easily accessible to most people in different communities.
9. A good understanding of, and practical experience in, the health sector in South Africa.