



**Human
Resources**
for the South African Health System
Conference
28 - 29 November 2016
CSIR | Pretoria | Gauteng

**CONFERENCE
PROGRAMME
OUTLINE**

Monday, 28 November 2016

07:00- 10:00	Registration
10:00 - 13:00	<p>OPENING SESSION</p> <ul style="list-style-type: none"> • Key questions for answers - a future ready HR for Health • Opening address • Global perspectives <p>PANEL DISCUSSION</p> <ul style="list-style-type: none"> • Opportunities and Challenges for HRH: e-Health and the Digital Future • Other critical expertise in HRH: Non-health professionals in responding to the needs of NHI • Why gender matters in the health system • A young doctor's perspective on HRH: Has the future dawned? • Pointing the way forward on HRH <p>Closing of Plenary</p>
12:30 - 13:30	LUNCH
13:30 - 15:00	<p>PLENARY: Reframing the Discourse</p> <ul style="list-style-type: none"> • Opportunities that interactive planning offers HRH strategy development • HR: Strategically aligning people and systems performance • The Science of HR - Social Behaviour shapes attitudes • The Principles of HRM: Is the health sector unique?
15:00 - 15:30	AFTERNOON TEA
15:30 - 17:30	<p>Debate 1: Supplementation from abroad</p> <ul style="list-style-type: none"> • The role of the HPCSA in managing supplementation from abroad • The role of foreign qualified doctors in providing services in rural communities <p>Panel discussion</p>
15:30 - 17:30	<p>Session 1 Selection and Curriculum</p> <ul style="list-style-type: none"> • Selection policies, admission procedures and active recruitment • The African curriculum and transformative education • Decolonising health professionals' education • Social Accountability and Nursing Education in South Africa
15:30 - 17:30	<p>Session 2 Workforce planning</p> <ul style="list-style-type: none"> • Approaches to effective planning for HRH

	<ul style="list-style-type: none"> • Generalised vs Specialise skills for sustainable service delivery • HR Modelling
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TUESDAY, 29 November 2016

07:00	Registration
08:00 -08:30	Plenary Session HRH for Primary Health Care Research to advance to advance the Health system
08:30 – 10:00	Debate 2 <ul style="list-style-type: none"> • Models for providing GP driven PHC • Models for insourcing GP services for government PHC clinics • Models for outsourcing uninsured patients to private GP practices Panel discussion Panel discussion
08:30 – 10:30	Session 3 Scaling up health professions educations <ul style="list-style-type: none"> • What is needed to scale up education? • How do we finance it? • Student perspective on financing education • Professionals trained in countries outside SA • Education and Training HRH: Closing the needs gap
08:30 – 10:30	Session 4 Deployment and utilisation of HR <ul style="list-style-type: none"> • Using HRH data to improve clinical outcomes of Health Systems • Reflections on WISN - Lessons learned and next steps • Managing people, performance and consequence • Strategies for Retention - Context and size matter • What works for recruiting in rural settings
10:30 - 11:00	TEA
11:00 - 13:00	Session 5 Leadership <ul style="list-style-type: none"> • The Atlantic Philanthropy Health Equity for South Africa leadership programme • Academy for Health in Leadership and Management • Training health leaders
11:00 - 13:00	Session 6 Retention <ul style="list-style-type: none"> • Retention for nurses
11:00 - 13:00	Dialogue The South African National HR Plan - was it effective
13:00 - 14:00	LUNCH

14:00 - 16:00	<p>Concluding Plenary</p> <ul style="list-style-type: none">• Drawing out themes emerging• Themes from the plenaries• Themes from selection, curriculum and scaling up health professions education• Themes from HR deployment, effectiveness and retention• Themes from workforce planning and leadership• Reflections on the way forward• Building and HRH Community of Practice - The way forward <p>Wrapping up</p>
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