



Strategic Management Of The Professional Health Workforce: A South African Policy Perspective

Percy Mahlathi

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This book is about strategic management of human resources for health focusing mainly on professionals. It seeks to address individuals whose role is to conceptualise, plan and manage health care services. It also addresses the link between values and performance – a topic hardly tackled in many books about health services management. It should therefore be of utmost interest to public and private health sector leaders, health policy developers, health science educators and trainers, health facility managers, individual health practitioners, legislators and aspirant health professionals (those who plan to develop careers in the health services). Since the strategic management of the health workforce, and in particular health professionals, is of critical importance to health systems in the African continent, it is hoped that this contribution will be positively utilised in a broader discourse about the sustainability of health systems. About the Author:

Malixole Percival (Percy) Mahlathi was born and raised in a rural village in Mount Frere (KwaBhaca), Eastern Cape, South Africa. He obtained his medical degree (MB ChB) at the University of Natal before furthering his studies by obtaining a Master of Philosophy degree (Value Analysis & Policy Formulation) at the University of Stellenbosch. Later he obtained a PhD (Development Studies) at the University of Fort Hare. Following a spell in hospital practice, he left for private practice in Khayelitsha, Cape Town, but his interest in systems development saw him leave private practice to play a major role in the formation of the SA Medical Association before joining the National Department of Health, South Africa. Here, he led the workforce division, spearheading a number of health workforce policies and playing a role in the development of the WHO Code of Practice on the International Recruitment of Health Personnel. Percy is a fellow of the Africa Leadership Initiative SA (a member of the Aspen Global Leadership Network – AGLN) and a Barrett Value Centre trained Cultural Transformation consultant. His major interests are in health sciences education & training and health systems development with a particular focus on organisational and leadership development. He is founder and director of Selizwe Leadership Academy.

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