



WORKING GROUP 1
SUBGROUP 2
EXTERNAL SUBMISSIONS
VOL 3



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The Construction Industry

Die Konstruksiebedryf

P.O. Box 6263
DUNSWART
1508

16th March 1992

Date Rec'd : ...18/3/92...

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Handed for Processing to :
.....Murphy & Co. 1992...

Mr Murphy Morobe
Head : CODESA Administration
C.O.D.E.S.A.
P.O. Box 307
ISANDO
1600

Dear Sir

CONSTRUCTION INDUSTRY PRODUCTIVITY AND
QUALITY COMMITTEE

I refer to your recent telephone conversation with mr Brian Phillips of the South African Federation of Civil Engineering Contractors and to the Papers describing C.O.D.E.S.A.'s five Working Groups which you kindly sent him under cover of your letter dated 27th February 1992.

As Chairman of the above Committee, I have pleasure in forwarding a Report on Its Recent Activities which I feel to be a most important consideration in the successful introduction and future prosperity of the New South Africa which offers so much hope to its peoples.

I am sure you will steer these Papers into the right hands in C.O.D.E.S.A. as there presently appears to be no directly pertinent Working Group responsible for such matters. It may be considered that an additional Working Group might be introduced to deal with "INFRASTRUCTURE AND HOUSING : ITS MAINTENANCE AND DEVELOPMENT" or similar, in which "PRODUCTIVITY AND QUALITY" might be successfully housed.

Please/...2.

BUILDING INDUSTRIES FEDERATION
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Mr M. Morebe

- 2 -

16.3.1992

Please let me know of your reaction to these comments and the enclosed document, as the Construction Industry is anxious and keen to participate in C.O.D.E.S.A.'s activities towards a new, healthy and prosperous South Africa.

Yours faithfully



C.D. ROUX

CHAIRMAN

CONSTRUCTION INDUSTRY PRODUCTIVITY
AND QUALITY COMMITTEE

Encl.
CDR/jf

CONSTRUCTION INDUSTRY PRODUCTIVITY AND
QUALITY COMMITTEE

INTRODUCTION

In February 1992 the Building Industry Federation of South Africa, the South African Federation of Civil Engineering Contractors, and Representatives of other interested parties, got together to consider a combined approach to the problems of Productivity and Quality in their Industries. The Construction Industry Productivity and Quality Committee was thus formed with the following as its Mission Statement:

"The Mission of this Committee is to measurably enhance the effectiveness and efficiency of the Construction Industry in South Africa.

To this end, the Committee will identify and investigate macro and micro factors affecting Productivity and Quality in the total Construction Process, and ensure that appropriate Improvement Programmes concerning those factors are implemented."

In addition, five Working Groups were instituted to deal with the following leading considerations:

- * Appropriate Design and Constructability;
- * Manpower;
- * Productivity;
- * Strategy : The Next Ten Years;
- * Safety.

These Working Groups report to the "Macro" Committee on an annual basis and to the Executive Committee on a quarterly basis. The Executive Committee directs the Groups' Activities, whose Findings and Proposed Action Areas are set forth in the following Reports:

APPROPRIATE DESIGN AND CONSTRUCTABILITY

This Committee has identified its target area and has addressed letters on this subject to Major Client Bodies and Institutions.

Within its brief, the Working Group has identified the following major problem areas which affects Productivity:

1. Use of Non-Standard Specifications and Documents;
2. Manpower Training and Education;
3. Lack of Meaningful Research by Research Organisations.

The Object of the Working Group is to bring to the attention of Clients the range of factors under the broad heading of Appropriate Design and Constructability which have an effect on Productivity, such as:

1. Timeous Forward and Appropriate Planning. For instance, in the Public Sector there should be sufficient time for the Proper Planning of Projects and there is a need for Rolling Budgets.
In the Private Sector there is too much of a rush once a Project has been decided on and it is then expected for the Construction Industry to make up lost time.
2. Appropriate Design, Specifications and Documentation. This should take into account the Needs, Appropriate Technology, Availability of Materials, Project Location, Capital Cost versus Maintenance, Need for Labour Intensive Construction and Affordability to the Users.
3. Construction. Contractors' input in the early stages of Design may lead to a better Construction Process and Enhancement of Productiity. Resource Identification of Required Plant, Materials and Labour is essential at an early stage.

Promotion of these concepts to Clients is a major task. The Committee is addressing this problem and will develop an Action Plan within the near future to market these concepts.

MANPOWER

From an investigation undertaken by the National Productivity Institute some years ago, 21 prime factors affecting Productivity in the Civil Engineering and Building Industries were identified, of which the following eight related directly to Manpower:

- * Lack of Management Skills;
- * Skills Shortage;
- * Lack of Training of Site Personnel;
- * Poor Planning and Programming;
- * Inadequate Planning and Organisation Skills;
- * Lack of Productivity Standards;
- * Inadequate Applied Education and Training;
- * Lack of Commitment in the Provision of Education and Training.

The Manpower Working Group of the Construction Industry Productivity and Quality Committee has thus been charged with the task of examining all possible aspects of Manpower, and has identified the following issues for investigation:

1. The crisis in the Education System and its effect on Education and Training in the Construction Industry;
2. The role of Technikons and Universities in providing Education for the Construction Industry and the current Curricula;

3. Numeracy and Literacy;
4. Effective Financial Support for Training and Education;
5. The Current Training and Education Programmes in both the Civil Engineering and Building Industries, Improvements and Rationalisation;
6. The Future Manpower Needs of the Construction Industry.

Whilst all these issues are currently under review by the Working Group, the Group developed a "Numbers and Cost" Presentation relative to the "Kick-Start" approach recommended in the Ned/Perm Scenario for the Building of some 200 000 Houses per annum. A number of Presentations have been done in this regard and information made available to the relevant Cabinet Ministers.

The scope of the Working Group falls entirely within the Mission of the Productivity Committee and its Objective is to Develop a Strategy for Manpower Development to ensure Effective and Efficient Optimum Utilisation within the Construction Industry.

PRODUCTIVITY COMPETITION

It is almost impossible for the Construction Industry to supply a generally acceptable description of How to Promote Productivity Improvement within a company. Management Styles, Competency and the Environment in which people operate differ too much. However, taking the Improvement Process step by step and developing a suitable approach which can be implemented to improve organisation receptiveness, Productivity Improvement can be integrated with the existing Management of a Company.

Endeavours are being made to highlight and formalise the theoretical Productivity Improvement Process for the Construction Industry within the context of the complete Management Process. Further, to Place and Promote present Productivity Activities which already take place in Construction Companies within the context of the Improvement Process and to closely outline specific areas requiring closer attention and recommend practice to address them.

As a part of the Process a Construction Industry Productivity Competition is being established and work is progressing according to Programme in order to host the first Competition Awards Ceremony in February 1993. Task Groups are tackling Competition Administration; Procurement of Funds; Promotions and Technical Design.

Final arrangements have been made for Promoting Productivity and the Competition through various Contracting Magazines, Press Releases and a Series of Seminars to be held country wide. This will be followed by Presentations on Productivity to interested parties on their request. All relevant information pertinent to the Competition, Closing Date, Adjudication Period and Award Ceremony will be announced at the various Seminars.

SAFETY

Loss Control and Safety is a Management Driven Programme and appropriate Seminars have been held in Durban, Johannesburg and Cape Town, aimed at the Civil Engineering Industry, with a view to showing the merits of a Loss Control Programme.

It is intended to continue to reduce the Number of Injuries, Fatalities and Waste by strongly promoting Safety and Loss Control Awareness amongst Employers in the Industry.

To achieve this Objective, the following Services are provided:

1. Site Visits and Surveys : To Ensure Legality, to Advise on Possible Losses, Unsafe Acts, Unsafe Conditions, Unnecessary Waste, Poor Labour Utilisation, Security Problems, Poor Housekeeping, Plant, Tool and Equipment Abuse. Training Needs are also often identified. These Site Visits are carried out after initial contact has been made with Top Management.
2. Documentation : Checks are carried out to ensure that Mandatory Material is Available on Site and, where not, Registers, Appointment Forms, Machinery and Occupational Safety Act (Abridged Version) and Guidance Charts, etc., are supplied.
3. Crisis Help : This is constantly available, but often these Services are really only appreciated fully after an Injury or Damage Accident or due to a Department of Manpower Inspector's Visit.
4. Workmen's Compensation Guidance : Advice is provided concerning Rebates, Assessment, "Loading" or correctly compiling Claim Forms, in accordance with the Act.
5. Safety and Loss Control Seminars : These are arranged and conducted either as Open Seminars at Strategic Venues, or as Closed In-House Seminars with Members of the Company.
6. Star Grading : The Star Grading Programme is both prestigious and sought after, being a Systematic Management Improvement Programme for Building Sites.
7. Safety Competition : To further Improve Safety Standards and Awareness, Inter-Site Competitions are encouraged, as well as BIFSA's Regional and National Safety Competition for both Building Sites and Allied Trades.
8. Posters : Posters are distributed and explained. These achieve the Purpose and Function of Maintaining Safety Awareness.
9. Education : This is done by Films, Videos, Slide Presentations and through Construction Magazines - all serve to Promote Safety Awareness.
10. Lectures : These are presented at Universities, Technikons, Technical Colleges, Training Colleges and Other Centres.

STRATEGY : THE NEXT TEN YEARS

The following points have been agreed as being part of the scenario for the Next Ten Years:

1. The Construction Industry will have to compete with the rest of the world in Southern Africa. An advantage is the exposure of our Labour Force and the opportunities thus created, but our Management Skills have to be enhanced, and we must endeavour to Control the Construction Environment.
2. The problem of Cyclical Supply of Work must be addressed. A slight variation is acceptable, but excessive variations cannot be tolerated since the Impact on Labour and the Development of Productivity is disastrous.
3. Mega Projects such as Power Stations, Large Dams and Toll Roads will most likely be developed by Private Enterprise in association with Government, since Projects would have to be dealt with in a fast, efficient and most productive manner. This could to a certain extent alleviate the cyclical variation in the Supply of Work, since under-utilised capital would be used to the benefit of society and the whole country.
4. There will be much more demand for more meaningful participation by disadvantaged people in the Construction Industry in a variety of fields.
5. These people in our community have the potential, but lack the necessary confidence to participate fully in the Work Environment envisaged - this will have to be addressed in the areas of Educational Training.
6. Upliftment must be accelerated to help people achieve the maximum of their ability in their chosen field of endeavour. Education will play a vital role in this upliftment, and it is also necessary that sufficient Job Opportunities be created to gainfully employ and develop the skills of such people.
7. Greater emphasis will be placed on social issues in the Next Ten Years. These softer issues can create Stability and a Better Environment for Developing Social Responsibility, and thus Productivity.
8. Upgrading of Townships will be the responsibility of a Local Authority such as the Regional Services Council, and not that of Central Government. It is felt, however, that the Bulk Infrastructure and Maintenance thereof will still be the responsibility of some Central Government.
9. To get full co-operation of the larger community will be vital for future Construction Projects, and the Productivity of the Industries. The short-term/long-term input of the Industry will also change as the Development of Skills takes place. Management has always played an important role as regards Productivity and this role will increase even further in the New R.S.A.

10. South Africa must be acutely aware of the need to Apply Appropriate Technology since it Optimises Wealth Creation. We must therefore take Technological Principles to all people by means of Awareness, Education and Training.
11. It is foreseen that there will be an increase in Labour Intensive Contracts in future, and we must take cognisance of this fact and be proactive to adapt in Standards/Design/Construction Methods to accommodate this trend. It is important to note that Construction will have to adopt affordable Standards with ample scope for subsequent Upgrading. To compromise on Standards, does not necessarily mean a compromise in Quality.
12. Labour Unions could play an increasingly important role in the Next Ten Years. Unions will be the driving force for the Training of People and Decision Makers, which will Improve Productivity. The Unions could also play a key role in influencing Government/Politicians and can thus be instrumental in Improving the Work Ethic.

Consultation with all the other Committees, the A.N.C., the Government, etc., is important, as well as the Collection of Facts regarding Hopeful Investments forthcoming to South Africa.

—ooOoo—

BJP/jf
16th March 1992

MAR 25 '92 14:32

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INDEPENDENT TEACHER
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1600.....

FROM: FTBL

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P.O. Box 549.
EAST LONDON
5200

FAX NO: 011... 397 3211.....

NO. OF PAGES:
(INCLUDING COVER SHEET)

MESSAGE:
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**ATTENTION: CODESA WORKING GROUP
ON EDUCATION**

**RECOMMENDATIONS FOR
FARM SCHOOL EDUCATION**

**SUBMITTED BY; EASTERN CAPE RURAL
EDUCATION FORUM
WORKING GROUP**

The Eastern Cape Farm School Networking Forum represents thirteen organisations intimately involved with farm schools in an area stretching from Colesberg to Grahamstown to East London.

We believe the state has abdicated responsibility for the provision of education for children on farms, which has made access to and quality of schooling dependent on the goodwill of farmers.

This system denies education to the majority of children of farm workers and cannot be allowed to continue. We believe the following aspects need consideration when formulating a new policy:

1. Existing legislation which gives farm owners responsibility for and control over education taking place in farm areas, must be scrapped.
2. The state must take responsibility for the schooling of farm children.
3. The state must buy or expropriate land for schools.
4. The state must be responsible for standards of buildings, housing for teachers, adequate classrooms and improved infrastructure including water and toilets.
5. Attention must be given to improving teaching conditions, i.e.
 - teacher-pupil ratio
 - standard-teacher ratio
 - teaching aids and equipment
6. All people living on farms should have access to adult basic education to redress an historical bias.
7. The state must provide educare facilities.
8. The new child labour legislation must be monitored and enforced.

We hope these points will receive your serious attention. We would welcome the opportunity to make personal representation if needed.

Signed by the working group:

Border Early Learning Centre:	(East London)
Catholic Development Service:	(East London)
Cobongo:	(Kei Road)
Hantam Trust:	(Colesberg)
INSET:	(Grahamstown)
ITEC:	(East London)
Khokela Early Learning Centre:	(Fish River)
Queenstown Early Learning Centre:	(Queenstown)

POTWA Posts and Telecommunication Workers Association

1st Floor. Office 8
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Johannesburg 2000
P.O Box 260100



Excom 2023
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VERBAAL!

Fax Transmission

Date: 18/03 1992

To: CODESA

Attention: Cde Murphrey MURUBE

From: Posts and Telecommunications Workers Association POPCRU

Our ref:

Re:

Number of pages (including header): 2

Message:

If you do not receive all the pages please telephone or telex us at the above-listed numbers.

POPCRU

**Police and Prison Civil Right Union
Polisie en Gevangenis Burgerregte Vereniging
(Established in Nov. 1989)**

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Johannesburg 2000

P.O. Box 260100
EXCOM 2023
Phone: (011) 333 4351
Fax: (011) 299543

Dear Sir,

We as an organisation of the progressive security forces would like to make an input into the relevant issues in Codesa or the groups.

We particularly would like to be part and parcel in the transformation discussions of the future of the security forces as well as the re-intergration of the homeland Police or any other matter related to the security forces.

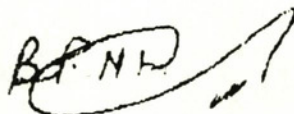
We believe that we are and have been the subjects of apartheid and can therefore not afford to be excluded in the designing and any matter concerning us at this transitional period especially while our oppressors are actually involved in every aspect presently.

We hope for your considerate urgent attention to the matter followed by a speedy confirmation.

Thanking you in anticipation.

Yours faithfully

Peter Nkuna
National Co-ordinator.



Forward to Peace And Justice!

JOINT WORKING COMMITTEE

NATAL REGION

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Durban
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Marine Parade
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Fax: (031) 3681935

Date: 18 March 1992

RE: Attacks against COSATU leadership involved in the Peace Process

We, the Northern Natal region of the Congress of South African Trade Unions (Cosatu), wish to express our outrage at the attack on the home of our regional secretary, Cde Siphso Cele, and the subsequent brutal assault on him and other residents of Ngwelezane township by members of the South African Police (SAP) from Empangeni.

Cde Cele's assault and arrest came after attacks on our members in the township over the weekend of March 14 and 15, and is particularly serious in view of the fact that Cde Cele is a member of the Natal Interim Regional Dispute Resolution Committee (RDRC) representing this region of Cosatu.

At about 4pm on Saturday, March 14, a mob of about 100 Inkatha supporters went to the home of Cde Thulani Ngubane, an organiser for the National Union of Metalworkers of South Africa (Numsa) in the Empangeni Cosatu local. After finding out from Cde Ngubane's grandmother that he was not at home, they told her that the family must move out of the township.

The mob then moved to Cde Cele's home, which they fired at and stoned. At the time of the attack Cde Cele and Cde Khumbulani Mkhize, the Cosatu regional treasurer, were at home.

Neighbours came to the assistance of Cde Cele and managed to drive away the attackers.

Cde Cele then contacted Col Louwrens, the SAP representative on the RDRC, and asked for police protection. When the police arrived three hours later, they wanted to search Cde Cele's home instead of searching for the attackers, who were heavily armed. The police left and youth from the township gathered at Cde Cele's home in order to protect him from any further attacks.

At about 4.30am on Sunday the house were stormed by a group of men wearing balaclavas who assaulted the youth guarding the house and drove them inside. Inside the house the assaults continued, and the premises were searched.

The attackers then ordered the occupants of the house outside and forced them to lie face down on the ground with their hands behind their backs. Cde Cele, and others were

severely assaulted again and were then taken away in a unmarked police van. To our knowledge, a few rounds of ammunition were found in the possession of one of the 17 people who were arrested. We have subsequently discovered that the attackers were in fact members of the Empangeni Murder and Robbery Squad, who have charged them with murder and public violence.

At this point in time the above Cdes are due to appear in court, but we are highly concerned as to their welfare as we have received reports that the assaults on Cde Cele and others continued while they were in custody.

We also wish to place on record our concern over the following issues:

- 1) Cde Cele is a senior official of Cosatu and a key member of the Natal Interim Regional Dispute Resolution Committee (RDRC), a structure set up in terms of the National Peace Accord in an attempt to bring about peace in the province.
- 2) In terms of the Accord, the police and their vehicles were supposed to have been identifiable. This was not the case. Instead, they brutally assaulted Cde Cele and the others before arresting them.
- 3) The police unit which arrived at Cde Cele's home was, again in terms of the Accord, to have first located and arrested the attackers. Instead, their intention was clearly that of harrasing Cde Cele, instead of coming to his aid as requested through Col Louwrens.
- 4) Cde Cele had, in recent months, applied for a firearms licence. This application was turned down by the South African Police.
- 5) The SAP unit which arrested Cde Cele clearly violated the Accord in both its approach in arresting him and in subsequently assaulting other residents who had gathered to defend his home.

This latest violation of the Accord by the SAP in the Northern Natal area is of even more concern when viewed against the backdrop of the ongoing attacks on and harrassment of specific individuals who are directly tied into the peace process.

Among these incidents have been repeated attacks on the homes of senior Cosatu officials Welcome Mthimkulu, Bheki Ntuli and Khumbulani Mkhize, all of whom have been involved in peace initiatives in the Empangeni area; the burning of the home of Willis Mchunu, the Northern Natal regional education officer of the Numsa, a member of the Executive Committee of the RDRC and delegate to the RDRC, in full view

of members of the security forces SADF, SAP, KZP; the hit squad attack on Enoch Nzuza, a Numsa organiser and has been central to peace initiatives in his area Dlangubo; police harrassment of Mike Mabuyakhulu, the Northern Natal regional secretary of Numsa and a member of the Joint Working Committee which has been central in initiating peace in the Natal region and the burning of the home of Sam Nyawo, a Numsa member and a member of the Esikhawini peace committee. All the above comrades have been key people in the peace process in the region at various levels.

It is clear to us that there is a coordinated and well-planned programme to disrupt and derail the peace process in this area by the SAP and other elements of the security forces, given their outright failure to provide assistance to our membership and leadership when requested to do so and their blatantly partisan approach to policing.

It is impossible for the peace process to take root in this region if the leadership of the ANC/Cosatu/SACP Alliance continues to be harrassed, hunted down and targeted for attacks. We would also like to place on record that every attempt has been made in the past to establish peace in the Northern Natal region by the alliance. Even now we have made every effort to support the formation of a Local Dispute Resolution Committee in Northern Natal. It appears that other parties are still reluctant to involve themselves in the peace process, particularly in regard to the Amakosi, SAP, SADF, KwaZulu Police and I.F.P.

ENDS.

C.C

NUMSA Northern Natal Regional Office - Mr Mike Mabuyakulu
 Minister of Police - Mr Hernus Kriel
 Minister of Defence - Mr Rolf Meyer
 National Peace Committee - Mr John Hall
 National Peace Secretariat - Mr. A. Geldenhuys, Mr Jayendra Naidoo
 ANC H/O - Mr N.R. Mandela President
 SACP H/O - Mr Chris Hani General Secretary
 NUMSA H/O - Mr Moses Mayikiso - General Secretary
 COSATU H/O - Mr Jay Naidoo General Secretary - Mr John Gomomo
 Interim RDRC Natal Region - Mr M.C. Pretorius, Archbishop Hurley
 The Standing Commission on Public Violence and Intimidation
 - Mr Justice Goldstone -



Vereniging van Streeksopleidingsentrums Association of Regional Training Centres

(Sentrums geregistreer in terme van die Wet op Mannekragopleiding van 1981)
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VERBAAL!

18 March 1992

Mr M Morobe
Head Administration
CODESA
World Trade Centre
Kempton Park

Dear Mr Morobe

Further to my letter dated 28 February 1992 reflecting the strategic value of Regional Training Centres in addressing the manpower training needs of South Africa I hereby request a further interview with the Committee dealing with development activities at Codesa.

Please be so kind as to arrange an in-depth interview for the Association, or put us in contact with the relevant person at the Committee who can finalise the interview.

Thanking you and kind regards.

Yours sincerely


John Goosen
Executive Officer

JG/lcm/T115.F278

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TOTAL P.02



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FROM: VAN: Mr JOHN GOOSEN	PAGE 1 OF 2 PAGES BLADSY 1 VAN 2 BLADSYE

M E S S A G E / B O O D S K A P

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27 February 1992

w C. A.
CODESA (w/group 3)
World Trade Centre
Kempton Park

Dear Sir

In response to the request by CODESA for submissions from interested parties, the following is presented for consideration:

1. This Society is concerned with the maintenance of standards in medical laboratory services and with the ethical conduct of those in this profession (See attached mission statement). As the officially recognised voice of medical technology in this country we strongly recommend that universally acceptable codes of professional conduct be adopted for the protection of the community, which is entitled to expect a certain, fixed standard of behaviour and integrity from the profession. Associated with this should be appropriate disciplinary measures.
2. The Society fully endorses the concept of medical laboratory accreditation and is presently involved in the process of developing a national system. It recommends that all endeavour in this respect be maintained and encouraged.
3. We support moves to make health care more accessible and more affordable and believe medical technologists have an important role to play in furthering this goal. A document briefly outlining the potential contribution the profession could make in the sphere of primary health care is attached.
4. Your attention is drawn to the fact that medical technologists may now practice independently and are therefore in a strong position to increase the extent of medical laboratory services rendered to the community.
5. In the re-organisation and structuring of health services it is vital that a health care team approach be encouraged and that adequate consultation takes place with those actively engaged in the various health professions and with the community to ensure that new structures are both efficient and relevant.

Die Vereniging van Geneeskundige
Laboratorium Tegnoloë van
Suid-Afrika



The Society of Medical
Laboratory Technologists of
South Africa

The Society expresses its continued support for the aims of CODESA and may be contacted at the above address for further information or assistance.

SIGNED

(Ms) S. McCallum
VICE-PRESIDENT, SMLTSA



SOCIETY OF MEDICAL LABORATORY TECHNOLOGISTS OF S.A.

MISSION STATEMENT

The Society of M.L.T. of S.A. is dedicated to the promotion of the aims and ideals of medical laboratory science, appropriate to the interests of the community it serves, within a comprehensive unitary health service. It is committed to:

1. The paramount goal of providing care and service to the patient, above all other considerations.
2. The entrenchment of a professionally determined code of ethical conduct for all practitioners of medical technology.
3. Maintaining and improving the standard of medical laboratory practice.
4. Needs related research to ensure that medical laboratory practice will be dynamic, effective and relevant.
5. Promoting the widest possible application and utilisation of medical laboratory technology in health matters affecting both persons and their environment, for the greatest benefit of all South Africans.
6. Promoting continuing professional development.
7. Implementation of and assistance with national accreditation systems for both personnel and laboratories.
8. An active role in the selection, education and training of appropriate personnel.
9. Liaison and communication with all groups concerned with, and responsible for, health care.
10. Maintaining an organised, representative body and infrastructure capable of acting and negotiating on all matters related to medical technology, and on behalf of medical technologists.



THE ROLE OF MEDICAL TECHNOLOGISTS IN PRIMARY HEALTH CARE

The following areas of health care were identified as providing scope for the utilisation of medical technologists.

1. PROVISION OF SAFE WATER

- 1.1 Detection of faecal contamination.
- 1.2 Monitoring of water status.
- 1.3 Identifying sources of contamination.

2. MOTHER AND CHILD HEALTH SERVICES

- 2.1 Ante-natal
 - Blood grouping.
 - Screening for STD.
 - Diabetes screening and monitoring.
 - Nutritional status.
 - Identification of other clinically significant diseases eg. viral (HIV, HPV, HSV).
- 2.2 Post-natal
 - Haemolytic disease of the newborn.
 - Other diagnostic testing as required.
- 2.3 Family Planning
 - STD screening.
 - Pregnancy testing.
 - Screening for Ca cervix.

3. PREVENTION AND CONTROL OF ENDEMIC DISEASE.

- 3.1 TB identification and patient monitoring.
- 3.2 Identification and monitoring of diarrhoeal diseases and parasitic infestation eg. malaria, bilharzia, helminths, amoebae.
- 3.3 Carrier identification eg. typhoid, cholera.
- 3.4 AIDS screening

4. PARTICIPATION IN COMMUNITY HEALTH EDUCATION PROGRAMMES

- 4.1 Provision of educational material, lecturers.
- 4.2 Participation in workshops, seminars, school and clinic outreach programmes.
- 4.3 Assistance with training of community health workers.

5. TRAINING OF SUITABLE PERSONNEL FOR PROVISION OF PATHOLOGY LABORATORY SERVICES

- 5.1 Technicians.
- 5.2 Technologists.

6. CONTRACT WORK

- 6.1 Provision of medical laboratory services on a contractual basis by private individuals, long term or short term.

7. ADVISORY

- 7.1 Advice on the identification and control of disease.
- 7.2 Advice on provision of appropriate technology.
- 7.3 Co-operation with other health workers.



SIGNED: S.M. McCALLUM
VICE PRESIDENT.