

ANNUAL REPORT 2005

foundation for professional development



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Message from the Executive Director

Foundation for Professional Development

2005 has been another exciting and challenging year for FPD. The year was marked by substantial growth across most of FPD's focus areas.

Student enrolment increased from 9494 enrolled students to 11081 with a marked increase in the number of students enrolled on management courses.

The lengthy process of receiving full registration for FPD as a registered private institution of higher education received a substantial boost following a recommendation by the Council for Higher Education (CHE) to the Department of Education that FPD be awarded full registration as an institution and for all our registered higher education qualifications.

FPD during the year also continued to explore the use of digital educational formats through entering into a number of strategic alliances that allow FPD to present education via television broadcasts and online.

FPD was also again able to substantially promote access to learning through providing scholarships to FPD students to the value of R8,5 million.

The newly established FPD consultancy unit rapidly expanded FPD's scope of activities with a number of AIDS service mapping projects and also secured substantial funding for a FPD placement agency that will be starting in 2006, focussing on recruiting professional staff from abroad, to fill vacancies in the South African public sector.

The Clinic Capacity Project which started in 2004 also expanded rapidly in 2005. The project uses a Public-Private-Initiative model to increase capacity at public sector ART clinics through the secondment of staff, provision of equipment and operational systems. By the end of 2005 the project supported in excess of 4800 patients at seven clinics, up from 1000 patients at two clinics at the end of 2004.

As a private institution of higher education, FPD is expected to contribute to the



development of new knowledge through research. Although this is a challenge given the virtual organisational model that FPD uses, the limited fulltime academic staff made a substantial contribution during the year through seven research projects, 9 peer review conferences, oral or poster presentations and 5 journal or textbook publications.

This rapid growth has manifested itself in an increase of staff from 25 in 2004 to 53 in 2005 and a need to relocate to a new head office in 2006.

This annual report also creates an opportunity for me to express my appreciation to the sponsors and donors who have provided such substantial support to FPD students and projects, a Board of Directors who inspire us through the strategic vision and the staff who always rise to the challenges inherent in such a rapid expansion of activities.

The synergy between all these critical role players has lead to FPD becoming a significant African health educational and development organisation.

Dr Gustaaf Wolvaardt

MBChB, Mmed (Int), FCP (SA), AMP (Manchester)

1 · Mission, Vision, Values and Strategy Direction

Mission Statement

To shape healthcare through education, research and capacity development.

Vision

To improve healthcare in Africa through ensuring well skilled healthcare professionals and managers, who will be able to deliver a healthcare service to the public that is affordable, evidence based and congruent with international best practice.

Values

All activities at the Foundation for Professional Development are based on, and flow from the following four core values -



▶ **Human rights**

Respect for human rights in general and for human dignity in particular. These values find expression in the Code of Conduct and the various policies on non-discrimination, harassment and religious tolerance.

▶ **Excellence**

The FPD strives for excellence in all its activities. Excellence underpins its selection of faculty and staff, its programme execution, programme contents as well as its involvement with research, consulting and conferencing.

▶ **Efficiency**

The FPD aims to achieve efficiency in all its activities and operations, especially where it pertains to its relations with clients, stakeholders and students. Financial processes and decisions are based on this value.

▶ **Relevance and Responsiveness:**

The criterion the FPD uses in the selection of its core activities is based on the most pertinent needs of its constituents and the community served by these constituents. Hence the FPD focuses on public health priority areas and on strengthening health management. It actively participates in the shaping of the healthcare environment through ensuring the availability of healthcare professionals and managers who are adequately skilled to respond to changes in their working environment.

Strategy Direction

To be one of the most influential health development and educational institutions in Africa.



2. Background

The Foundation for Professional Development (FPD) was established in October 1997 by the South African Medical Association and enrolled the first students in 1998. In 2000 the FPD was registered as a separate legal entity (registration number 2000/002641/07) in which the South African Medical Association, a section 21 not-for-profit company, has 80% shareholding. The remainder of the shares are employee owned.

FPD focuses on the following areas:

- ▶ **Education**
FPD provides a comprehensive curriculum of management and clinical skills development courses customised to the needs of healthcare managers and practitioners. Educational products are presented through formal postgraduate qualifications, short courses, in-house courses and conferences.

- ▶ **Research**
FPD research can be divided into two broad categories namely: academic research on subjects such as infectious diseases, nursing, and health professional education and contract research undertaken in the context of FPD's consultancy work.

- ▶ **Capacity Development**
This aspect of FPD's work focuses on developing capacity, especially within the public sector, utilising a Public-Private-Initiative model. Projects such as the Clinic Capacity Project and the Placement Agency Project are examples of FPD's work in this focus area.

The FPD is based on a virtual business model that places a high premium on strategic alliances with national and international partners to increase its access to state-of-the-art training programmes, technology and faculty. Such partnerships have been established with a wide range of academic institutions, technology partners, professional associations and special interest groups.

Accreditation, Registration and Affiliation

FPD is provisionally registered with the Department of Education until 31 December 2006 as a private institution of higher education to offer the Certificate in Practice Management and the Certificate in Advanced Management. (Registration Certificate number O2HB13). The Council for Higher Education (CHE) in 2005 recommended to the Department of Education that this provisional registration be converted to full registration.

FPD offers a variety of clinical and healthcare management short courses for healthcare professionals. The majority of these programmes slot into existing accreditation mechanisms such as the Continued Professional Development Programme of the Health Profession Council of South Africa.



FPD is also an institutional member of the South Africa Institute of Healthcare Managers and a member of the Association of Private Providers of Education, Training and Development.

FPD Code of Conduct

The FPD endorses the principles of non-racialism, non-sexism and non-discrimination. It believes that education should be accessible, affordable and relevant in the South African and African contexts.

Students of the FPD are expected to treat fellow students, faculty and administrative staff with dignity and respect. As the FPD offers quality educational products, it believes that its students should act with integrity and honesty when participating and completing programmes / courses offered by the FPD.

By registering for any FPD course or programme a student subscribes to this Code of Conduct.

Student Support Services

The FPD maintains a suitable resource centre at its registered head office. Apart from literature associated with its programmes and courses internet access is also provided. Students receive support required from faculty and facilitators and may request additional assistance from the organisation as required. The FPD website offers students assistance through the provision of assessment and assignment guidelines.

The FPD also organises its students and alumni into networks based on specific areas of interest and these networks are accessible through the FPD website. A dedicated alumni website is available for alumni of the HIV / AIDS course. Alumni also receive regular updates and a dedicated newsletter. Through this process the FPD is creating an environment of continuing learning within a structured learning network.

3 · Governance, Management and Quality Assurance Structures

FPD governance structures are dictated by the relevant South African legislation that applies to registered legal entities and private institutions of higher education.

3.1 FPD Board of Directors



Prof. Andries Stulting



Dr Gustaaf Wolvaardt



Dr Kgosietsile Letlape



Mr Douw van der Walt



Mrs Ida Asia

- ▶ **Prof. Andries Stulting** ■ Chairperson
■ MBChB, M.Med, FRC(Ophth), FCS (Ophth)(SA), FACS, FICS
- ▶ **Dr Gustaaf Wolvaardt** ■ Executive Director
■ MBChB, M.Med (Int), FCP (SA), AMP (MBS)
- ▶ **Dr Kgosietsile Letlape** ■ Director
■ MBChB, FRCS (OpH)(Ed), FCS (Ophth)(SA), FRCO PHTH (UK)
- ▶ **Mr Douw van der Walt** ■ Director
■ B.Com, CAIB (SA), MBL, AEP (UNISA)
- ▶ **Mrs Ida Asia** ■ Director
■ B.Cur, B.Cur (Hons), MA, (Nursing)

The role of the FPD Board of Directors is modelled as closely as possible on the King II Report and Recommendations on Corporate Governance. Bi-annual corporate governance audits are done by an independent external auditor.

Company Secretary

- ▶ **Mrs Alet Bosman** ■ B.Com (Fin Man), HED, B.Com Hons (ACC)

3.2 Programme Advisory Committees 2005

3.2.1 Certificate in Practice Management (CPM)

Chairperson ■ **Stulting, Andries Andriessen (Prof)**

Members of the Committee

▶ Name and title Designation	■ Wolvaardt, George Gustaaf (Dr) Executive Director
▶ Name and title Designation	■ Letlape, Tebogo Kgosietsile Solomon (Dr) Director & Industry Representative Clinical Sector
▶ Name and title Designation	■ Van der Walt, Douw Gerbrand (Mr) Director & Industry Representative Business Sector
▶ Name and title Designation	■ Cronje, Erika (Mrs) CPM student
▶ Name and title Designation	■ De Wet, Marie (Mrs) Programme Director
▶ Name and title Designation	■ Castleman, Elmie (Ms) Director Academic Programme Development
▶ Name and title Designation	■ Janse van Rensburg, Christa (Ms) Quality Assurance Consultant and Subject Expert

3.2.2 Certificate in Advanced Management (CAM)

Chairperson ■ **Stulting, Andries Andriessen (Prof)**

Members of the Committee

▶ Name and title Designation	■ Wolvaardt, George Gustaaf (Dr) Executive Director
▶ Name and title Designation	■ Letlape, Tebogo Kgosietsile Solomon (Dr) Director & Industry Representative Clinical Sector
▶ Name and title Designation	■ Van der Walt, Douw Gerbrand (Mr) Director & Industry Representative Business Sector



▶	Name and title Designation	■ Dlamini, Nonhlanhla (Dr) ■ CAM - Alumni
▶	Name and title Designation	■ Ratau, Portia (Dr) ■ CAM - Alumni
▶	Name and title Designation	■ De Wet, Marie (Mrs) ■ Programme Director
▶	Name and title Designation	■ Castleman, Elmie (Ms) ■ Director Academic Programme Development
▶	Name and title Designation	■ Janse van Rensburg, Christa (Ms) ■ Quality Assurance Consultant and Subject Expert

3.2.3 Post Graduate Diploma in General Practice

Chairperson ■ **Stulting, Andries Andriessen (Prof)**

Members of the Committee

▶	Name and title Designation	■ Wolvaardt, George Gustaaf (Dr) ■ Executive Director
▶	Name and title Designation	■ Stoltz, Anton (Dr) ■ Faculty Head
▶	Name and title Designation	■ De Wet, Marie (Mrs) ■ Programme Director
▶	Name and title Designation	■ Castleman, Elmie (Ms) ■ Director Academic Programme Development
▶	Name and title Designation	■ Loots, Schalk (Dr) ■ Programme Co-ordinator
▶	Name and title Designation	■ Green, Robin (Prof) ■ Author/curriculum developer
▶	Name and title Designation	■ Janse van Rensburg, Christa (Ms) ■ Quality Assurance Consultant



3.3 Quality Assurance Committee

Chairperson: ■ **Stulting, Andries Andriessen (Prof)**

Members of the Committee

▶	Name and title Designation	■ Wolvaardt, George Gustaaf (Dr) ■ Executive Director
▶	Name and title Designation	■ Letlape, Tebogo Kgosietsile Solomon (Dr) ■ Director & Industry Representative Clinical Sector
▶	Name and title Designation	■ Van der Walt, Douw Gerbrand (Mr) ■ Director & Industry Representative Business Sector
▶	Name and title Designation	■ Loots, Schalk (Dr) ■ Academic
▶	Name and title Designation	■ Green, Robin (Prof) ■ Academic
▶	Name and title Designation	■ Dlamini, Nonhlanhla (Dr) ■ Current CAM
▶	Name and title Designation	■ Ratau, Portia (Dr) ■ Current CAM
▶	Name and title Designation	■ Cronje, Erika (Mrs) ■ Current CPM
▶	Name and title Designation	■ De Wet, Marie (Mrs) ■ Programme Director
▶	Name and title Designation	■ Castleman, Elmie (Ms) ■ Director Academic Programme Development
▶	Name and title Designation	■ Janse van Rensburg, Christa (Ms) ■ Quality Assurance Consultant and Subject Expert

3.4 · FPD Management Team



Dr Gustaaf Wolvaardt
Executive Director
MBChB, M.Med (Int), FCP (SA), AMP (MBS)



Mrs. Marie de Wet
Director: Teaching Programmes
BA Communication



Ms Elmie Castleman
Director: Academic Programme Development
B.Cur, Dip Nursing Education, Cert O&M, MHPE



Mrs Veena Pillay
Director: Consultancy
Cert Man, Dip Man



Dr Nkhensani Nkhwasu
Director Clinic Capacity Project
Bsc (Medical Sciences), MSc (Anatomy), PhD (Microbiology)



3.4 · FPD Management Team

Dr Anton Stoltz

Director: Infectious Diseases and Immunology Unit
BSc (Chem & Biochem), BSc (Hons) Biochem,
MSc(Biochem)PhD, MBChB, Mmed (Internal Medicine)



Mrs Kathy Dennill

Director: Nursing Leadership Programme
RN, RM, RHM, RT, CHN, BCur (Hons), Cert in PH



Mrs Alet Bosman

Financial Manager and Information Officer
B.Com (Fin Man), HED, B.Com Hons (ACC)



Mr Anton La Grange

New Business Development Manager
Bsc (Ed), BSc (Hons)



Mr Pieter Swart

Head Conference Unit





3.5 Participation of FPD Staff in External Governance Structures

FPD as an organisation actively supports and promotes international principles of good corporate governance as embodied in the King II Report. FPD therefore encourages senior managers to participate in governance structures of other organisations on a voluntary basis. In 2005 such participation was as follows:

- ▶ **Dr G G Wolvaardt** ■ **Executive Director**
 - Dira Sengwe Conferences (Section 21 Company): Member of the Board of Directors
 - South African Institute of Healthcare Managers (SAIHCM) (Section 21 Company): Member of the Board of Directors
 - Aids Accountability International: Member of the Board of Directors
 - International Society for Violence and Injury Prevention: Member of Interim Steering Committee
- ▶ **Dr A Stoltz** ■ **Director Infectious Diseases and Immunology Unit**
 - Southern African Tuberculosis Research Committee - Member of Committee
 - Southern African Malaria Initiative (SAMI) - Member of Steering Committee, Head diagnostics focus area
- ▶ **Mrs K Dennill** ■ **Director: Nursing Leadership Programme**
 - South African Institute of Healthcare Managers (SAIHCM) (Section 21 Company): Member of the Board of Directors
 - National Society of Community Nurses of South Africa (NSCN): President
- ▶ **Ms E Castleman** ■ **Director: Academic Programme Development Department**
 - Health Professional Organisations on HIV/AIDS (HEPO): Executive Member
- ▶ **Ms A Bosman** ■ **Financial Manager**
 - Dira Sengwe Conferences Company Secretary



3.6 Corporate Governance Training

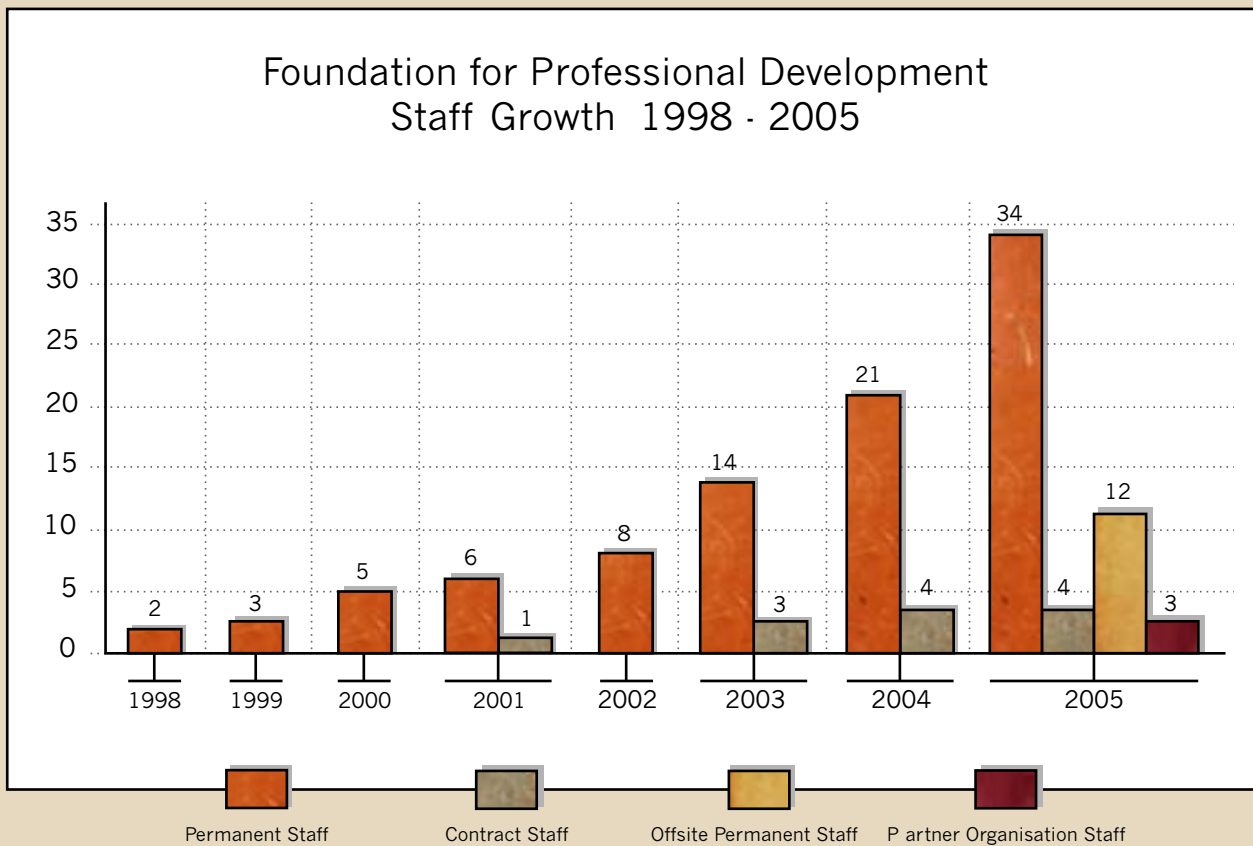
FPD provides corporate governance training at no cost to health sector organisations. During 2005 such training was provided for:

- Tshwane Leadership Foundation a faith-based grouping of inner city churches
- Eastern Cape Regional Training Centre a training institution based in Umtata

4 · Staff

The number of permanent staff has increased steadily to keep pace with the increased number of activities at FPD.

Figure 1: Staff Growth 1998 to 2005



The FPD staff is organised in a number of functional departments and clusters, that evolve to reflect the growth in FPD. The structure reflected below was applicable on 31 December 2005.

Development Cluster	Head of Cluster	Ms E Castleman
----------------------------	------------------------	-----------------------

The development cluster focuses on increasing FPD revenue streams, securing scholarships expanding FPD's educational products and supporting continuous learning through the FPD alumni network. The following departments form the development cluster:

- Academic Programme Development Department
- New Business Development Department
- Alumni Programme



Capacity Development Cluster ■ **Head of Cluster** ■ **Mrs V Pillay**

The capacity cluster focuses on implementing FPD's capacity development projects. The following departments form this cluster:

- Consultancy Department
- Clinic Capacity Project
- Placement Agency



Operations Cluster ■ **Head of Cluster** ■ **Mrs M De Wet**

The operations cluster is tasked with running all FPD training and educational programmes and with maintaining all operational support services. The following departments make out this cluster:

- Teaching Programme Department
- Learning Support Services
 - TV Learning Support Service
 - E-learning Support Service
 - Editing and Printing Service



Academic Cluster ■ **Head of Cluster** ■ **Dr G Wolvaardt**

The academic cluster focuses on developing specific academic areas identified by the FPD board as requiring priority attention. The following departments currently form this cluster.

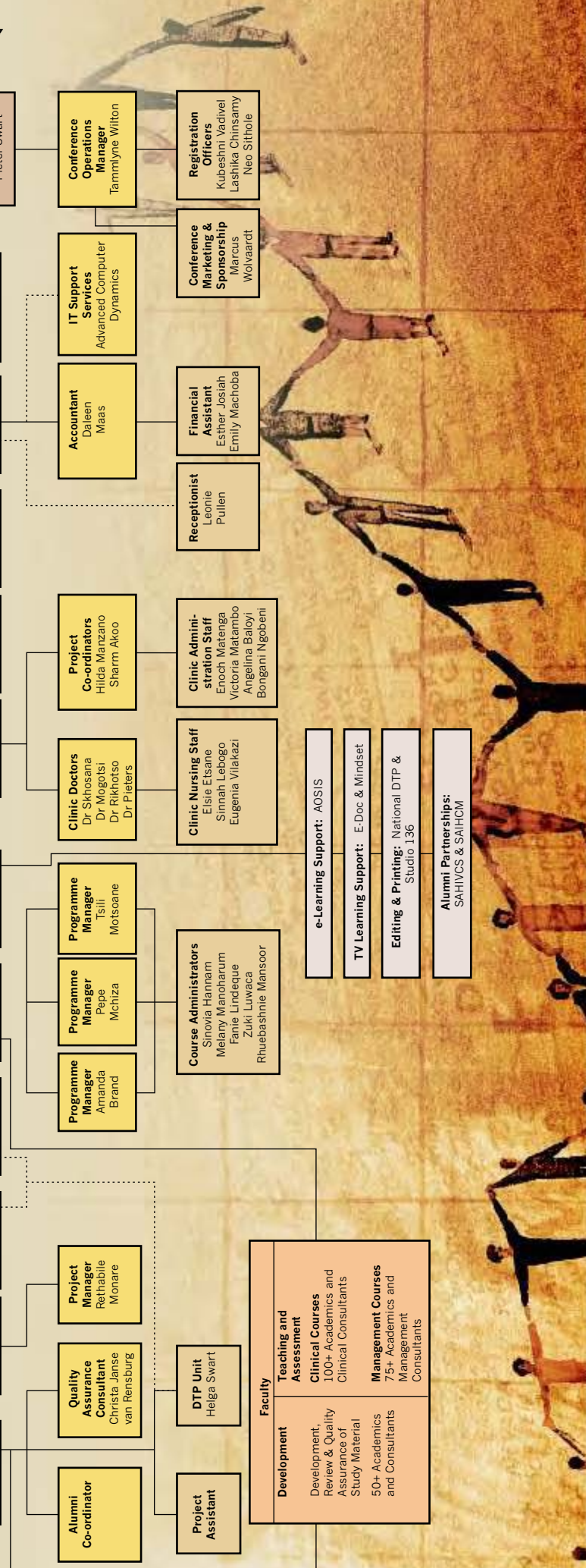
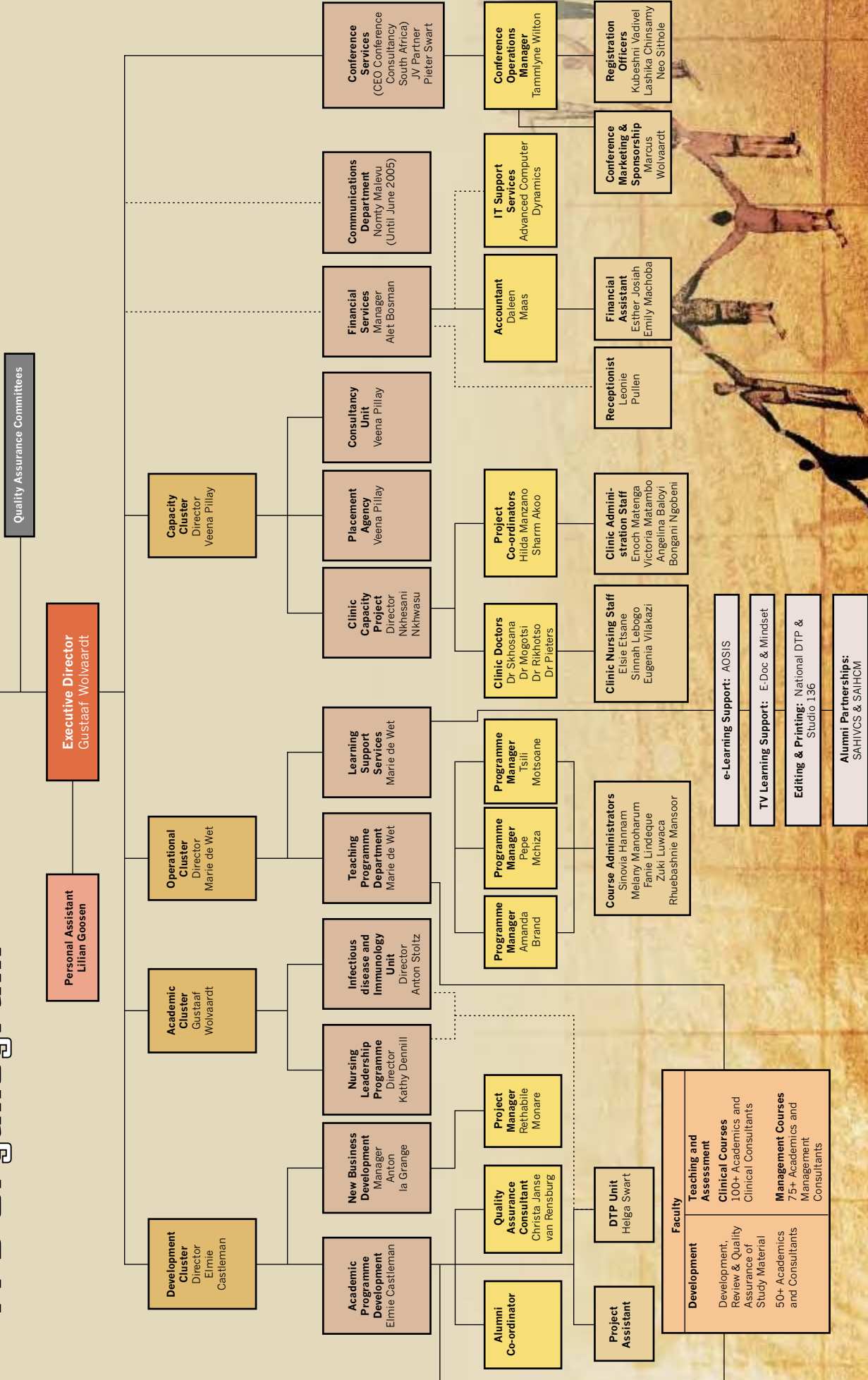
- Infectious Diseases and Immunology Unit
- Nursing Leadership Programme



Independent Business Units and General Support Services ■

- Conference Services Department is operated as a joint venture with Conference Consultancy South Africa
- Financial Services Department
- Communications Department

FPO Organogram



5 · Departments and their Activities in 2005



Ms Elmie Castleman
Director: Academic
Programme Development



Ms Christa J/van Rensburg
Quality Assurance
Consultant



Ms Helga Swart
DTP Unit

5.1 Academic Programme Development Department

Introduction

The role of this department is to develop cutting edge, needs orientated academic programmes for healthcare professionals in the clinical and management domains. Such programmes are developed within the regulatory requirements of the Council for Higher Education, the South African Qualifications Authority and the Health Professions Council of South Africa. These academic programmes are designed to be needs orientated, outcome-based and are updated on a regular basis. This department further oversees all aspects relating to the accreditation of FPD as an education provider with various accrediting bodies.

Purpose of the department

To ensure that the Foundation for Professional Development is the leading private higher academic institution in the health sector through focusing on institutional credibility and the academic effectiveness and efficiency of training programmes.

Activities

During the year the department developed a number of new clinical short courses. These courses all combine self-study with contact sessions facilitated by leading national experts:

- ▶ **Malaria**
This 2-day course for doctors cover all aspects relating to the management of Malaria.
- ▶ **Palliative care**
This one-day short course has been designed to familiarise healthcare professionals with palliative care concepts.



.....

▶ **HIV/AIDS Counselling**

Prevention and Education Programme for Community Workers This customised in-house course was developed for Gauteng Province.

The department also developed the following distance education courses:

- ▶ **Advanced Ethics-** This course has been designed for medical practitioners and addresses ethical issues related to medical practice in the 21st century.
- ▶ **ICD10 Coding-** This course has been designed to specifically help healthcare practices meet the requirements relating to obligatory ICD10 coding.
- ▶ **Course on the management of Multi Drug Resistant Tuberculosis (MD-TB)-** This internet based course was developed for the World Medical Association (WMA) and is available on their website www.wma.org.

The following annual seminars were introduced:

- ▶ **Legislation update seminar** - This seminar is aimed at key role players from the healthcare industry and was designed to assist participants in aligning their organisations and practices with changes in health legislation.
- ▶ **The HIV refresher seminar** - This seminar is a one-day update for healthcare practitioners who have previously completed the FPD's HIV Clinical Management Course.
- ▶ **The Summer Academy** - The 3-day event is designed to offer a unique learning experience by combining clinical and ethical issues in an effort to help general practitioners to update their skills and knowledge in a broad array of the most common conditions. A statement by former President Nelson Mandela on the role of the general practitioner in the 21st Century was broadcasted at this event as the keynote address.

The department also supported FPD's regional expansion by customising the FPD HIV Clinical Management Course for medical practitioners for practice realities in Botswana and Zambia.

In line with the FPD registration as a higher education institution two new formal qualifications were developed. The Certificate in Risk Assessment and Management and a Diploma in Risk Assessment and Management. Both these courses were submitted to the CHE, DoE and SAQA for accreditation and registration.

The department also developed new study material for the Certificate in Advanced Management while the material for the Certificate in Practice Management was updated and peer reviewed by two prominent academics in the field.

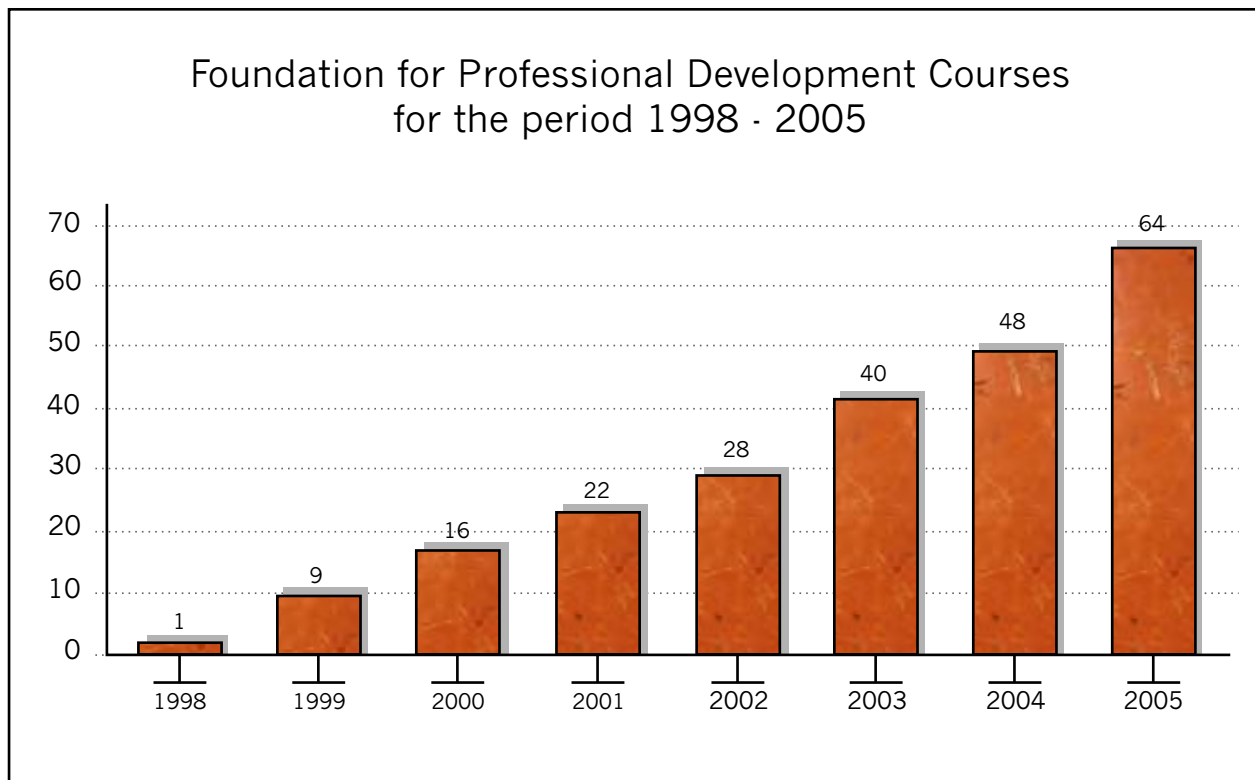


The department managed FPD's Higher Education accreditation in 2005. Progress was made in this area as the CHE has now recommended full accreditation for both the organisation and for three higher education qualifications i.e. Certificate in Practice Management (NQF 5), Certificate in Advanced Management (NQF 6) and Postgraduate Diploma in General Practice (NQF 7) that FPD offers.

The head of the department also taught on the HELP (Health Emergencies in Large Populations) programme presented by the University of Pretoria's School of Health Systems and Public Health in collaboration with the International Committee of the Red Cross (ICRC).

The number of separate courses or curricula offered by FPD has now increased from one in the first year of operations to 64 by the end of 2005.

Figure 3: FPD Courses



5 · Departments and their Activities in 2005



Mr Anton L Grange
Head of Department:
Marketing and New Business Development



Ms Rethabile Monare
Project Manager

5.2 New Business Development Department

Introduction

The main role of this department is to build and strengthen new and existing relationships through relationship marketing and to develop new business opportunities through synergistic collaborations with partner organisations and various other stakeholders. This department focuses on driving the expansion of the FPD through securing funding for FPD projects and mobilising scholarship support for participants on FPD courses.

Purpose

The department's purpose is linked to supporting a number of the strategic goals of the FPD namely:

- to diversify FPD's income streams;
- to expand relationships with potential donors;
- to expand activities into Africa;
- to develop strategic alliances with leading national and international organisations.

Activities

During 2005 the department continued its efforts to promote access to education through securing educational grants from sponsors and donors for FPD students. These aforementioned grants are utilised in the form of a subsidy to enrolled students thereby reducing costs as a barrier to education. In the period from 1998 to 2005 educational grants and sponsorships to the value of R 28, 427 682.14 have been provided to participants on FPD courses.

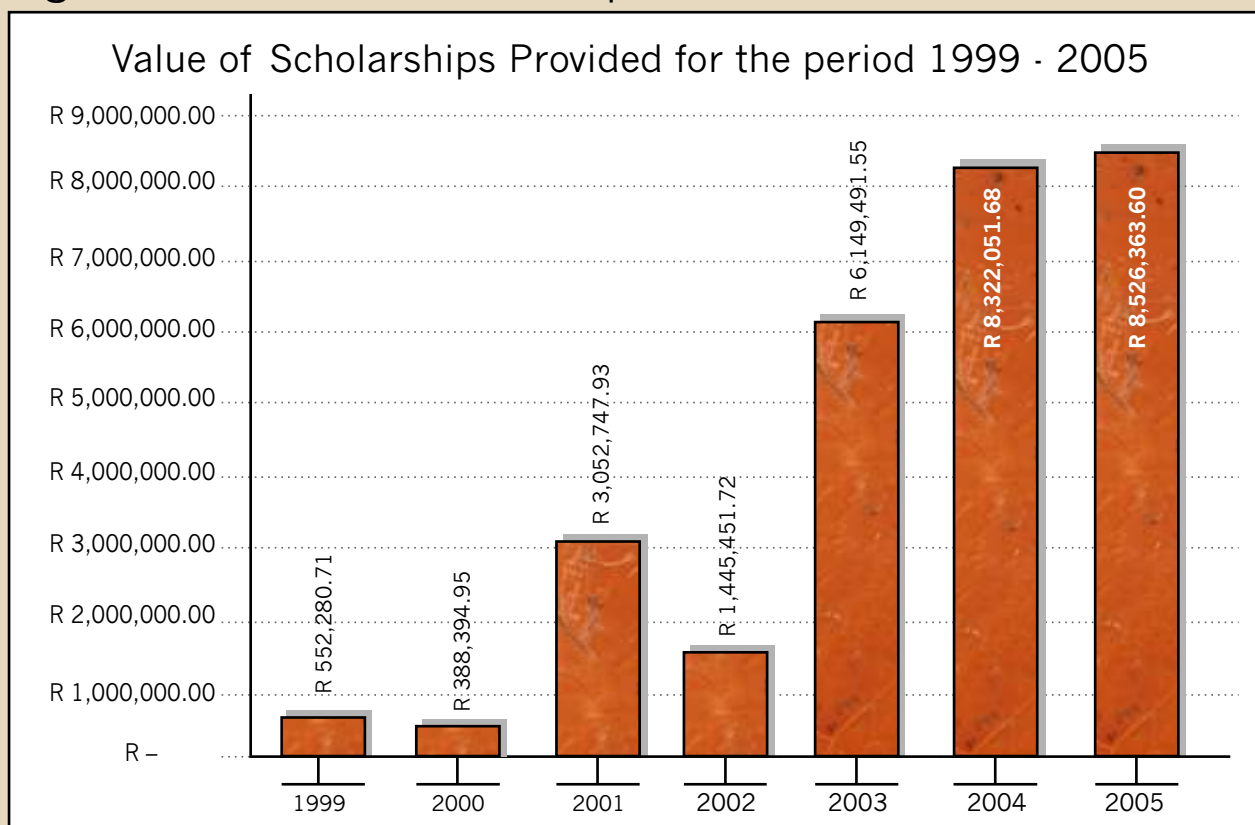
The following organisations supported training activities and programmes during 2005 through educational grants and scholarships:

- PEPFAR
- Eskom
- URC
- UCB
- Janssen-Cilag
- Discovery Health Institute
- JHPIEGO
- ALCON
- Novartis
- Advisory Board/City Bridge Foundation

Contracts to provide in-house training programmes were also secured from the following organisations:

- Anglo Platinum
- CIDRZ Zambia
- Round Strategies
- Department of Correctional Services
- Columbia University
- Community Health Hospital Group
- Various Provincial and Local Authorities

Figure 4: Value of Scholarships Provided



5 · Departments and their Activities in 2005



Mrs Veena Pillay
Director: Consultancy

5.2 Consultancy Department

Introduction

FPD Consulting Department was established in 2005 and is headed up by Ms Veena Pillay who was previously FPD's Director of Marketing.

Purpose

The purpose of this department is to offer the healthcare industry a broad range of consultancy products ranging from mapping services, recruitment and placement, support, technical assistance and strategic planning services.

Activities

During 2005 this department focussed its activities in two specific areas namely :

- ▶ Mapping of HIV service delivery - two mapping exercises were undertaken during the period under review. These projects mapped the broader community response to providing ARV services in the Tshwane region of Gauteng and in the Highveld region of Mpumalanga. In both cases the exercise involved developing epidemiological models that predict the number of people in the region in need of HIV/AIDS related services, determining who are currently providing such services and to what extent the services provided meets the determined need. The project has developed in each case a GIS map of the service providers and a detailed database.



-
- ▶ This unit was also successful in obtaining international funding for the establishment of an inward bound placement agency as a public-private-initiative between FPD and the Department of Health. This project is based on a feasibility study that demonstrates that such an agency can help solve the severe shortages of skilled staff currently experienced by the public sector.

The placement agency will focus on:

- Recruiting internationally and locally qualified medical doctors and other healthcare professionals to fill vacancies in the public sector through time limited contracts.
- Creating a conduit for South African qualified health professionals currently working in the private sector to provide services on a voluntary or sessional basis in the public sector.

5 · Departments and their Activities in 2005



Dr Nkhensani Nkhwashu
Director:
Clinic Capacity Project



Ms Joyce Ntsumele
Programme Assistant

5.4 Clinic Capacity Project

Introduction

In 2004 FPD launched the “Bridges of Hope Project” with the aim of providing support to public sector clinics and hospitals tasked with providing antiretroviral treatment. FPD became involved in supporting ART clinics based on a belief that the ART roll out programme should be supported by all sectors of society including the private sector.

Purpose

The purpose of this project is to promote access to anti-retroviral therapy through the development of capacity in predominately public sector institutions via a private-public-initiative model.

Activities

During 2005 this project expanded its activities in the Tshwane Region of Gauteng and expanded its scope to include the North West Province.

This project, funded by PEPFAR, currently supports the following ART sites:

- Kalafong Hospital
- Pretoria Academic Hospital
- Laudium Hospital
- Dr George Mukhari Hospital
- Mamelodi Hospital
- Odi Hospital
- Brits Hospital

George Mukhari Hospital
ARV Clinic



Odi Hospital
ARV Clinic





FPD support is provided in the following areas:

▶ **Human Resource**

FPD seconded additional staff to the clinics to ensure that the clinics are adequately staffed for providing service based on the full-time equivalence ratios developed by government to meet specific treatment targets. Currently the FPD is providing the following staff categories based on need, on a full-time, part-time and sessional basis.

- Medical doctors
- Professional and staff nurses
- Pharmacists
- Pharmacy assistants
- Lay counsellors
- Data capturers
- Administrative assistants

▶ **Capacity development**

Staff training needs were established and training schedules were designed for all staff working in these clinics. A total of 307 healthcare workers were trained in the management of HIV and 58 healthcare workers were trained in adherence counselling by the FPD at no cost to the public sector. Several provincial and clinic staff members were also provided with scholarships to attend the Certificate in Advanced Management offered by FPD.

▶ **Management support**

FPD has a project management team deployed who work closely with clinic management to operationalise and jointly develop work plans for the clinic.

Kalafong Hospital
ARV Clinic



Mamelodi Hospital
ARV Clinic



Goerge Mukhari Hospital
ARV Clinic Peadiatrics



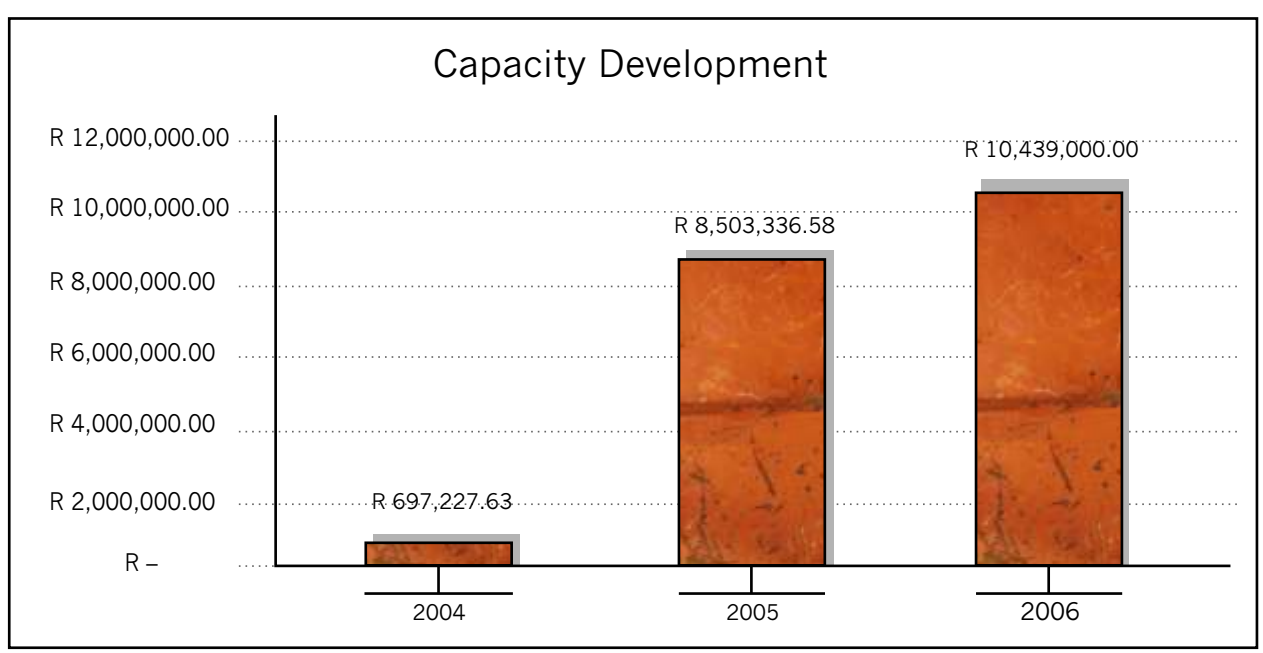


Operational systems

A series of operational and strategic management tools were developed to improve efficiency and increase output while improving quality of care in these ARV clinics. The following operational management tools were developed:

- Patient booking management & tracking system. This system optimises the scheduling of patients with the availability of clinical staff in order to accommodate more patients
- Patient flow schedule. Patients that arrived at the clinic experienced bottlenecks at certain points of service delivery, as a rigid patient flow system existed in the clinics. A new system was designed that was more flexible and routed patients according to the availability of providers.
- Standardisation of tasks. Tasks at each point of a visit within the clinic were broken down, identified and specified to demarcate roles and staff functions to ensure consistent delivery of services. Tasks were also delegated to the lowest rank to free up consultation time of the professional staff in the clinic
- Progress and efficiency indicators were developed to measure the performance of the clinics and providers against agreed targets.

Figure 5: Funding for Clinic Capacity Project



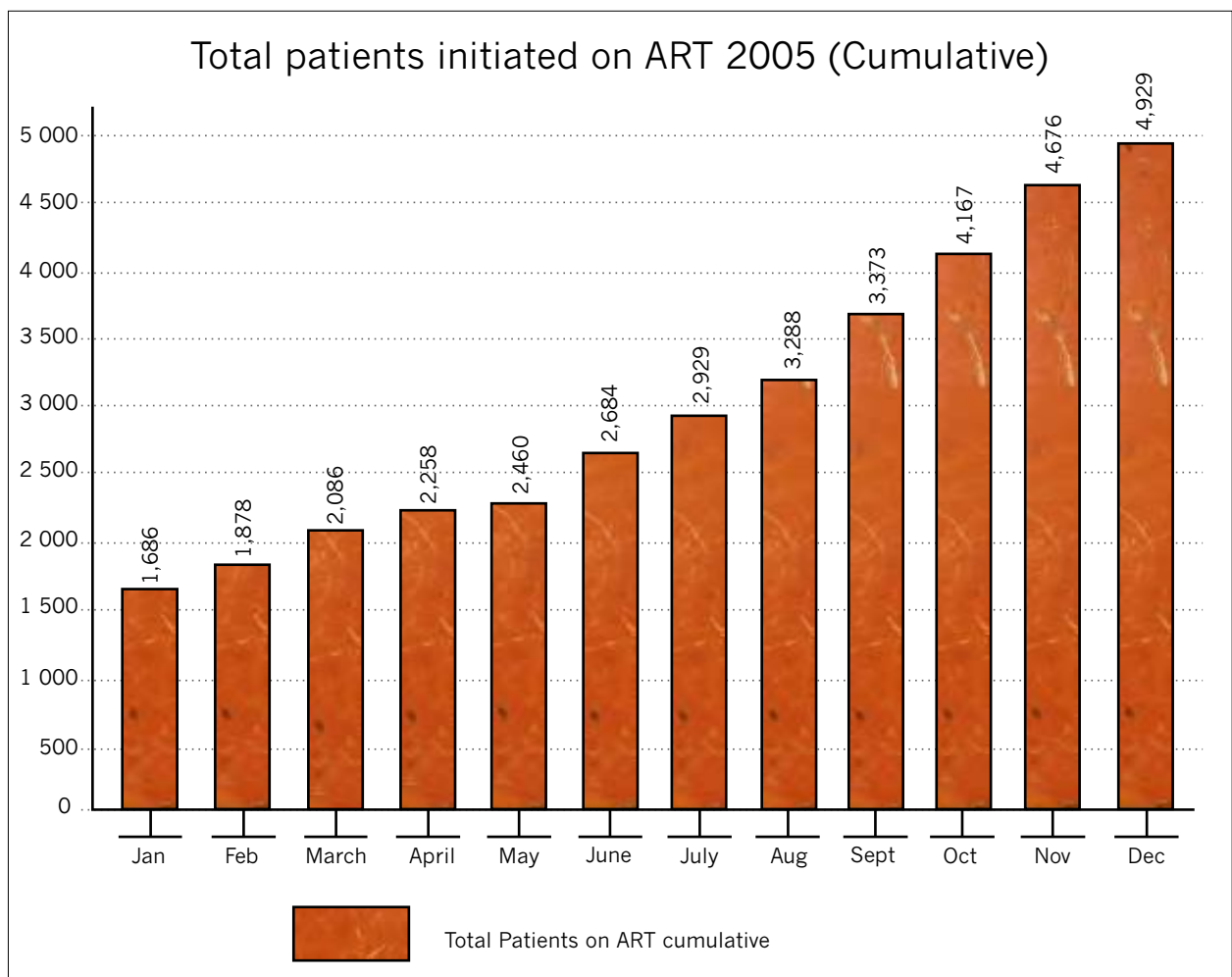


▶ Refurbishing and equipment

- FPD provided minor refurbishing and purchased medical equipment. The highlight of this aspect of the project was the two mobile clinics which were provided for Dr George Mukhari hospital.
- The funding allocated to this project was increased substantially as indicated in Figure 5.

By the end of December 2005, a total of 4670 patients were initiated on treatment, through this project as indicated in Figure 6.

Figure 6: Patients on Treatment



5 · Departments and their Activities in 2005



Mrs Marie de Wet
Director: Teaching
Programme Department



Ms Pepe Mchiza
Programme Manager



Ms Tsili Motsoane
Programme Manager



Ms Amanda Brand
Programme Manager

5.5 Teaching Programme Department

Introduction

The role of this department is to oversee the implementation of all FPD teaching activities and to take responsibility for all logistical aspects of delivering courses at different venues throughout South Africa and neighbouring countries.

Purpose

The purpose of the Teaching Programme Department is to provide high quality educational programmes as close as possible to where participants work and live.

Activities

The total number of students enrolled on FPD courses since FPD was launched in 1998 increased with 11081 in 2005. That will bring the total number of students trained by FPD since its establishment in 1998 to 37688.

The largest number of registrations once again resulted from two large training programmes run by FPD namely the short course on the Clinical Management of HIV/AIDS, where 4388 students were trained in 2005 and a distance education programme on dispensing where 3305 participants enrolled in 2005.

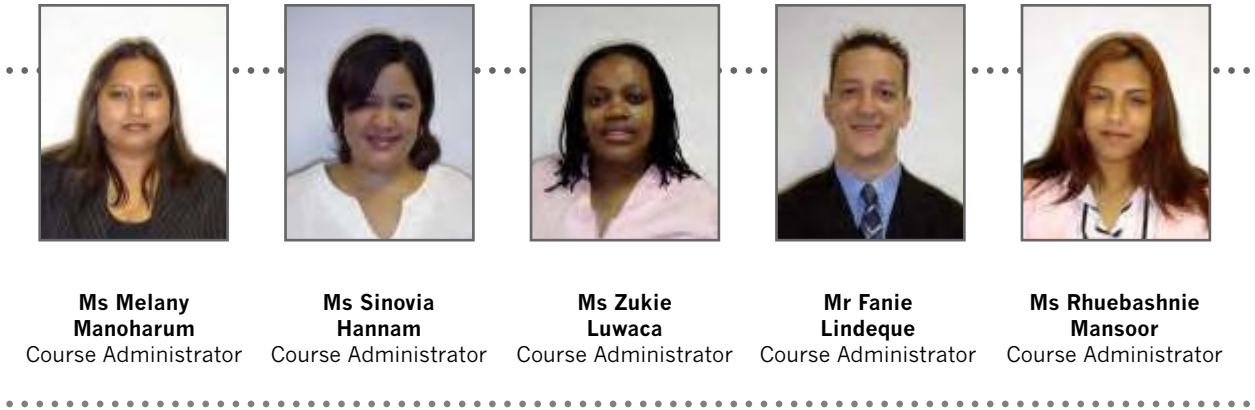
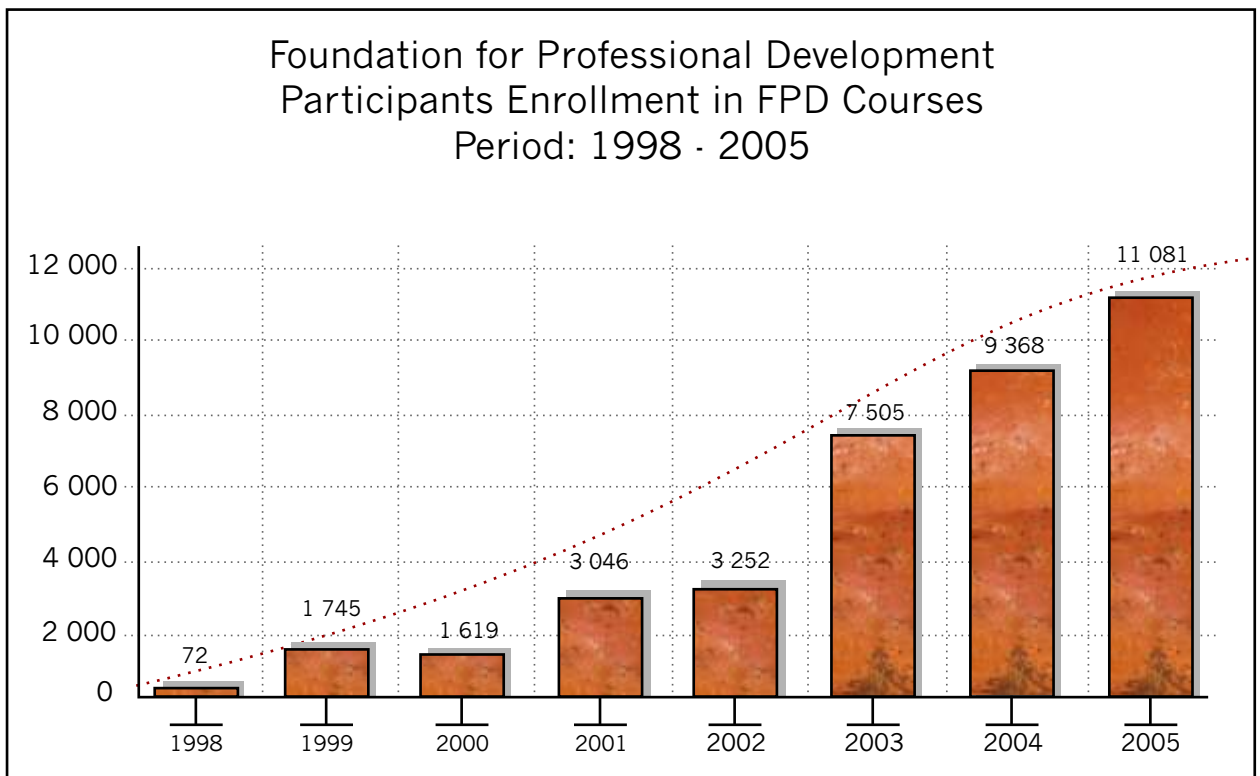


Figure 7: Total number of enrolled students



5 · Departments and their Activities in 2005

5.6 Learning Support Services

In keeping with its virtual business model FPD has established a number of strategic partnerships that supports FPD teaching programmes through the provision of learning support services. In 2005 such partnerships were especially established with the objective of exploring alternative educational delivery mechanisms. FPD entered into contractual arrangements with a number of digital educational providers:

Electronic Doctor Interactive (E-Doc) - www.edoc.co.za

E-Doc™ and FPD (The Foundation for Professional Development) provide relevant information regarding healthcare by means of seminars, meetings, discussion groups, surgical procedures and other healthcare events to medical practitioners through the medium of satellite TV. The hour-long programmes are broadcast on the first Thursday of every month from February to November at 20:30. In 2005 this partnership broadcasted monthly one-hour CPD accredited programmes on the following subjects:

- | | |
|---------------|------------------------|
| ■ 3 February | ■ Depression |
| ■ 17 March | ■ Ethics |
| ■ 7 April | ■ Oncology |
| ■ 5 May | ■ ICD-10 Codes |
| ■ 2 June | ■ Diabetes |
| ■ 7 July | ■ Women's Health |
| ■ 1 September | ■ Erectile Dysfunction |
| ■ 6 October | ■ Depression |
| ■ 3 November | ■ ADHD |

After watching the programme, medical practitioners are required to complete a questionnaire by SMS in order to be credited with relevant CPD points. Certificates are available on-line one minute after the SMS has been received on the E-Doc server.

Mindset Health - www.mindset.co.za

FPD also entered into a collaborative agreement with Mindset around using television for educational programmes aimed at nursing practitioners.

Mindset Health delivers on a mass scale health education and promotion to healthcare workers in public sector facilities via television. The Mindset Health channel delivers the content through satellite broadcast and datacast into users' immediate environments including over 110 hospitals and clinics all around South Africa.



African Online Scientific Information Systems: Learning for Africa (AOSIS) - www.aosis.co.za

FPD also entered into an agreement with AOSIS to establish an internet platform for the delivery of FPD distance education short courses using this educational medium.

As part of the FPD's endeavours to ensure that all alumni have access to the most updated information relating to their field, FPD has complimented its own alumni services through strategic alliances with two special interest groups. In both cases FPD purchases membership of these groups for its alumni thereby ensuring that such alumni have access to a wide variety of continuing educational products such as journals, newsletters, meetings etc.

FPD currently has such arrangements with:

Southern African HIV Clinicians Society (SAHIVS) - www.sahivcliniciansociety.org

SAHIVS is a special interest group that responds to the HIV/AIDS epidemic by linking medical practitioners into a network of informed, effective care providers. All clinicians and medical scientists involved in managing the epidemic are urged to participate in the Society through active membership and taking part in certificated courses. Members receive regular journals, newsletters and access to monthly CPD meetings.

South African Institute of Health Care Managers (SAIHCM) - www.saihcm.co.za

The South African Institute of Health Care Managers (SAIHCM) was launched in 2003. The mission of SAIHCM is to become a dominant institute serving public and private healthcare managers by providing superior, value-added services and products tailored to meet the needs of managers, as well as enhancing the image of the industry through development, training, education and research. SAIHCM is striving to become the premier institute in the healthcare industry by promoting high standards of professional healthcare management in both the public and private sector in South Africa.

5 · Departments and their Activities in 2005



Dr Anton Stoltz
Director: Infectious Disease and Immunology

5.7 Infectious Disease Unit

Introduction

FPD established the Infectious Diseases Unit (IDU) under the leadership of Dr Anton Stoltz in August 2004. This unit operates as a collaborative venture between FPD and the Internal Medicine Department of the Medical School, University of Pretoria. The IDU is currently supported through an educational grant from AMPATH Laboratories.

Purpose

The purpose of this Unit is to establish a Centre of Excellence in infectious disease using a public-private-initiative model, that will have a regional reach and create a platform to mobilise and develop expertise in this field.

Activities

The work of the IDU is organised in the following areas:

Education

In 2005 progress was made in exposing Registrars in Internal Medicine to Infectious Diseases. Grand rounds in infectious diseases and HIV/AIDS Management were introduced and a practical Microbiology Laboratory Course was also developed for Registrars.

The Infectious Diseases Unit also worked closely with the Academic Programme Development Department to develop the AIDS Refresher Seminar and the Malaria Course aimed predominantly at medical practitioners.



Training in HIV Clinical Management was also expanded to undergraduate students and 100 students attended a three-day course offered at the University of Pretoria. Training of non-medical staff on HIV/AIDS was done in collaboration with the Centre for the Study of AIDS where political advisors from Africa were trained.

▶ **Service Delivery**

In support of ongoing attempts to improve capacity in both the public and private sector to provide a high quality infectious diseases service, the IDU introduced the following services:

- An infectious diseases hospital consultation service at Pretoria Academic Hospital.
- A complex HIV treatment clinic.
- One of the first ARV clinics on a major university campus with the launch of such a clinic on 1 April 2005 at the University of Pretoria.
- Funding was also secured to launch a major VCT campaign aimed at students of the University of Pretoria in collaboration with the Centre for the Study of AIDS.

▶ **Research**

The unit has started its clinical trial service through participating in an acquired pneumonia trial.

5 · Departments and their Activities in 2005



Mrs Kathy Dennill
Director: Nursing Leadership Programme

5.8 Nursing Leadership Programme (NLP)

Introduction

The Nursing Leadership Programme (NLP) was established in March 2004 under the leadership of Mrs Kathy Dennill through an educational grant from the City Bridge Foundation (USA). The NLP develops tailored learning initiatives for nursing professionals in the form of skills-based short courses. The courses offered by the programme includes courses on the comprehensive care of patients and communities with communicable and chronic diseases, as well as courses to improve the management and leadership skills of professional nurses.

Purpose

To meet the continuous educational needs of nursing professionals and promote leadership in nursing.

Activities

The focus areas of the NLP during this period have been:

Education

The numbers of professional nurses trained have increased steadily since the inception of the NLP at the FPD to better represent the demographics of healthcare professionals in South Africa where approximately 60% of healthcare professionals are professional nurses. During 2005 the increase in the number of in-house courses offered to organisations reflected the growing awareness of FPD's services in the nursing sector. Such training took place in all nine provinces and also in 4 Southern African countries during this period namely, Zambia, Swaziland, Lesotho and Mozambique.



.....

The following courses were updated in 2005:

- HIV and Aids Management for Professional Nurses
- Adherence Counselling

New courses introduced in 2005 were:

- Nursing Informatics and Data Management

The Programme also actively worked to ensure access by nursing professionals to the management courses offered by FPD. Due to these efforts 100 nurses were given scholarships to participate in either the Certificate in Advanced Management (CAM) or the Advanced Health Management Programme (AHMP).

An operational management chapter was also developed and introduced into all therapeutic courses offered by FPD in order to improve the management of service units.

To support professional nurses in practice all course attendees are given the status of FPD alumni and are included in all the benefits available to our students. In addition the NLP has developed a newsletter “Flo-time” which is distributed to them quarterly and which deals with issues within the profession, leadership enhancing ideas and identifies further opportunities for development.

In partnership with Mindset, a facilitator guide was developed to support a computer-based educational programme developed for nursing staff in public sector clinics. The aim of the joint project is to promote the development of professional nurse facilitators to lead the computer-based learning programme, thus enabling computer-based learning to occur within the workplace.

▶ **Research and consultancy**

The NLP was contracted to assist the South African office of the World Health Organisation to determine a base-line profile of available human resources for health in SA. Both the number of health professionals and the institutions training health professionals and what courses they offered, number of students etc were assessed.

5 · Departments and their Activities in 2005



Mr Pieter Swart
Head of Department
Conference Services



Ms Tammylne Wilton
Conference
Operations Manager



Mr Marcus Wolvaardt
Conference
Marketing & Sponsorship

5.9 Conference Services Department

Introduction

FPD Conference Services (FPD-CS) is managed through a joint venture with Conference Consultancy South Africa (CCSA) and offers a comprehensive range of convention planning and management services for multi national corporate and association clients.

Purpose

The Consultancy Services Department provides a world class conference management service that focuses on the following activities:

- ▶ Strategic support to conference organisers on issues such as:
 - Business Development
 - Conference Risk Analysis
 - International Conference Bid Production

- ▶ Provision of a full range of conference services including:
 - Conference planning and management services
 - Delegate management services (including registration)
 - Abstract management services
 - Scholarship management services
 - Exhibition management services
 - Sponsorship recruitment and exhibition sales



Ms Kubeshni Vadivel
Registration Officer



Ms Lashika Chinsamy
Registration Officer



Ms Neo Sithole
Registration Officer

Specialised services and facilities such as host venue, accommodation, information technology, technical services, equipment, catering and security are specialised services co-ordinated by FPD-CS in accordance with modern best business practices. This department delivers comprehensive services which meet the requirements for successful event hosting.

Operations are conducted in three phases namely planning (pre-conference), rollout (during conference) and closure (post conference). Operations are managed according to activities, costed in a master budget, linked to people and/or service provider organisations with set time frames and managed through identified deliverables and milestone achievements in the project management system.

Activities

Past conferences that this department has been involved in, include:

- XIIIth International AIDS Conference (2000)
- Summit on the Future of Medicine (2001)
- 1st South African AIDS Conference (2003)
- SAMA conference on the Strategies for the Survival of Doctors (2003)

In 2005, this department provided conference management and consultancy services to the following conferences amongst others:

- ▶ 2nd South South African AIDS Conference (2005)
 - www.sa-aidsconference.com



- ▶ 8th World Conference on Injury Prevention and Safety Promotion
 - Scheduled for 2-5 April 2006
 - ICC Durban
 - www.safety2006.info



- ▶ 9th World Congress on Self-Care Deficit Nursing Theory
 - Scheduled for 20-22 July 2006
 - Emperors Palace, Johannesburg
 - www.worldcongress-scdnt.com



5. Finance Department



Mrs Alet Bosman
Head of
Department Finance



Ms Daleen Maas
Accountant



Ms Esther Josiah
Financial
Assistant



Ms Emely Zaba
Financial
Assistant



Ms Leonie Pullen
Receptionist

Introduction

The Finance Department provides financial Services to all of FPD's departments and projects including all conferences managed by FPD. This department is also responsible for managing all financial reporting to donors.

Purpose

To ensure that all accounting services are in accordance with national norms and to provide strategic financial information to FPD Management and the Board of Directors.

Activities

During 2005 the Finance Department was involved in the following activities:

- The installation of an improved electronic banking system, which lead to a drastic saving in bank charges.
- The 2nd South African AIDS Conference, which took place in June 2005. The Finance Department was responsible for all financial services.
- Preparations for the 8th World Congress on injury Prevention and Safety Promotion, taking place in April 2006. The Finance Department provides a full range of financial services.
- Financial administration for Dira Sengwe Conferences, the owner of the South African AIDS Conference.
- Assisting in the establishment of the Finance Department at Health Sciences Academy (Pty) Ltd.



-
- Providing office management and infrastructure, support for the head office and FPD satellite sites.
 - Human resource administration, with the staff component increasing from 33 in 2004 to 49 in 2005.
 - The Financial Manager is the Company Secretary for both the FPD and Dira Sengwe Conferences.
 - Reporting to donors on the progress and utilisation of donor funds received and maintaining relationships with donors.
 - Negotiating the purchase of a premises for the new head office building for the FPD.



6. Strategic Partnerships and Alliances

FPD has over the years developed a number of strategic partnerships with world class academic and health development institutions. These partnerships include:

▶ **University of Pretoria**

The University of Pretoria was established as an independent university in 1930. With 38 499 enrolled students on the Pretoria and Mamelodi campuses in 2005, the university is a leader in higher education that is recognised internationally for academic excellence and a focus on quality. The University of Pretoria strives to be a university with an inclusive and enabling, value-driven organisational culture, that provides an intellectual home for the rich diversity of South African academic talent. Collaboration between FPD and University of Pretoria takes place around the Infectious Diseases Unit, the campus ARV Clinic VCT campaigns for students and ARV clinics at two of the Universities teaching hospitals (Pretoria Academic Hospital and Kalafong Hospital) and the Anaesthesiology Refresher Course.

▶ **Manchester Business School**

With an international reputation for top-rated teaching and research, Manchester Business School is firmly positioned at the leading edge of dynamic business performance. Dedicated to developing effective managers for every sector and discipline, we invest in today's management the ideas and experience which will equip our graduates to become tomorrow's international elite. FPD and MBS collaborate in offering an international management short course for health managers in South Africa.

▶ **Yale School of Epidemiology and Public Health**

Founded in 1915, Yale's School of Public Health is one of the oldest accredited schools of public health. In the 1960's it was decided to merge the Department of Public Health with the Section of Epidemiology and Preventive Medicine, a unit within the Department of Internal Medicine. The Department of Epidemiology and Public Health (EPH) was the result of this merger.

Today, faculty and students at the Yale School of Public Health continue to strive toward Winslow's goal of "...preventing disease, prolonging life and promoting physical and mental health and well-being through organised community effort...and developing the social machinery to assure everyone a standard of living adequate for the maintenance or improvement of health."



FPD and Yale offers a jointly certified international management short course aimed at public sector managers.

▶ **Health Science Academy (HSA)**

HSA is an accredited provider of education and training in the South African health sector with the purpose of providing a comprehensive range of education products and research, tailor-made to the needs of the pharmaceutical sector. Health Science Academy has extensive experience in the private training and education market and focuses on Adult Education and Training.

Health Science Academy has developed from the products and reputation established by Technipharm, first started in 1990. Technipharm was at the forefront of providing specialised training required by pharmacists in the pharmaceutical industry, and a range of courses were developed and presented in this field. Health Science Academy was later bought by Innovex SA, a subsidiary of Quintiles Inc., and Innovex SA continued to build on the company's core business.

In 2005, Health Science Academy reverted to being an independent academic institution.

FPD and HSA jointly offer a Dispensing Course for healthcare professionals.

▶ **Southern African HIV Clinician Society (SAHIVS)**

The SAHIVS is a special interest group of the South African Medical Association with more than 10 000 members drawn from clinicians and medical scientists dedicated to responding to the challenge of HIV/AIDS. The strategic alliance between FPD and SAHIVS dates from 2001 when the two organisations introduced the HIV Clinical Management Course. To date more 12 000 healthcare professionals across Southern Africa have been trained on this course.

▶ **JHPIEGO**

JHPIEGO, an international health organisation affiliated with the John Hopkins University in Baltimore, Maryland, builds global and local partnerships to enhance the quality of healthcare services for women and families through training and support for healthcare providers - including doctors, nurses,



midwives and health educators working in limited-resource settings throughout Africa, Asia, the Middle East, Latin America and the Caribbean, and Europe.

FPD and JHPIEGO collaboration covers such areas as ARV service delivery, educational programmes, operational research and the development of quality assurance systems.

▶ **John Snow International (JSI)**

JSI is dedicated to improving the health of individuals and communities in the United States and around the world. Headquartered in Boston, Massachusetts, JSI and its affiliated organisations, provide high-quality technical and managerial assistance to public health programmes worldwide.

JSI builds local capacity to address critical health problems. JSI collaborates with local partners to assist countries, governments, communities, families, and individuals to develop their own skills and identify solutions that meet their public health needs. Through management assistance, research and evaluation, education and training, JSI works to improve access to and quality of healthcare. JSI conducts research and provides technical assistance to enable agencies and health professionals to effectively and compassionately address the needs of families and individuals they serve, especially the poor and under-served.

FPD and JSI have been collaborating on customising a patient information system for public sector ARV clinics.

▶ **University Research Co., LLC (URC)**

University Research Co., LLC is a professional services firm dedicated to helping clients use scientific methods and research findings to improve programme management, operations and outcomes. For 40 years, URC has helped government and private sector clients design, operate, and evaluate programmes that address health, social, and educational needs. With its non-profit affiliate, the Center for Human Services, URC works in the United States and abroad on projects that span five core practice areas. CHS and URC share the same capabilities, staff, and facilities, and all employees have appointments in both companies. URC thus provides the flexibility to work under for-profit or non-profit contracting arrangements by offering cutting-edge approaches and the latest findings from scientific strategies to improve efficiency, sustainability, and customer service, and management tools to direct the process of organisational and behavioural change.



FPD and URC collaborates on Tuberculosis Management training for healthcare professionals in South Africa.

▶ **International Association of Physicians in AIDS Care (IAPAC)**

IAPAC is recognised under the law of the United States of America as a not-for-profit organisation. Working in partnership with the healthcare professions, business government, academic, and religious communities, IAPAC accomplishes its mission through a comprehensive programme of education, policy and advocacy, direct technical assistance and care provision initiatives spearheaded by physician members. Toward this end, IAPAC currently utilises several educational and technical assistance vehicles, including a quarterly peer-reviewed clinical journal (JIAPAC); a monthly clinical summary publication (IAPAC Monthly); a comprehensive website, an innovative internet-based educational programme in Southern Africa (I-Med Exchange); a physician exchange programme (African Medical Exchange Programme); and regular local, national, and international clinical symposia.

FPD and IAPAC recently entered into a collaborative agreement to explore collaboration on training and physician exchange.

▶ **Right to Care**

Right to Care is a non-profit organisation established in 2001. The aim was to implement an Expert Treatment Programme that provides innovative chronic HIV care service which builds public and private sector capacity and facilitates access to affordable antiretroviral therapy. In 2001, Right to Care received its initial start-up funding from the United States Agency for International Development (USAID) to build institutional capacity and establish organisational infrastructure required to support the implementation of Right To Care's Expert Treatment Programme. In the same period, the organisation also obtained funding from a South African donor, the Pharma Natura Trust, a holding company of multiple healthcare businesses with the common objective of improving health benefits in South Africa. FPD and Right to Care collaborate to provide ARV services to 2000 patients.

▶ **American International Health Alliances (AIHA)**

The American International Health Alliance (AIHA) advances global health through



volunteer-driven, "twinning" partnerships and other programmes that mobilise communities to better address healthcare priorities, while improving productivity and quality of care.

AIHA's twinning partnerships are defined by a formal agreement held between US healthcare providers and their counterparts overseas, who work collaboratively to develop a detailed workplan that outlines their goals, specifying how they will achieve them over a period of time, primarily through the exchange of information and skills. With AIHA's support, FPD has established a twinning partnership with a rural hospital to develop a demonstration project on an integrated rural ART service.

Education and Training Programmes

Given that FPD operates in a relatively small niche market, emphasis has been placed on expanding the courses and services offered by FPD in order to better meet the needs of our client base.

7.1 Management and Business Courses

7.1.1 Formal post graduate qualifications

▶ Certificate in Advanced Management

The Certificate in Advanced Health Management is an intensive management development programme, tailor-made for the needs of healthcare executives and professionals. This course has been specifically customised for the South African healthcare environment and is designed to take into account the time constraints of health professionals who work full-time.

▶ Certificate in Practice Management

This programme is predominantly aimed at self-employed healthcare practitioners and practice managers. The programme has been designed to provide participants with essential business and management skills needed by managers of private practices.

7.1.2 International Short Courses

▶ Manchester Business School Advanced Management Programme

The AMP is an international short course offered by FPD in collaboration with Manchester Business School and is aimed at developing participants strategic management capabilities. This intensive management programme is aimed at established managers who work in the private healthcare sector and who need to rapidly develop management competencies.

The Advanced Health Management Programme

This international short course has been developed by FPD in collaboration with the School for Epidemiology and Public Health at Yale. The course is aimed at public sector managers who need to develop or refresh their strategic management competencies.



7.1.3 Other Short Courses: Business and Related Subjects

FPD offers a variety of short courses on subjects such as -

- Financial Health
- Programme in Risk Assessment and Management
- Legislative Update
- Resource Mobilisation and Donor Relations
- Corporate Governance
- Conference Organising

7.2 Clinical Courses

These short courses are designed to enhance the clinical skills of healthcare professionals and are taught through a combination of assessed self-study, using detailed study manuals and facilitated workshops by leading national experts.

7.2.1 Courses for Clinicians

- Rheumatology Management Course
- Mental Health Course
- HIV/AIDS Management Course
- Diabetes Mellitus Management Course
- Epilepsy Management Course
- Practice Pathology Course
- Anaesthesiology Refresher Course
- Severe Sepsis Management Course
- Tuberculosis Management Course
- Irritable Bowel Syndrome Course
- Cardiovascular Management Course
- Dispensing
- Clinical Management of GORD (Gastro oesophageal reflux disease)
- Clinical Management of Allergies
- Clinical Management of Asthma
- Management of Vascular Diseases
- Clinical Management of Malaria
- Rational use of Antibiotics
- Clinical Management of Renal Impairment
- Clinical Management of Dermatology



7.2.2 Courses for Registered Nurses

- HIV/AIDS Management Course for Professional Nurses
- Tuberculosis for Professional Nurses
- Muscular Dystrophy
- Diabetes Mellitus Management Course for Professional Nurses
- Dispensing

7.2.3 Multidisciplinary Courses

- Obesity Management Course
- HIV Refresher Seminar
- Palliative Care
- Clinical Trial (GCP) Course
- Course in Voluntary Testing & Counselling
- Adherence Counselling for ART
- HIV in the Workplace

7.2.4 Courses for other healthcare workers

- HIV/AIDS Counselling, Prevention and Education Programme for Community Workers
- Anti-Retroviral Drug and Compliance Workshop for Non-medical Professionals

7.3 Practice Support Courses

Practice support courses address specific competencies required for successful self-employed practices not addressed in FPD business courses:

- Coding Course (CPT and ICD10)
- Medical Terminology and Anatomy
- Seminar on Starting a Successful Private Specialist Practice

7.4 Distance Education Courses

Distance education courses have been developed on clinical and practice management subjects especially with a view to meeting the learning needs of healthcare professionals working in rural settings.

- Dispensing Course

- Dispensing Opticians Course
- Epilepsy Course
- Irritable Bowel Syndrome Course
- Medical Ethics Course
- Medical Terminology Course
- Mental Health Course
- Optometry Course Vol I
- Optometry Course Vol II
- Practice Management Programme
- Practice Pathology Course
- Professional Drivers Permit Course
- Rheumatology Management Course
- Severe Sepsis Course
- Urinary Incontinence Management Course
- ICD10 Coding

7.5 Organisational Development (in-house) Courses

FPD has developed various organisational specific training courses, presented on an in-house basis, covering areas such as management and leadership development, clinical skills development and support staff skills development.

FPD has provided customised in-house training programmes for staff of the following organisations:

▶ **Public Sector Organisations**

- Departments of Health neighbouring countries
- South African National Department of Health
- Various Provincial Departments of Health (South Africa)
- Statistics South Africa
- South Africa Correctional Services
- UNAIDS
- WJP (Afro)

▶ **Corporations**

- Anglo Gold
- Anglo Platinum
- De Beers
- Eskom
- Kumba Resources
- BMW

Medical Schemes/Administrators

- Igolide Health Networks
- Medihelp
- Medikredit
- MX Health
- Impilo Health
- Umed

Networks

- GP Net
- Prime Cure

Pharmaceutical Industry

- AstraZeneca
- Aspen Pharmacare
- MSD

Non Profit Organisations

- South African Catholic Bishops Conference
- Lutheran World Relief
- IPPF

Medical Equipment Suppliers

- Stryker South Africa Research



Research

Figure 8: Geographical Location of FPD Programmes



During 2005 FPD actively worked at expanding its activities in the Southern and Eastern African regions. To date FPD has provided training programmes in the countries indicated.

9 · Signature Initiatives

Although all FPD activities are geared towards the advancement of health in general, FPD also identifies specific thematic areas for signature initiatives. Such initiatives focus on high priority public health issues and activities in these areas are incorporated into all aspects of FPD's work.

9.1 HIV/AIDS

HIV/AIDS has been a signature initiative of FPD since its inception and FPD activities in the HIV/AIDS arena include the following:

The "Bridges of Hope Project", a PEPFAR funded initiative that currently supports efforts at seven ARV clinics by providing expertise and expanding capacity. This project has supported ARV treatment for 4142 adults and 528 paediatric patients by the end of 2005. FPD support entails secondment of management and clinical staff, provision of operational systems, provision of equipment and renovation and refurbishment of clinics.

FPD has also been actively involved in developing capacity in South Africa in support of HIV care. Numerous training courses have been run, aimed at ensuring that all healthcare professionals in the public and private sector will have the required skills to provide comprehensive HIV/AIDS care. To date, approximately 13 000 healthcare professionals have been trained in the clinical management of HIV/AIDS since September 2001. This training programme is offered in partnership with the Southern African HIV Clinician Society and is the largest of its kind in the world.

During 2005 a management development project was initiated that provided scholarships to 205 HIV managers from the public and not-for-profit sector to attend FPD management courses offered in Gauteng, Northern Cape, Eastern Cape and the Western Cape.

FPD again in 2005 hosted the secretariat of the 2nd South African AIDS Conference, this event was attended by 4500 delegates.

9.2 Violence and Injury Prevention

In 2003 the FPD adopted Violence and Injury Prevention as a second signature initiative. FPD activities in this area currently extends to providing the secretariat for the 8th World Conference on Injury Prevention and Safety Promotion that will take place in South Africa in 2006.

The Executive Director of FPD is also actively involved in the Steering Committee of the International Society for Violence and Injury Prevention, a newly established international organisation.

10 · Research and Academic Output

Introduction

FPD as a registered institution of higher education is expected to contribute to the generation of new knowledge through research and academic activities.

Research projects:

▶ The following research projects were completed in 2005:

- A study on the impact of the HIV clinical management course on knowledge, attitudes and skills of primary care providers. The study targeted 1500 programme and course participants of FPD's HIV Clinical Management courses.
- A study in the Tshwane region of Gauteng and the Highveld region of Mpumalanga, mapped all organisations, whether governmental, non-governmental, corporate or international aid agencies that are involved in the provision of care and support to people living with HIV/AIDS. This research project was funded by ESKOM.
- A research project was successfully submitted to the University of Free State on “The needs of General Practitioners for Continuous Professional Development in South Africa”, as part of a Masters degree requirement of the Academic Programme Director.

▶ The following research projects were initiated in 2005

- The Nursing Leadership Programme Director is conducting a study for the City Bridge Foundation to assess the impact of HIV/AIDS management training of nurses. The study will further determine the impact on service delivery and knowledge/skills attained through the FPD learning opportunities.
- An evaluation by the School of Health Systems & Public Health of the University of Pretoria of the extent to which the FPD management training programme has met the management needs of 205 participants currently enrolled on such training. This study is funded by JHPIEGO.
- A study to measure the impact of training on the practice behaviour of HIV care in Zambia.
- A study to determine private practice costs of a number of specialities in collaboration with the South African Medical Association (SAMA).

Conference participation

- ▶ *Impact of Training Programmes on Knowledge and Practice Behaviour of Primary Care Providers.*
 - Oral presentation at the 2nd South African Aids Conference 2005.
 - Authors: G G Wolvaardt, A Stoltz

- ▶ *"Best Evidence CPD Model"*
 - Oral presentation delivered at the Association for Medical Education in Europe (AMEE) Conference in August 2005 in Amsterdam Netherlands.
 - Author: E Castleman

- ▶ *"The Needs of General Practitioners for Continuous Professional Development in South Africa"*
 - An oral presentation at the South African Association for Research & Development in Higher Education Conference (SAARDE) in July 2005.
 - Author: E Castleman

- ▶ *"Rapidly Developing Capacity at Primary Care Level to Provide ARV Therapy".*
 - A poster presentation to the 15th International Aids Conference held in Bangkok on 15 July 2004.
 - Author: G G Wolvaardt

- ▶ *Evolved Management Tools to Improve Operations in Running an ARV Clinic,*
 - Poster presentation at the 2nd South African Aids Conference.
 - Author: M Slabbert

- ▶ *"Rapidly Developing Capacity for ARV Treatment, Care, and Delivery",*
 - A poster presentation to the "President's Emergency Plan for AIDS Relief, 2nd Annual Field Meeting 2005, Supporting National Strategies: Building on Success" in Addis Ababa, Ethiopia.
 - Author: G G Wolvaardt

- ▶ *"The Link between the GP's CPD Need, their Practice Profile & the National Health Priorities"*
 - Poster presentation at the 2nd South African Aids Conference 2005.
 - Author E Castleman

- ▶ *"Effect of Outcome-Based Short Courses for Professional Nurses on HIV/AIDS Patients Care in the Western Cape",*
 - Poster presentation at the 2nd South African Aids Conference in June 2005.
 - Author: K Dennill



Publications

- ▶ A paper on *“The Mycobacterium Tuberculosis Cell Wall Component Mycolic Acid Pathogen Associated Host Innate Immune Responses”* to the European Journal of Immunology.
 - A Stoltz as first co-author
- ▶ Review Article on Tuberculosis in South Africa for MIMS Infectious Diseases Review.
 - Author A Stoltz
- ▶ The Nursing Leadership Programme Director is the co-author of the following books published during the review period:
 - *“The Health of Southern Africa”*, new edition Juta publication: ISBN 07021 1961X (published February 2005)
 - *“Aspects of Primary Health Care”*, 3rd edition Oxford publication: ISBN 0 195718712
 - *“Nursing and Midwifery - A Practical Approach”*, Macmillan Publication

External teaching commitments

- ▶ The Director of Nursing Leadership Programme was a guest lecturer at the Witwatersrand University on the following module on 31 Jan 2005:
 - Masters in Public Health Core Module on Primary Health Care.
- ▶ The Director of the Infectious Diseases Department was a guest lecturer at:
 - School for Public Health on the Tropical Disease Programme
 - Centre for the study on AIDS in Africa at the University of Pretoria
 - Tshwane University of Technology on Woman and HIV Course
- ▶ The Director of the Academic Programme Development Department was a guest lecturer at:
 - HELP (Health Emergencies in Large Populations) course offered by the School of Health Systems and Public Health at the University of Pretoria.
- ▶ The Executive Director was an external Examiner for the Internal Medicine Department, University of Pretoria.

11 · Faculty of the Foundation for Professional Development

The FPD offers training on a nation-wide basis. The FPD employs a model of using a contracted faculty panel, thus acquiring access to the best faculty in the field. Most of the FPD department heads also act as faculty. Each FPD course has more than one expert facilitator assigned to it. Depending on the demand for each course and the venue where it is offered, the number of participating faculty will differ per course.

The following graphs provide an overview of the qualifications and expertise of FPD faculty who taught on programmes in 2005.

Figure 9: Qualifications of Management Faculty

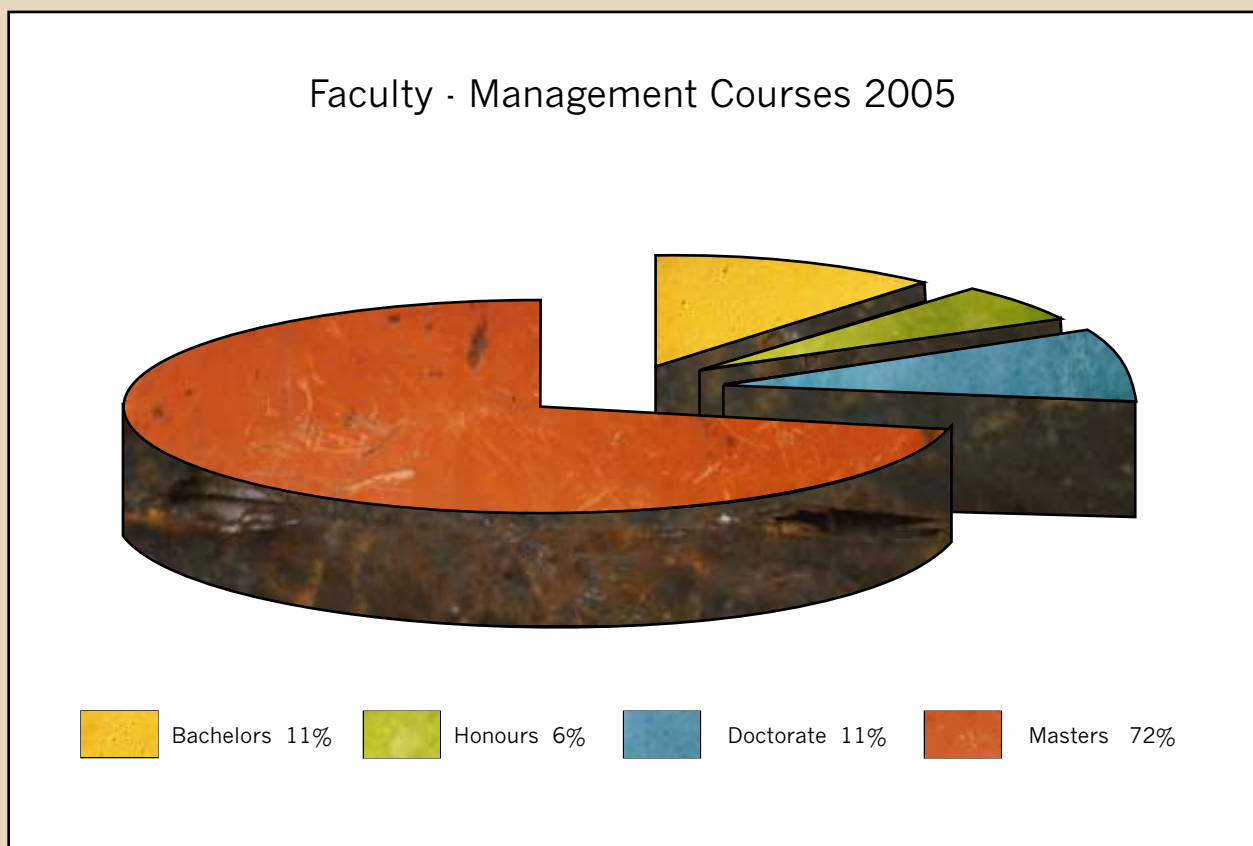
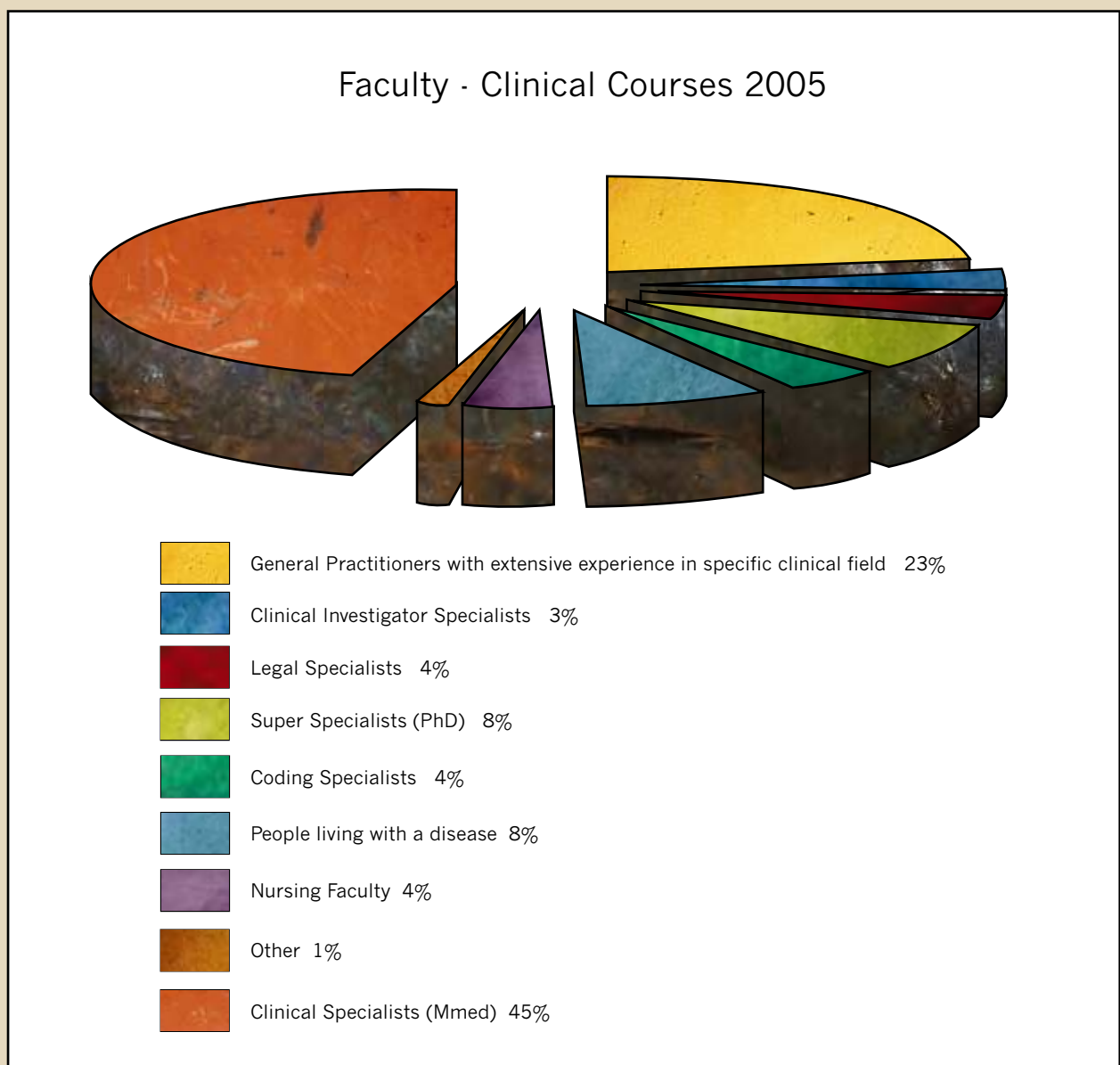




Figure 10: Qualifications/ Expertise of Clinical Faculty



12 · Facts and Figures

This section provides an overview of student demographics as pertaining to students who were enrolled on FPD courses during 2005.

Figure 11: Student enrolment per course for 2005

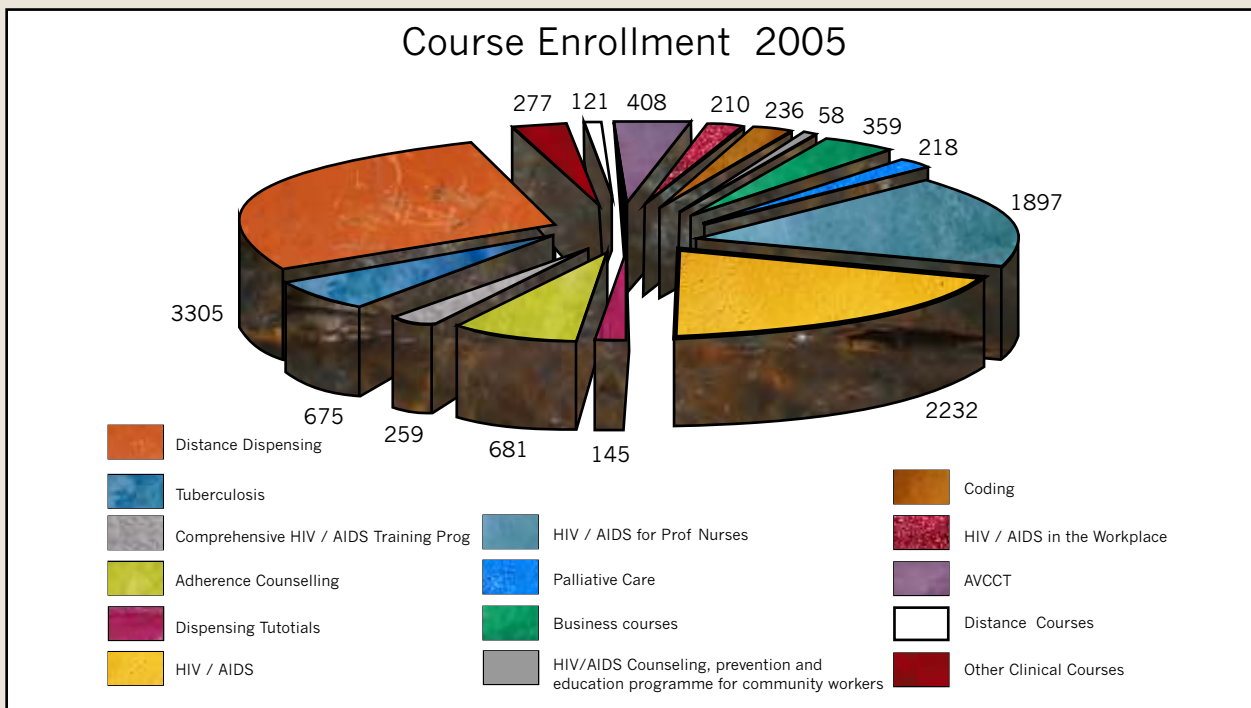


Figure 12: South Africa / Southern Africa Breakdown

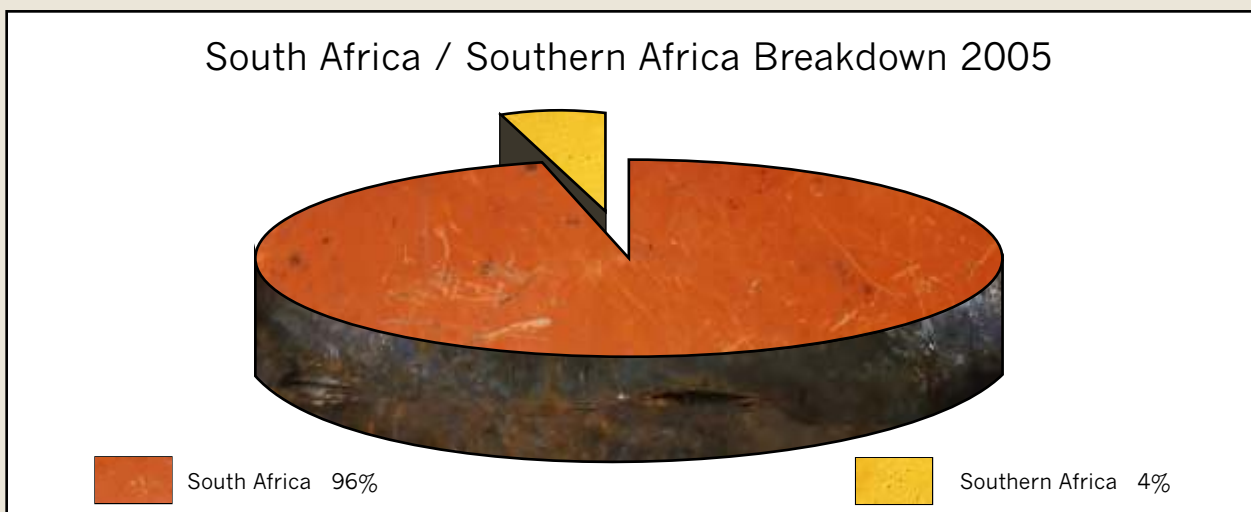




Figure 13: Geographical Breakdown (South Africa)

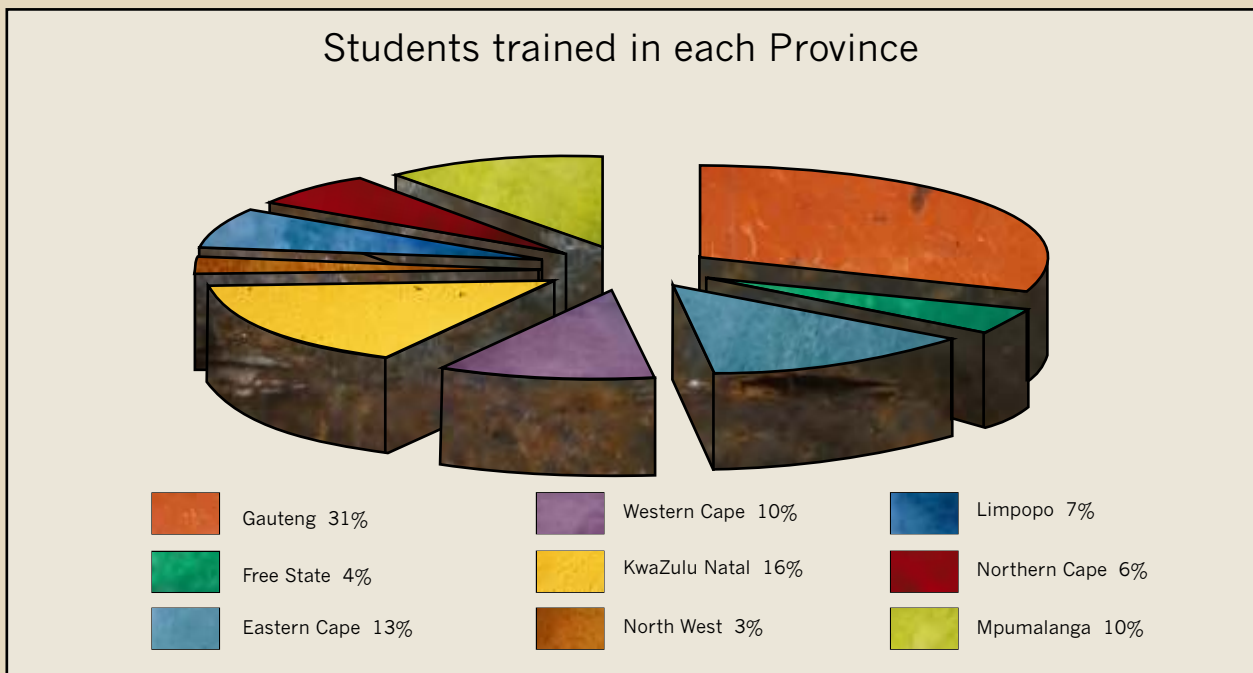


Figure 14: Urban / Rural Breakdown

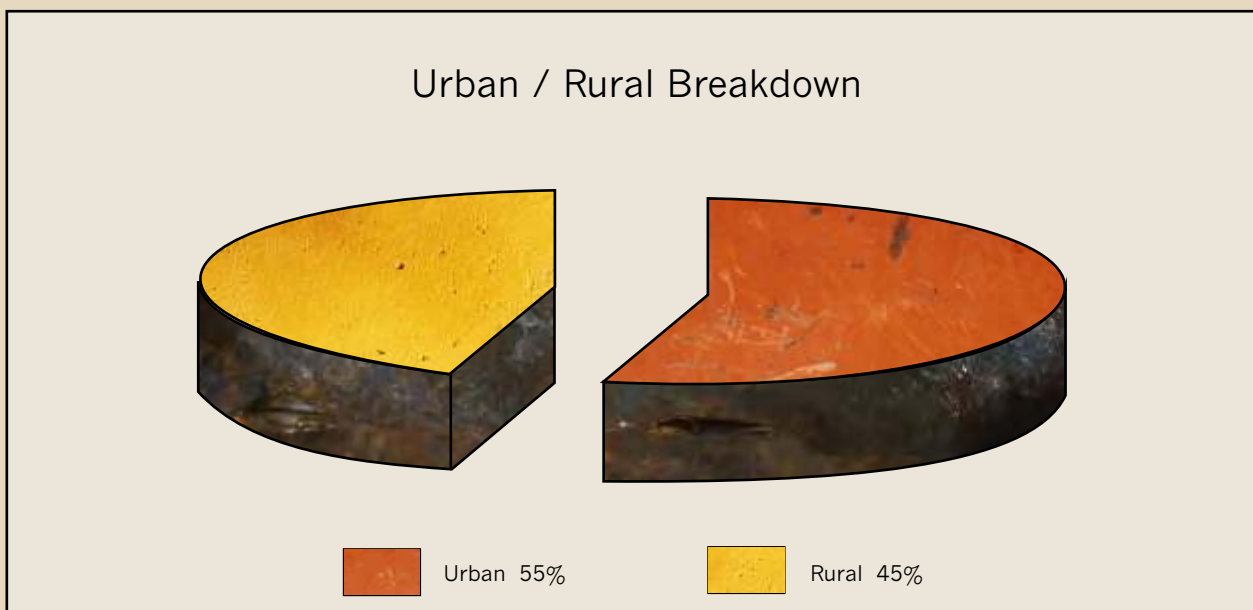




Figure 15: Professional Breakdown

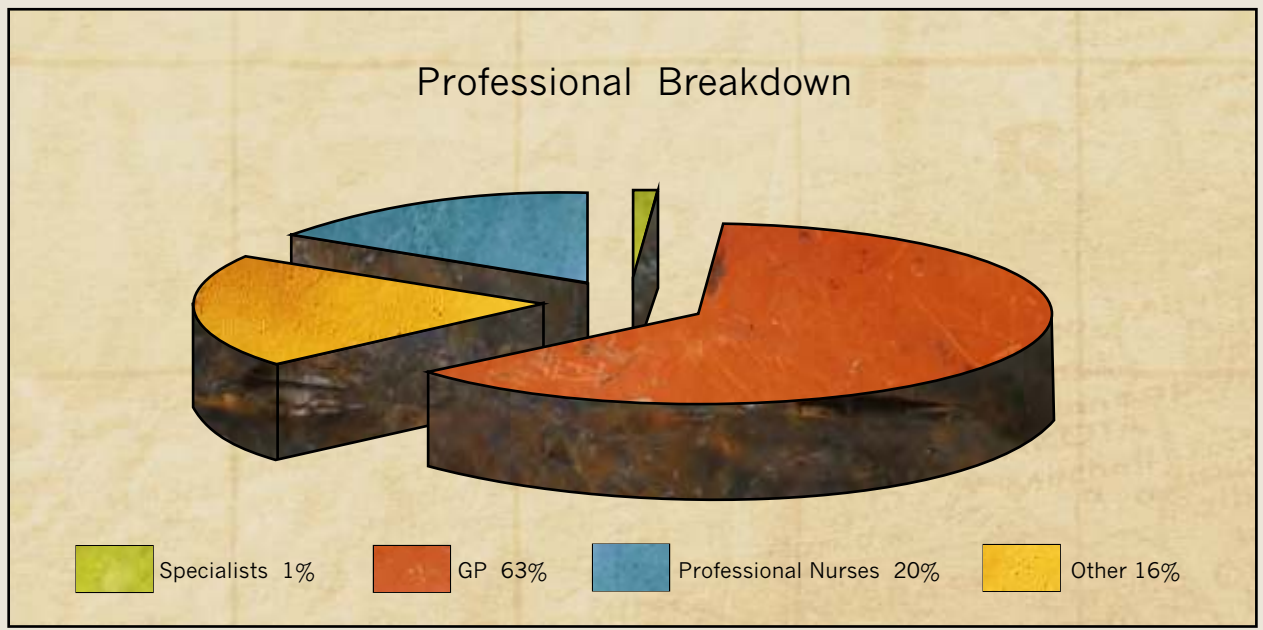


Figure 16: Racial Breakdown

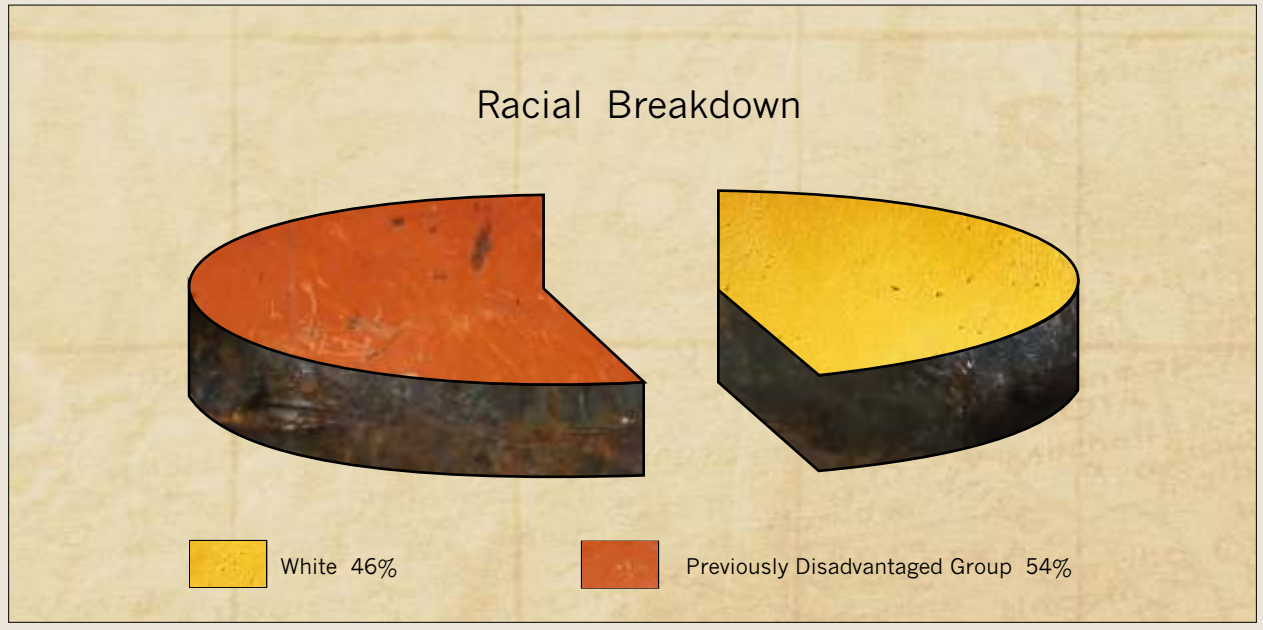




Figure 17: Private / Public Sector Breakdown

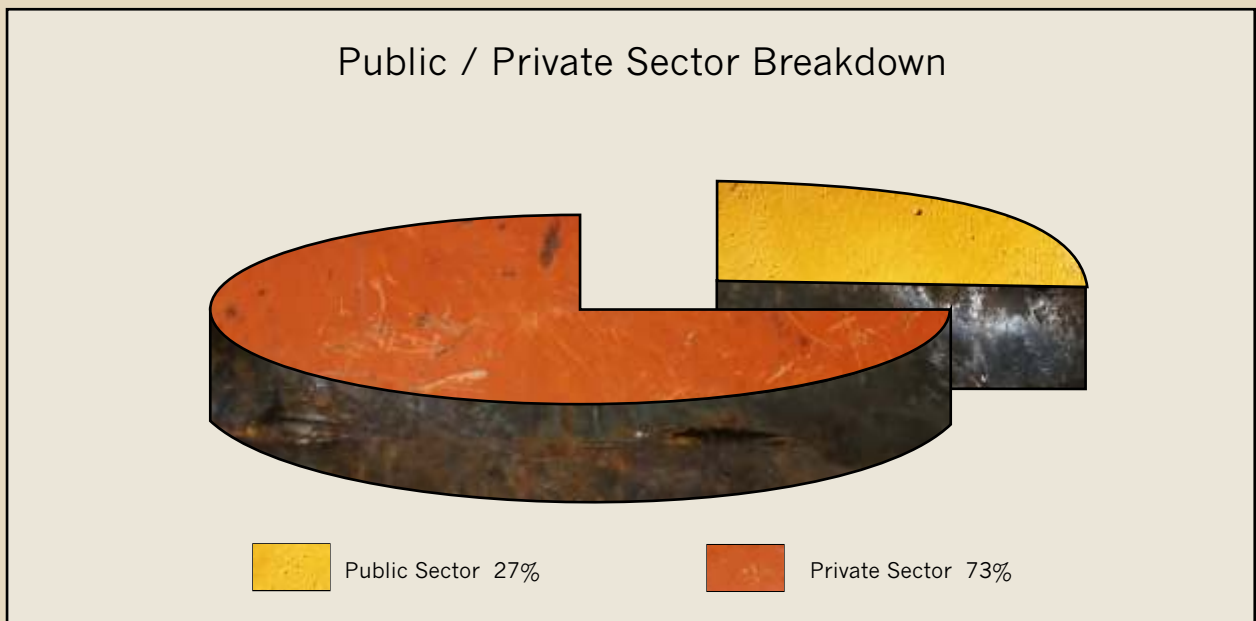
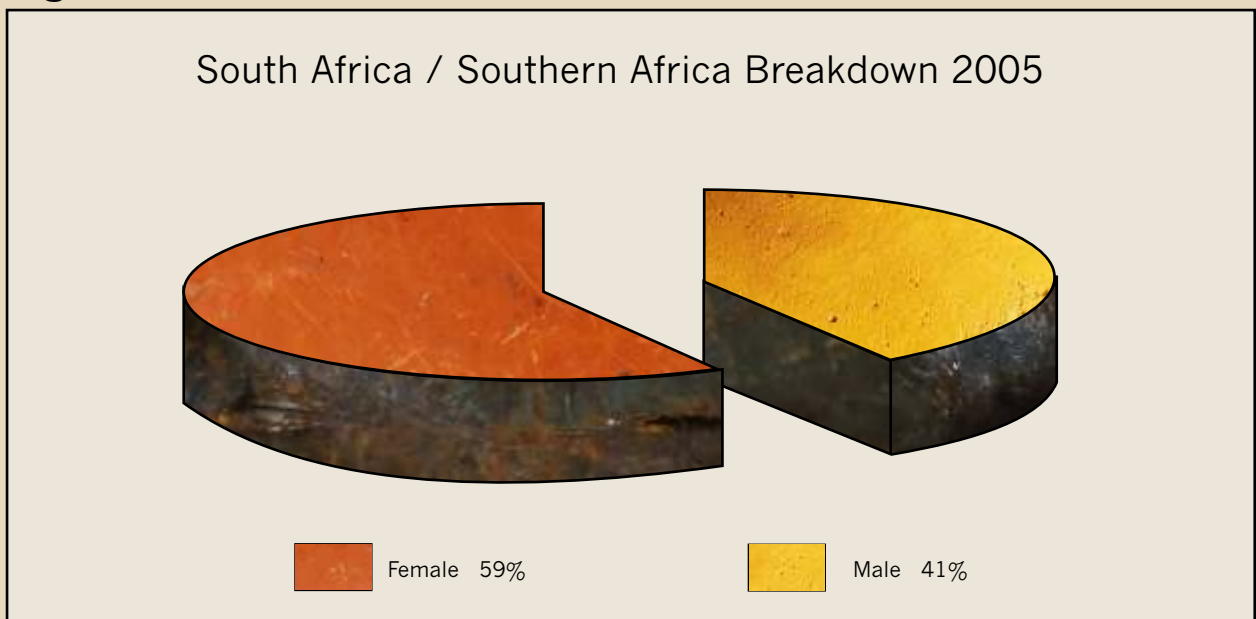


Figure 18: Gender Breakdown





13 · Sponsors and Donors

13.1 Institutional Sponsors

During 2005 the following organisations supported FPD's work:

Institutional sponsors provide support for core functions of FPD. Such sponsors include:



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13 · Sponsors and Donors

13.2 Educational Sponsors

Educational sponsors provide funding for scholarships offered to participants on FPD training costs. Such support allows FPD to offer training at low or no cost to participants



Discovery  Health



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13 · Project Sponsors

13.3 Project sponsors provide funding for specific FPD projects

The
ATLANTIC
Philanthropies



14 Enquiries

For enquiries or more information regarding FPD and the courses offered, contact:

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