



FPD

Annual Report
2009/2010

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Overview

Vision, Mission, Values & Strategic Direction;
Message from the Managing Director;
Background; Governance and Quality Assurance
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VISION, MISSION, VALUES AND STRATEGIC DIRECTION

Vision

The vision of the Foundation for Professional Development (FPD) is to build a better society through education and development.

Mission Statement

FPD's mission is to ensure the availability of skilled professionals, allied workers and managers who will be able to deliver a service to the public that is affordable, evidence based and congruent with international best practice.

Values

All of FPD's activities are based on, and flow from, the following core values, which were developed by FPD staff through a consultative process.

- **Innovation** – FPD strives to be an innovator in society by challenging the status quo and by actively identifying opportunities to effect positive change with a view of building a better society. This is achieved by aggressively embracing growth opportunities and committing ourselves to producing leadership.
- **Integrity** – FPD and its staff adhere to moral and ethical principles in all their activities. This is reflected in honest and professional conduct, personal accountability and a commitment to not abuse the resources of the organisation or its sponsors. Most of all, FPD will not compromise its institutional principles for the sake of political expedience.

- **Quality** – FPD strives to guarantee the excellence of all its products and services. All such services are designed to meet the current needs of its clients. Underlying this commitment to quality is a continuous drive to achieve excellence and the systems to reward such achievements.
- **Freedom to Challenge** – FPD encourages an environment where staff can voice their opinion without fear of victimisation. Constructive critique and creative debate between stakeholders and staff are encouraged.
- **Respect** – Consideration for the rights of individuals and groups is integral to FPD as an organisation. FPD honours the personal beliefs of its clients, its staff and its service beneficiaries.
- **Service to Society** – All FPD's activities are dedicated to serving the best interest of society. FPD's focus is underpinned by a strong sense of social responsibility.

Strategic Direction

To be the leading private higher educational institution in South Africa with a local and global reach.

Philosophy

“Education is the most powerful weapon which you can use to change the world.”

- Nelson Mandela

FPD fully subscribes to this view and has a strong commitment to being a force for positive change in the communities where we work and to helping shape the future of these communities.

MESSAGE FROM THE MANAGING DIRECTOR

It is with great pleasure that I write this message while looking back on 2009. I must confess that I am relieved that the year has drawn to an end. FPD and I guess the rest of the world, experienced 2009 as a year that truly challenged the resilience of the organisation and especially that of its management. Despite the economic realities, we entered 2009 with an extremely high, and some may say unrealistic, growth target. However, given the nature of our work and FPD's vision of "building a better society through education", times of economic distress usually translate into an increased need for FPD's work. Thus, in 2009 we embarked on a mission of pursuing growth in a period of global recession - a mission we succeeded in thanks to the amazing managers and staff of FPD, most of whom accepted the challenge and exceeded expectations.

2009 proved once again to be a memorable year due to us reaching some major targets. We enrolled our 100 000th student and also initiated our 100 000th patient on ART. FPD held its largest graduation ceremony this year with 264 students completing formal qualifications. 33 PEPFAR Fellows graduated from the Fellowship Programme with 64 PEPFAR Fellows participating in the Fellowship Programme. The FPD Conference Department also hosted the largest conference of the year in Africa in partnership with Dira Sengwe and the International AIDS Society when the 5th IAS Conference on HIV Pathogenesis, Treatment and Prevention came to Cape Town with 4 898 delegates from 125 countries attending. The RHI/FPD joint venture, Africa Health Placement (AHP), which recruits and places health care professionals in rural government hospitals, placed their 1 200th professional since being established three years ago. This is most certainly a significant number as it reflects the approximate number of doctors graduating annually from medical schools in South Africa. FPD has always seen itself as an agent for positive change and this year FPD's commitment to transformation was acknowledged with a prestigious Level 1 BBBEE rating.

2009 showed further progress in expanding our work outside of South Africa and outside of the health care sector. Clinical training was offered in countries such as South Africa, Swaziland, Lesotho, Zimbabwe, Angola, Kenya, Eritrea and Ghana. The business school also launched a series of six-month distance education courses that are aimed at the non-health care market. Helping FPD with its international expansion is a number of international advisors all whom either work on a voluntary basis or for token honorariums. These amazing individuals are showcased in this year's report on page 13. Speaking of amazing individuals, this year FPD (for the first time) also acknowledged individual contribution to the organisation by people inside and outside the organisation through the introduction of a number of FPD awards. (See page 71)

In September, FPD was privileged to host a visit to one of the clinics that we support by the US Secretary of State, Hillary Clinton and the South African Minister and Deputy Minister of Health. Accompanied by the PEPFAR Ambassador, they spent an afternoon at the Cullinan ART Clinic. FPD's treatment programme which operates on a Public-Private-Initiative model with Government is now the second largest treatment project in Africa and supports around 15% of all the patients receiving ART in South Africa. 2009 heralded the culmination of the rapid expansion phase of the last few years and attention turned to improving quality of service and providing an expanded service package. In this context the FPD Mother and Child Health Unit was established in collaboration with the University of Limpopo. This Polokwane based Unit focuses on improving mother and child survival.

Another highlight of the year was the launch of the Tshwane Mayoral AIDS Council (TMAC) for which FPD's Compass Project provides the secretariat. This unique coordination structure, founded on the philosophy that the challenge of AIDS requires the mobilisation of all resources in a community, brings together around 20 sectors in the capital city, not only to talk about AIDS, but to do something about it. To date around six multi-sectoral projects have been

launched through drawing on the resources available to each sector.

Annual reports by their nature tend to convert efforts to dry statistics such as percentage growth and number of students. What we should not forget is that we were given the opportunity to make a difference to the lives of millions of people. Most of our 23 000 students had access to high quality education at no or at a low cost. This was made possible through scholarship funding that to date has exceeded R 105 million. These students could also access this training close to where they live and work, something that is quite rare in countries such as Angola and Eritrea. More than 85 000 people were receiving life saving ART treatment in facilities that were well run, clean and with well trained and adequate staff on hand. Furthermore, more than 140 000 people could go for a free AIDS test and in rural hospitals millions of people now have access to doctors through the work of AHP.

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



Dr Gustaaf Wolvaardt
Managing Director
 MBChB (Pret), MMed (Int) (Pret), FCP (SA), AMP (MBS),
 PGCHE (Pret).

BACKGROUND

The Foundation for Professional Development (FPD) was established in 1997 by the South African Medical Association. In 2000, due to FPD's rapid growth, a decision was taken to establish FPD as separate legal entity (registration number 2000/002641/07). The South African Medical Association, a Section 21 not-for-profit company, has a 90% shareholding while the remainder of the shares are employee owned.

Focus Areas

FPD prides itself on being one of the few private higher educational institutions that fully engages in the three areas of higher educational scholarship – teaching and learning, research, and community engagement. These areas of scholarship provide the three focus areas for our work:

- **Teaching and Learning** – FPD provides a comprehensive curriculum of development courses in management and professional skills that are customised to the needs of managers and professionals. Educational products are presented through formal postgraduate qualifications, short courses, in-house courses and conferences.
- **Research** – FPD's research priorities focus on promoting operational research, clinical research and research on educational practice.
- **Community Engagement** – This is a critical component of our work and targets areas such as: the development of grassroots NGOs; AIDS and TB treatment and care; recruitment and placement of highly skilled professionals in the public sector and civil society and developing institutional capacity within the public sector, utilising a public-private-initiative model.

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 registered with the Department of Education as a private institution of higher education in terms of Section 54(1) (c) of the Act and Regulation 16(4) (a) to offer the following approved higher education qualifications:

- Certificate in Practice Management (CPM)
- Certificate in Advanced Health Management (CAHM)
- Certificate in Risk Assessment and Management (CRAM)
- Diploma in Risk Assessment and Management (DRAM)
- Diploma in Advanced Health Management (DAHM)
- Postgraduate Diploma in General Practice

We also offer a variety of short courses in professional development and management. The majority of these programmes slot into existing mechanisms of continuing professional development accreditation, such as the Continued Professional Development Programme of the Health Professions Council of South Africa.

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

FPD Code of Conduct

FPD endorses the principles of non-racialism, non-sexism and non-discrimination. It believes that education should be accessible, affordable and relevant to the country or region where it takes place.

FPD students are expected to treat fellow students, faculty and administrative staff with dignity and respect. As FPD offers quality educational products, it believes that its students should act with integrity and honesty when participating in and completing programmes and courses offered. By registering for any FPD course or programme a student subscribes to this Code of Conduct.

GOVERNANCE 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.

FPD Board of Directors

The role of FPD's Board of Directors is currently modelled as closely as possible to the King III Report and Recommendations on Corporate Governance.

Independent Directors

	Mr Douw van der Walt Chairperson B.Com, CAIB (SA), MBL, AEP (UNISA)
	Dr Kgosietsile Letlape Director (up to September 2009) MBChB, FRCS (OpH)(Ed), FCS (Ophth)(SA), FRCO PHTH (UK)
	Dr Muthei Dombo (From January 2010) MBChB (Cape Town)
	Dr Milton Raff Director BSc, MBChB, FCA (SA)
	Ms Ida Asia Director B.Cur, B.Cur (Hons), MA (Nursing), MBL

Executive Directors

Dr Gustaaf Wolvaardt - Managing Director
MBChB (Pret), M.Med (Int) (Pret), FCP (SA), AMP (MBS),
PGCHE (Pret)
Dr Nkhensani Nkhwashu - Treatment Executive
BSc (Medical Sciences), MSc (Anatomy), PhD (Microbiology)

Company Secretary

Ms Alet Bosman
B.Com (Fin Man), HED, B.Com Hons (ACC)

FPD Pension Fund Management Committee

Mr Gauche Radley - Chief Operating Officer
CA (SA) MCom

Ms Veena Pillay - Academic Executive
CBA, DBA, MBA

Ms Alet Bosman - Head HR Administration
B.Com (Fin Man), HED, B.Com Hons (ACC)

Mr Henk Reeder - Head Finance
BCompt

Programme Advisory & Quality Assurance Committees 2009

Academic Management Representatives
Dr Gustaaf Wolvaardt
Ms Amor Gerber
Ms Veena Pillay
Mr Anton la Grange

Industry Representatives

Dr Kgosi Letlape
 Ms Ida Asia
 Ms Lucia Huyser
 Ms Sheila Zondo
 Mr Herman Coetzee
 Mr Hugo van Zyl

Faculty Representatives

Mr Keith Bonsall
 Ms Liz Wolvaardt
 Ms Janine Mitchell
 Ms Hannelie Joubert
 Ms Hendrien van Zyl
 Dr Nic Van Zyl
 Dr Hans-Friedemann Kinkel

Students and Alumni

Ms Bibi Meyer
 Dr Nkhensani Nkhwashu

Participation of FPD staff in external governance structures

FPD encourages senior managers to participate in governance structures of other organisations that have a shared mission with FPD.

Dr Gustaaf Wolvaardt – Managing 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 (Sweden) – Chairman of the Board

- Right to Care (Section 21 Company) – Member of the Board of Directors
- Tshwane Mayoral AIDS Council – Deputy Chairperson

Mr Shaun Mellors – Head: Treatment, Care and Support Department

- Communities Living with HIV, TB and affected by Malaria Delegation to the Global Fund to fight AIDS, TB and Malaria Board - Communications Focal Point (CFP)
- Comic Relief (UK) – Member of the Programme Advisory Group (PAG) – HIV/AIDS
- Southern Africa AIDS Trust (SAT) – Member of the Board of Directors

Dr Hans-Friedemann Kinkel – Head: Infectious Diseases Unit

- Infectious Diseases Society of South Africa - Member of the Executive Committee

Ms Joanne Brink - Technical Advisor

- Shonaquip - Member of the Board of Directors

Mr Anton la Grange – Past Head: Quality Assurance and Compliance

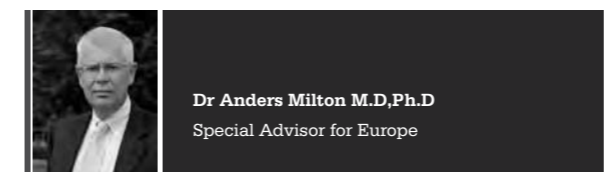
- Tshwane Place of Safety – Member of board of Directors
- Mindset Health – Curriculum Design Committee

Ms Janine Mitchell – Head: Compass Project

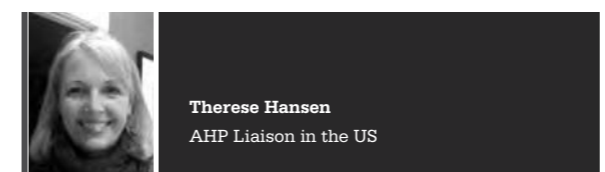
- HIV/AIDS and Local Government Learning Network (HALOGEN), Member

FPD International Representatives

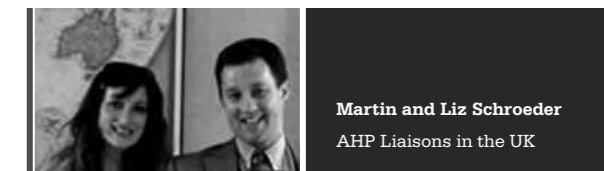
FPD is fortunate to have a number of high profile international representatives (ambassadors) who support the development of FPD projects on a voluntary or nominal honorarium basis.



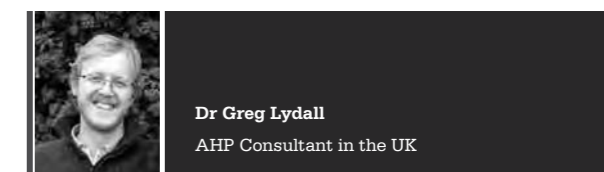
Dr Milton is an internationally renowned health care leader who is the past Chairperson of the World Medical Association, past president of the Swedish Red Cross, current President of the European Red Cross and Crescent Societies Network against HIV/AIDS and TB and also President of the Face of AIDS Foundation. Dr Milton has also served on a number of advisory structures to the Swedish Government.



Therese is a lawyer who left the partnership in her Seattle law practice at the start of 2006 to pursue her dream of working in the health sector on the African continent. She worked with FPD and AHP for two years on several Human Resources cases, specifically related to the health issues faced by rural areas. Therese then returned to Seattle where she now markets the work opportunities (offered by AHP in the southern African region) to American health workers across the US. Therese further aims to increase strategic partnerships in America with the goal of strengthening Human Resources in the African health sector as well as promoting on-the-ground health issues to relevant forums in the US.



Since the inception of the project in 2005, the husband and wife team - Martin and Liz - have worked tirelessly from their own home to bring British and European doctors to the rural hospitals of South Africa. Apart from their hard work in ensuring that AHP's recruitment mechanisms and processes are running smoothly in the UK, their efforts also involve marketing the South African work opportunities at conferences, medical schools, career fairs and in the media. Liz works towards forging strategic partnerships with bodies and institutions in the UK with which AHP can partner for the mutual benefit of staffing South Africans as well as training/work experience for the UK. Martin has created a unique and invaluable working relationship with the South African Embassy in London, giving AHP the ability to offer recruits an unrivalled visa service to smooth their passage south.



Greg is a South African trained doctor who specialises as a psychiatrist in the UK. His passion for health care in South Africa has led him to become an extremely valuable resource for AHP in the UK. Where his time allows, Greg (and often his wife Petra – also a SA trained doctor) represents AHP and what the opportunity of working in rural southern Africa entails to British and European doctors. This doctor-to-doctor contact, has proven to be invaluable in creating realistic expectations for AHP's recruits and in attracting more suitable recruits to the region. On many occasions Greg also provides strategic advice to AHP from his own understanding of the UK health care system in which he is now working.

ORGANISATION AND MANAGEMENT STRUCTURE

FPD staff is made up of a number of functional departments, organised into clusters and departments reporting to the Managing Director. The structure reflected below will be applicable for 2010.

Managing Director

The Managing Director has the overall responsibility for managing FPD in accordance with the strategic direction provided by the FPD Board of Directors. Additionally the Managing Director also acts as Head of the Special Projects Cluster. The Communications and Quality Assurance and Compliance Departments also report directly to the Managing Director

Academic Cluster

This cluster houses FPD's Educational archives and comprises the following schools and departments:

- **School of Health Sciences**
Tasked with the development and updating of all FPD Clinical courses
- **Business School**
Tasked with the development and updating of all FPD management related courses
- **Student Administration (Donors)**
Tasked with all aspects of delivery of educational programmes and student administration for donor funded course.
- **Student Administration (Commercial)**
Tasked with all aspects of commercial course administration
- **Academic Operations Department**
The following services support the above mentioned schools:
 - Programme Development
 - Study Material Management
 - Alumni Programme
 - Quality Assurance
 - Marketing

Treatment Cluster

The treatment cluster has a strong focus on community engagement, predominantly through private-public-initiatives, for increasing capacity in the public sector. The following departments are part of this cluster:

- Positive Life Project - Strategic Information Department
- Positive Life Project - Treatment, Care and Support Department
- Positive Life Project - TB Department
- Positive Life Project - VCT Department
- Mother and Child Health Unit
- ICAP Project
- TB and HIV Medicine Unit
- Infectious Diseases Unit

Special Projects Cluster

The special projects cluster encompasses a variety of independent community engagement projects and business units. These include:

- that'sit Project
- Compass Project
- Africa Health Placements (AHP)
- Conference Management Department
- The PEPFAR Fellowship Programme
- Educational Sector Project

Operations Cluster

The operations cluster provides crosscutting operational support to all FPD departments and includes:

- Finance Department
- IT Department
- HR Administration Department

FPD Management Team

The FPD management team as of 1 January 2010 is:

Senior Management

- Managing Director: Dr Gustaaf Wolvaardt, MBChB, M.Med (Int), FCP (SA), AMP (MBS), PGCHE
- Treatment Executive: Dr Nkhensani Nkhwashu, BSc (Medical Sciences), MSc (Anatomy), PhD (Microbiology)
- Academic Executive: Ms Veena Pillay, CBA, DBA, MBA
- Chief Operating Officer: Mr Gauche Radley, CA (SA) M.Com

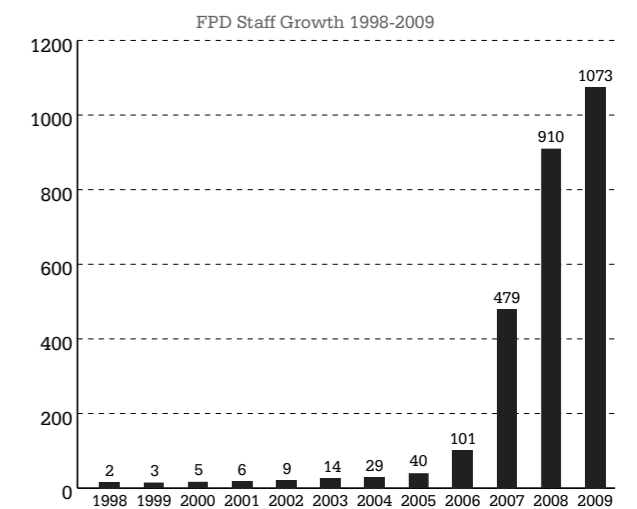
Department, Programme and Project Heads

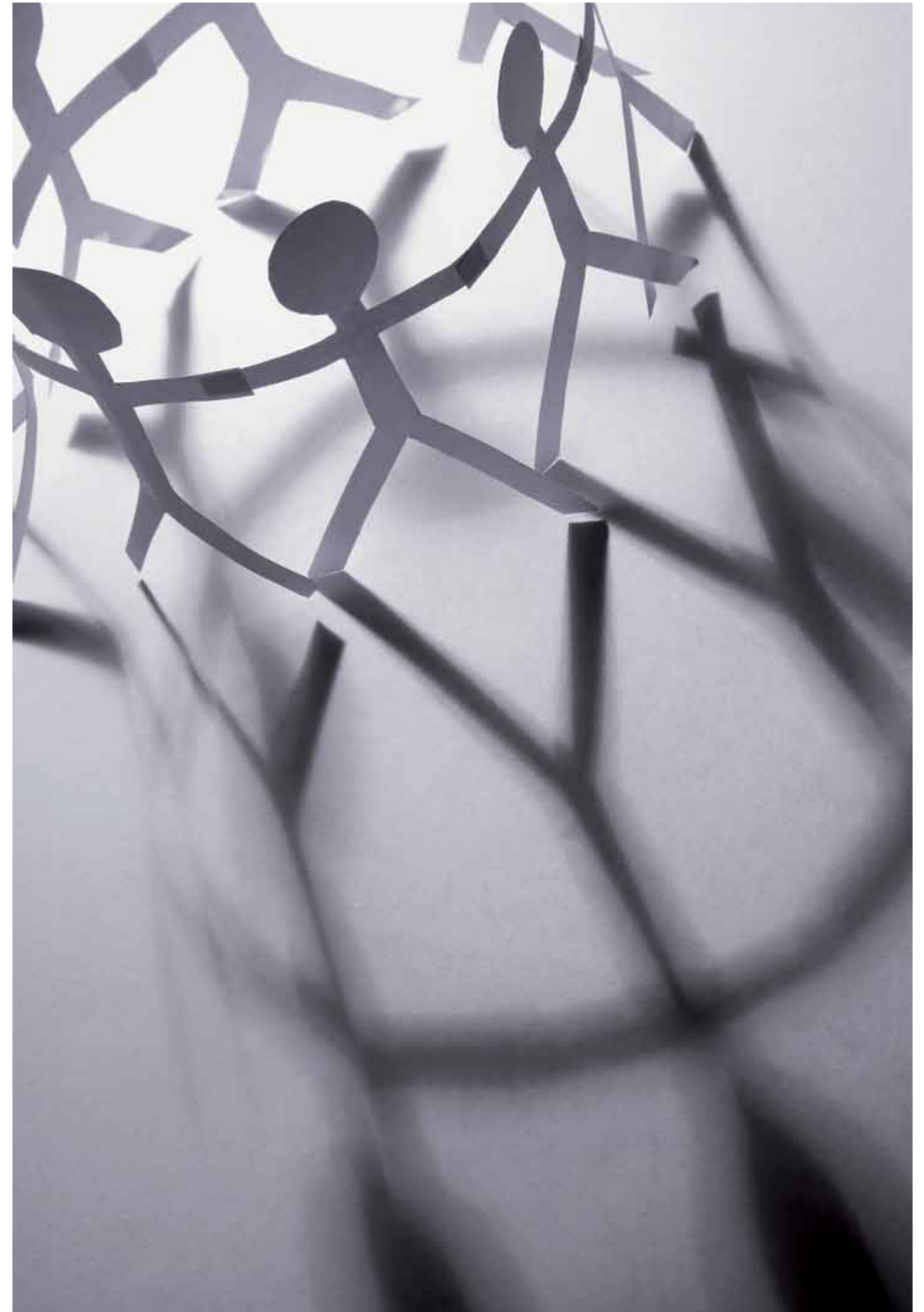
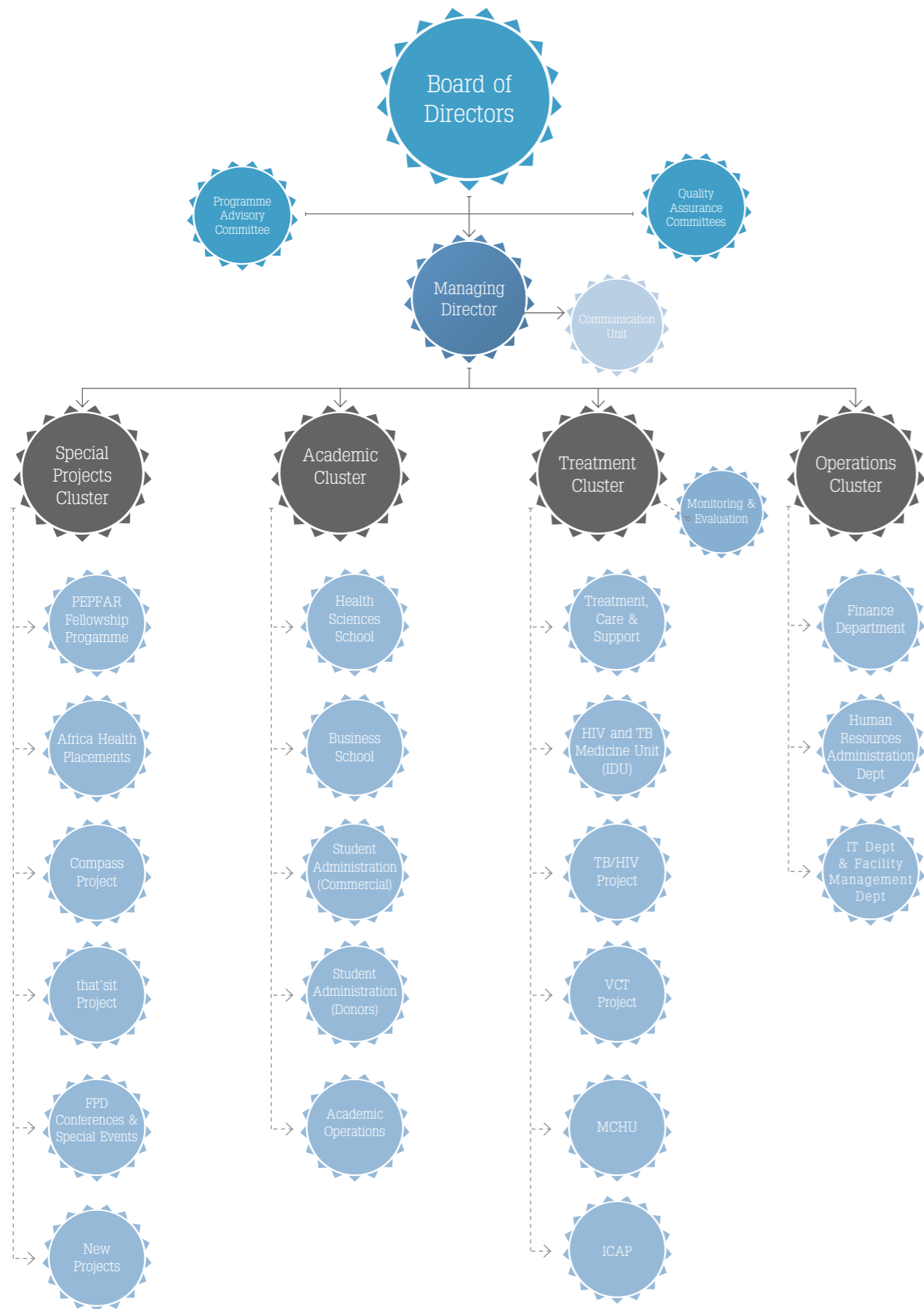
- Student Administration (Donors): Ms Amor Gerber, BCom, DTE, SLP
- Student Administration (Commercial): Ms Michelle Harding, BCom Entrepreneurship,
- BCom Honors in Business Management
- Africa Health Placements: Mr Saul Kornik, M.Comm, CA(SA), CFA
- Compass Project: Ms Janine Mitchell, BPE (Biokin)
- PEPFAR Fellowship Programme: Dr Anna-Marie Radloff, MBChB
- Conference Unit: Ms Tamlynne Wilton, Dipl (Conference & Event Management), Dipl (Travel & Tourism)
- that'sit Project: Dr Margot Uys, MB.BCh (Rand), BA (Mus) Hons, HED
- Positive Life Project, Treatment, Care and Support: Mr Shaun Mellors
- Positive Life Project, Counselling and Testing: Ms Hanlie van der Merwe, B Cur (PU for CHE)
- Positive Life Project, Monitoring and Evaluation: Ms Suzanne Johnson, BSLA (Cum Laude)
- TB/HIV Programmes: Dr Tandiswa Lusu MBChB, Dip. HIV Management (SA)

- ICAP Project: Mr Francis Zulu, B COM Honors (SA)
- Mother and Child Health Unit: Ms Razeeya Khan, B.Pharm, McS, AHMP (Yale)
- Finance: Mr Henk Reeder, BCompt
- Human Resource Administration: Ms Alet Bosman, BCom (Fin Man), HED, BCom Hons (Acc)
- Information Technology: Mr Kersten Naidoo, MCSE, MCDBA

Staff

The number of staff has increased steadily to keep pace with the increased number of activities we engage in, as depicted in the following graph:







Education

Teaching and Learning Focus Area;
Curriculum Development; Student Enrollment;
Alumni Support Services; Faculty; Facts &
Figures; Graduation; Educational Offering;
Conferences Management Department



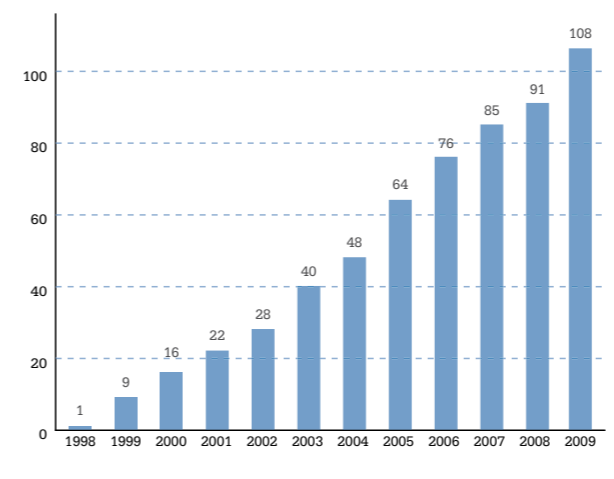
EDUCATION

Teaching and Learning Focus Area

FPD's teaching and learning programmes are designed to be cutting edge customised education that meets the specific needs of our participants. Such programmes are developed within the regulatory requirements of the Department of Education, Council on Higher Education, the South African Qualifications Authority and, in the case of those programmes for health care professionals, the Health Professions Council of South Africa.

Curriculum Development

The number of separate courses offered by FPD increased from one in 1998 to 108 by the end of 2009, as shown in the graph below.



During the past year the following new courses were developed:

Clinical Short Courses:

- Course in Post-Exposure Prophylaxis
- Course in Infection Control
- Course in Pain Control

- Course in Preventative Cardiology
- Course on HIV Drug Resistance
- Integrated Management of TB, HIV and STI in the Primary Healthcare Setting
- HIV/AIDS Management Course for Professional Nurses (Portuguese)
- Introduction to HIV/AIDS for Caregivers, Community Workers and Lay persons
- Introduction to HIV/TB for Caregivers, Community Workers and Lay persons
- Introduction to TB for Caregivers, Community Workers and Lay persons

Formal Management Registered Qualifications

- Higher Certificate in Management (HCM)
- Advanced Certificate in Management (ACM)

Management Short Courses

- Advanced Project Management
- Finance for Public Sector Managers
- The Ultimate Rescue Plan for Your Business

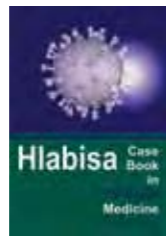
Distance Education Short Courses

- Course in the Fundamentals of Occupational Health and Safety Management
- Course in the Fundamentals of Production and Operations Management
- Course in the Fundamentals of SHEQ Management Systems Standards
- Course in the Fundamentals of Property Economics and Real Estate
- Course in the Fundamentals of Project Management and PMBOK®

Textbooks

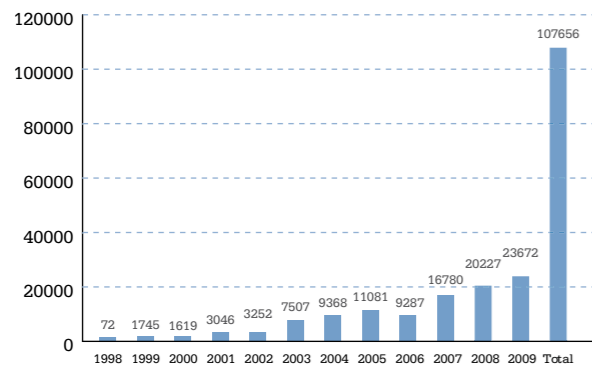
During 2009, FPD did the design, layout and publishing of the Hlabisa Case Book in TB & HIV Medicine. The book consists of a series of cases prepared by doctors at Hlabisa Hospital

based on real patients that presented and were managed using the resources available. The cases cover presentation, management outcome, give further reading and are accompanied by useful images. These cases can be read as an educational series and then used as a reference guide. 5000 of these books were printed and distributed locally and internationally.



Student Enrolment

FPD in 2009 again showed strong growth in student registrations with 23 672 student enrolments, bringing the total number of students who have studied with FPD since its launch in 1998 to 107 656. The graph below illustrates this growth in student numbers.



Student Enrollment in FPD Courses
1998 - 31 December 2009

One of the highlights of 2009 was the successful accreditation and registration of the Higher Certificate in Management. A total number of 232 students were trained on this formal qualification. The Higher Certificate in Management was developed as an introduction course for operational managers who are new to management and who do not have formal qualifications in management.

The Advanced Health Management Programme, an international senior management short course, was again offered in collaboration with Yale University. This is currently the largest health management development programme in the country, which focuses on managers working in the AIDS field in the public and not-for-profit sector. In 2009, a total of 214 healthcare managers from all nine provinces in South Africa were enrolled in this course.

The FPD Business School also added a number of new distance learning programmes to its current portfolio of programmes. Five fundamental courses which include Occupational Health & Safety, Property & Economics, Production & Operations, SHEQ Management Standards and Project Management were introduced.

Regional expansion was again a priority activity for FPD in 2009, as can be seen in the graphic below. Our educational activities reached a number of countries in Africa through OFID sponsorship. FPD commenced training in Angola, with workshops in the Management of HIV/AIDS for Professional Nurses.



Alumni Support Services

Resource Centre

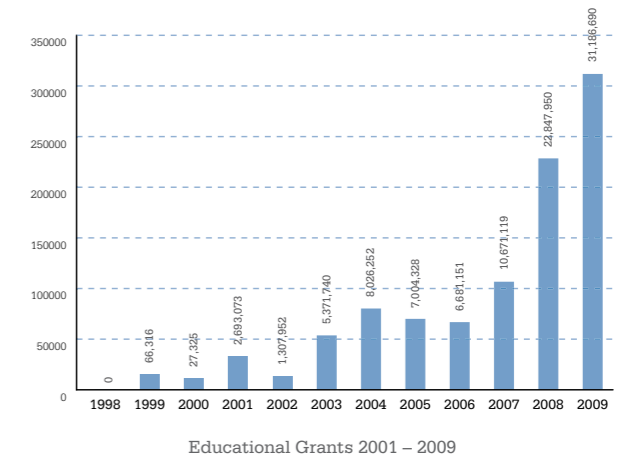
FPD maintains a resource centre at its registered head office. Apart from literature associated with its programmes and courses, internet access is also provided. Students receive the support they require from faculty and facilitators and may request additional assistance from FPD if needed.

Online Support

FPD has also established an internet based "wiki" to support all its enrolled students to achieve formal registered qualifications. This "wiki" is a server programme that allows invited users to collaborate on the website by editing and downloading content from the site from their own computer and in their own time. Visitors can view the web pages and interact with fellow students and facilitators. The wiki allows facilitators and assessors to mentor students online and allows students to form student support groups. FPD's website offers students assistance through the provision of assessment and assignment guidelines

Scholarships

During 2009, FPD continued to support efforts to promote access to education through securing educational grants from sponsors and donors for all potential FPD students. The funding, grants and sponsorships are utilised in the form of a subsidy to enrol potential students. This reduces costs as a barrier to education. During 2009, educational grants and sponsorships to the value of R 22 047 185 were awarded to FPD students. This brings the total monetary value of scholarships awarded since 1998 to R 86 449 111. (See the following graph.)



Educational Grants 2001 – 2009

Alumni Programme

The FPD Alumni Programme organises alumni into networks based on specific areas of interest and these networks are accessible through the FPD website. Alumni also receive regular clinical updates and a dedicated quarterly newsletter. Through this process FPD creates an environment of continuous learning within a structured network.

In 2009 the following quarterly newsletters were introduced:

- Alumni Network Newsletter
- HIV/AIDS/TB CPD update
- Diabetes CPD update
- Hypertension CPD update



Additionally E-Doc and FPD jointly publish the African Nursing Practice Review that is distributed to alumni free of charge.



FACULTY

Mentorship and Professional Services Support

FPD compliments its own alumni services with strategic alliances with two special interest groups. FPD's sponsorship of membership fees for these associations ensures access to a wide variety of mentorship and continuing educational products such as journals and newsletters, as well as meetings.

FPD currently has arrangements with:

- Southern African HIV Clinicians Society (SAHIVS)
- South African Institute of Healthcare Managers (SAIHCM)
- The National Healthcare Workers Hotline. FPD also offers, in collaboration with the University of Cape Town's Medicine Information Centre, a toll free call centre that is geared towards handling any clinical treatment enquiries. This call centre is actively promoted to the alumni of FPD courses. 0800 212 506

Educational Sector Project

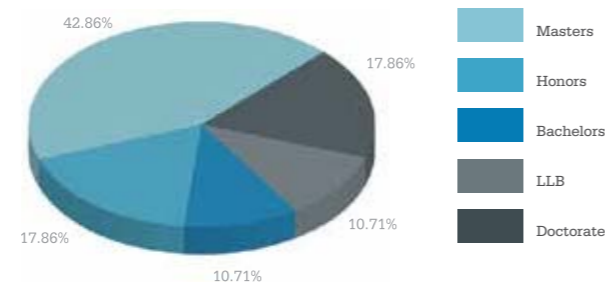
We believe that FPD's success and unique approach to training public sector health professionals can be replicated across the education sector throughout South Africa, where the professional development of teachers and principals is key to improving the quality of our childrens' education. Therefore FPD has begun to develop a professional management programme for school principals, deputy principals and heads of department that will include both in-class training as well as post-class mentoring to improve the management and learning outcomes of disadvantaged schools. Additionally, an "HIV in the workplace" programme will be developed for teachers and school managers to better manage the impact of HIV/AIDS in their schools. In the future, FPD hopes to extend its course offerings to further teacher professional development focused on technology, teaching delivery and other specialised courses that are in demand for teachers.

It is imperative for South Africa to improve the quality of its education and address its skills shortage. FPD management believes there are many opportunities for FPD to make a positive contribution to the education sector through our existing infrastructure and activities and will be exploring these further in 2010.

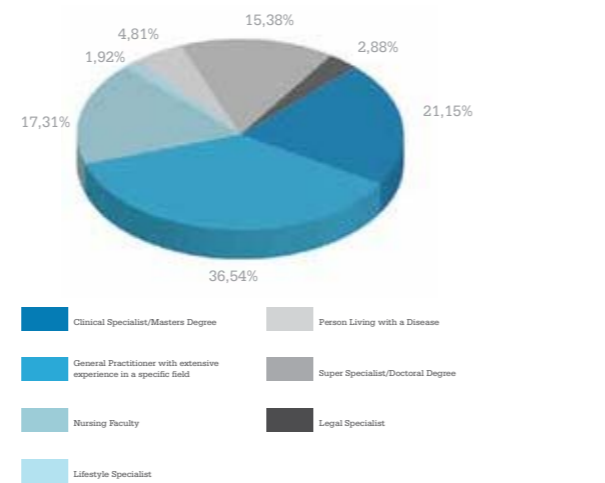
FPD employs a model, using a contracted faculty panel, which enables its access to the best faculty in the field. Most of the FPD department heads also act as faculty.

The following graphs provide an overview of the qualifications and expertise of FPD staff who taught on programmes in 2009.

Qualifications of Faculty: Management Training



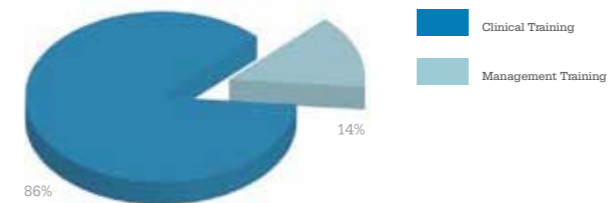
Qualifications of Faculty: Clinical Training



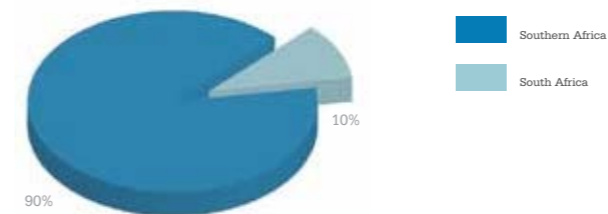
Facts and Figures

This section provides an overview in graphic form of the demographics of students who were enrolled on FPD courses during 2009.

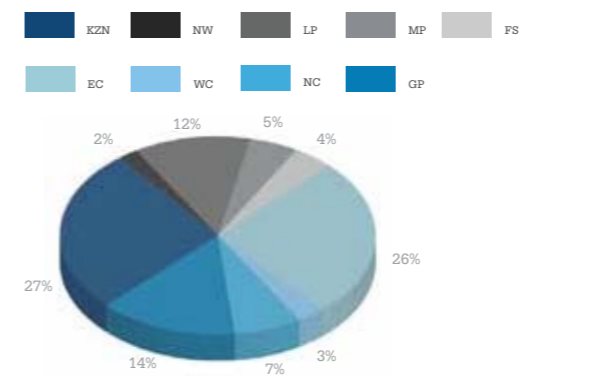
Student Breakdown 2009: Course Enrolment



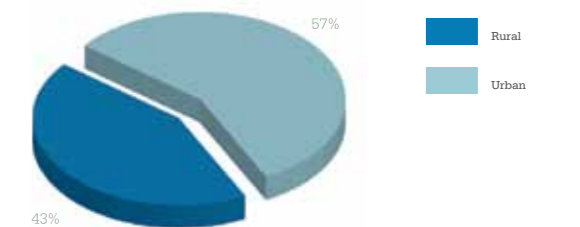
Student Breakdown 2009: South Africa/Southern Africa



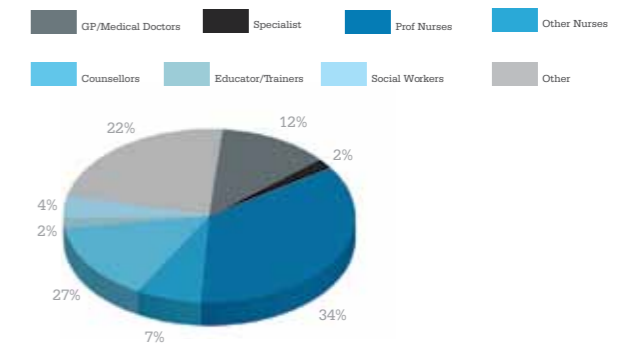
Student Breakdown 2009: Geographical



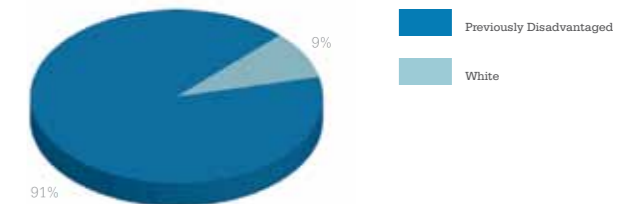
Student Breakdown 2009: Urban/Rural



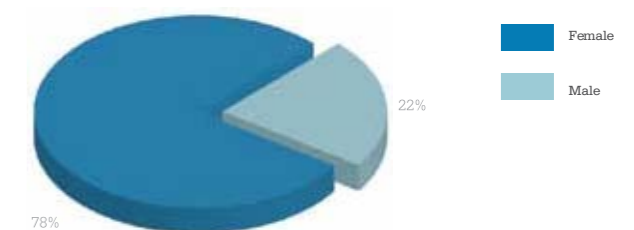
Student Breakdown 2009: Professions



Student Breakdown 2009: Racial



Student Breakdown 2009: Male/Female



GRADUATION

In 2009 FPD held its largest graduation to date with 264 students graduating.



EDUCATIONAL OFFERING

Management and Business Courses

FPD is a registered Private Institution of Higher Education dedicated to building a better society through education. In this context the FPD Business School focuses on developing transformational leaders.

The FPD Business School has a wide selection of management and business courses comprising formal registered qualifications, international short courses, short learning programmes, and distance education. These management courses cater for all levels of students from entry level junior managers to highly experienced executive management. Our teaching methodologies are based on cutting edge adult educational methodologies and include facilitated contact sessions, case studies, group discussions, business games, role plays, simulations, exercises, structured and unstructured group work and action research.

Our emphasis is on translating management theory into practical workplace skills, this is ensured through our educational approach, our panel of national and international subject expert faculty and our alumni support programmes.

Formal Registered Qualifications

- **Higher Certificate in Management (HCM)**

This introductory course on management principles has been designed to prepare non-management staff whom are being considered for entrance-level managerial positions on various management disciplines.

- **Certificate in Advanced Health Management (CAHM)**

The Certificate in Advanced Health Management is an intensive management development programme, tailored to for the needs of healthcare managers and professionals. This course has been specifically customised for the South African healthcare environment and focuses on developing in-depth strategic and functional management competencies.

- **Advanced Certificate in Management (ACM)**

The Advanced Certificate in Management is an intensive management development programme. This course is open to students from all sectors. The students are exposed to the complex South African business environment and are challenged to think differently through self assessment and reflection. This course focuses on developing in-depth strategic and functional management competencies.

- **Certificate in Practice Management (CPM)**

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

- **Certificate in Risk Assessment and Management (CRAM)**

The primary purpose of this qualification is to provide qualifying learners – namely, case managers, admin-coordinators, reception staff and credit controllers in private hospitals – with the basic set of core competencies within the assessment and management of risk. This programme is an entry-level qualification that will enable learners to assess and manage risks in the healthcare environment.

- **Diploma in Risk Assessment and Management (DRAM)**

This diploma is a comprehensive qualification that enables case managers, admin-co-coordinators, reception staff and credit controllers within private hospitals to be proficient in risk assessment and management within their work environment. The qualification is structured in such a way that it gives learners exposure to a broad set of core competencies within the assessment and management of risk.

- **Diploma in Advanced Health Management (DAHM)**

The diploma addresses the management needs of managers in the health environment. It is designed to develop the participants' strategic management capabilities, by broadening their view of their role in the health sector and developing key managerial competencies required to successfully manage in such an environment. The practical project in Year 2 applies action research principles as the educational strategy.

International Short Courses

- **Manchester Business School Advanced Management Programme (AMP)**

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

- **The FPD/YALE 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 and functional management competencies.

Other Business short courses

- **Advanced Project Management**

This course is ideal for project managers who wish to improve their project management skills. This dynamic programme provides participants with advanced skills and practical application on the processes, organizational structure, and tools that assure that projects are completed successfully.

- **Practice Finance for Private Practitioners**

This course has been designed to introduce non-financial managers to financial management principles, especially in the context of independent private healthcare practice.

- **Finance for Public Sector Managers**

This course has been customized for public sector managers. It introduces them to financial management principles, especially in the context of public finances.

- **Monitoring and Evaluation**

This course has been designed to introduce managers to monitoring and evaluation principles and techniques. This course is available as a basic and advanced course.

- **Legislative Update Seminars**

These seminars are convened from time to time to address legislative changes that will impact on health service provision in the private sector.

- **Resource Mobilisation and Donor Relations**

This course introduces the participants to the world of grant making and grant writing.

- **Corporate Governance for not-for-profit Organisations**

This course introduces board members to their fiduciary duties, obligations and to international best practices in not-for-profit corporate governance.

- **Conference Organising**

The course exposes participants to all aspects of event and conference organising.

- **BBBEE**

This short course enables participants to interpret BBBEE in a manner which enables participants to develop strategies on how to proceed to improve their company's scorecard.

- **Diversity Management**

Participants to this workshop will get a new perception of diversity and diversity management. At the end of the workshop they will be able to develop strategies for implementing diversity management to grow the competitive advantage of their organisation and initiate institutional change.

- **Labour Law**

This short course focuses on equipping the manager with the necessary tools for managing human resources in the context of South African labour law. It covers, for example, employment contracts, dismissal and terminating the services of an employee, the Basic Conditions of Employment Act, the Employment Equity Act, the Skills Development Act, and codes on dealing with HIV/AIDS and sexual harassment.

- **The Ultimate Rescue Plan for your business**

This unique short course equips business owners with the knowledge, skills and tools to overcome an economic recession. Business owners are taught practical strategies relating to cost savings and income generation.

Distance Based Business Courses

- **Course in the Fundamentals of Occupational Health and Safety Management**

The purpose of this course (qualification) is to provide all the first line supervisors and managers in the SHE management discipline with the fundamental management skills with reference to health and safety leadership, the science and philosophy of health and safety, hazard analysis, safety risk assessment, behaviour-based safety and damage/harm prevention.

- **Course in the Fundamentals of Production and Operations Management**

The purpose of this course (qualification) is to introduce students to the fundamental knowledge and skills needed for managing operations, projects and quality (OPQ)

- **Course in the Fundamentals of SHEQ Management Systems Standards**

The purpose of this course (qualification) is to provide learners in the safety, health, environmental and quality management (SHEQ) disciplines with the basic skills and knowledge of the systems approach to integrated SHEQ management and international SHEQ system standards.

- **Course in the Fundamentals of Property Economics and Real Estate**

The purpose of this course (qualification) is to provide the learner of the property industry with the basic knowledge and skills for optimising real estate assets towards long term profitability.

- **Course in the Fundamentals of Project Management and PMBOK®**

The purpose of this course (qualification) is to provide learners with the basic project management skills and practical application on the processes and tools that ensure that projects are completed successfully.

Clinical Courses

Formal Postgraduate Qualification

- **Postgraduate Diploma in General Practice (PDGP)**

The Postgraduate Diploma in General Practice is designed to provide an easily accessible distance-education curriculum that will allow structured continuing professional development around a subject of direct relevance to doctors' practice environment within the context of higher education. The clinical subjects address the more pressing public health issues while non-clinical subjects are designed to help general practitioners deal with a rapidly changing health care environment.

- **Clinical Short 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 workshops facilitated by leading national experts.

Courses for Clinicians

- Advanced HIV/AIDS Management Programme
- Anaesthesiology Refresher
- Cardiovascular Management
- Clinical Management of Allergies
- Clinical Management of Asthma
- Clinical Management of Dermatology
- Clinical Management of GORD
- Clinical Management of Malaria
- Course on Multidrug-resistant Tuberculosis
- Dermatology in HIV/AIDS
- Destigmatisation
- Diabetes Mellitus Management
- Diagnostic Ultrasound
- Epilepsy Management
- HIV/AIDS Management
- Irritable Bowel Syndrome
- Management of Cardio-vascular Diseases
- Management of Urinary Incontinence
- Mental Health
- Paediatric HIV/AIDS Management Course
- Palliative Care Nursing for Professional Nurses
- Practice Pathology
- Prevention of Mother to Child Transmission
- Rational use of Antibiotics
- Rheumatology Management
- Severe Sepsis Management
- Sonar - Obstetrics / Gynecology
- Substance abuse
- Tuberculosis Management

Courses for Registered Nurses

- HIV/AIDS Management Course for Professional Nurses
- Tuberculosis for Professional Nurses
- Muscular Dystrophy
- Diabetes Mellitus Management Course for Professional Nurses
- Case Management for Professional Nurses
- Palliative Care Nursing for Professional Nurses

Multidisciplinary Courses

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

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
- Management of HIV for Lay Counsellors
- Management of HIV and TB for Lay Counsellors
- Management of TB for Lay Counsellors

Clinical Practice Support Courses

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

These courses are:

- Coding Course (CPT and ICD10)
- Medical Terminology
- Anatomy for non healthcare professionals
- Seminar on Starting a Successful Private Specialist Practice
- Medical Record Keeping
- Storeman's Course

Distance Education Clinical Courses

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

- Dispensing
- Dispensing Opticians
- Epilepsy
- Irritable Bowel
- Medical Ethics
- Medical Terminology
- Mental Health
- Optometry Volume 1 & 2
- Ethics for Optometrists
- Certificate in Practice Management
- Practice Pathology
- Professional Drivers Permit Course
- Rheumatology Management

- Severe Sepsis
- Urinary Incontinence Management
- ICD10 Coding
- HIV Management for Professional Nurses
- Tuberculosis for Professional Nurses
- Clinical Management of HIV/AIDS

Educational Sector Courses

- HIV/AIDS for Educators
- Course on best evidence practices in education: Facilitators (Train-The-Trainers)
- Course on best evidence practices in education: Assessor and Moderators

E-Learning Courses

The following courses are now offered via e-learning:

- Clinical Management of Urinary Incontinence
- Course in the Clinical Management of Epilepsy
- HIV/AIDS Management for Professional Nurses
- Tuberculosis for Professional Nurses
- HIV/AIDS Management Course
- Certificate in Practice Management

Customised Organisation Specific (in-house) Courses

FPD has developed particular expertise in developing customised educational programmes for the staff of various organisations.

To date FPD has provided customised in-house training programmes for staff of the following organisations, with the 2009 clients identified by an asterisk:

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*
- SANPARKS
- Rand Water*

International Organizations

- UNAIDS
- WHO (Afro)

Corporations

- Anglo Gold
- Anglo Platinum
- De Beers
- Broadreach Health Care*
- Eskom
- Kumba Resources
- BMW
- Royal Bafokeng Administration*

Medical Schemes/administrators

- Igolide Health Networks
- Medihelp
- Medikredit
- MX Health

- Impilo Health*
- Umed
- Thebe ya Bopele

Hospital Groups

- Netcare

Networks

- GP Net
- Spesnet*
- Prime Cure

Pharmaceutical Industry

- AstraZeneca
- Alcon
- Adcock Ingram
- Bristol-Myers Squibb
- Aspen Pharmacare
- MSD
- Sanofi Aventis
- Novartis
- Eli Lilly
- Abbot Laboratories

Non Profit Organisations

- South African Catholic Bishops Conference
- Lutheran World Relief
- IPPF
- HIV 911*
- Tshepang Trust
- COPES SA*
- AFRICARE*

- Youth Care Givers
- Soul City*
- ICAP*
- CIDRZ
- Unicef*
- Safe the Children UK*
- Aurum Health*

Medical Equipment Suppliers

- Stryker South Africa
- IMPILO*
- SSEM Mthembu

Contracted training provided on behalf of other academic institutions

- University of Pretoria
- CIDRZ (Zambia)
- Columbia University*
- URC*
- Regional Training Centre: Eastern Cape*
- Regional Training Centre: Mpumalanga*
- Regional Training Centre: Limpopo
- ICAP*
- MRC*
- SAHCD *
- Quintiles
- PIASA
- Walter Sisulu University*
- Tshwane University of Technology*
- Health Science Academy*
- Broadreach*
- John Snow International*

FPD CONFERENCES AND SPECIAL EVENTS

As part of FPD's commitment to continuing education, its Conference Management Department (FPD-CMD), offers a comprehensive range of local and international professional conference-planning and conference-management services to organisations and institutions across all sectors.

FPD-CMD's world-class conference planning and management service focus on the following activities:

- Strategic support services
- Strategic conference business development
- Conference risk analysis
- International conference bid production

The full range of conference planning and management services includes:

- Conference secretariat co-ordination
- Abstract- and speaker-management services
- Conference project planning and management services
- Delegate administration services (including registration)
- Exhibition management services
- Financial planning and administration
- Monitoring and evaluation
- Protocol adherence
- Scholarship management services
- Specialised service provider co-ordination, including meeting venues, accommodation, tours, audiovisuals, catering, graphic design, document production and printing, information technology, security, transport and conference collateral (i.e. bags, pens and gifts)
- Sponsorship recruitment and exhibition sales

FPD-CMD is a human-resources-, knowledge- and technology-intensive business unit supported by skilled people operating advanced information technology systems and database platforms. Planning and management of conferences pass through a process of risk analysis;

determination and setting of policies; financial, project, and human resources planning and management; and the appointment and management of ancillary service or outsourced suppliers.

Operations are conducted in three phases – planning (pre-conference), rollout (during the conference) and closure (post-conference). Operations are managed according to activities, where the cost is allocated to a master budget, and linked to people and/or service provider companies in a comprehensive project management structure with set timeframes. These activities are meticulously managed through identified deliverables and milestone achievements in the project management system.

Activities

To date FPD has organised the following conferences:

- XIIIth International AIDS Conference (2000)
- Summit on the Future of Medicine (2001)
- 1st South African AIDS Conference (2003)
- SAMA Conference on the Strategies for Survival of Doctors (2004)
- 2nd South African AIDS Conference (2005)
- 8th World Conference on Injury Prevention and Safety Promotion (2006)
- I-TECH Conference of Clinical Mentoring of HIV/AIDS Care and Treatment in Resource Restrained Settings (2006)
- 9th World Congress on Self-Care Deficit Nursing Theory (2006)
- 2nd Conference of the South African Institute for Health Care Managers (2006)
- 3rd South African AIDS Conference (2007)

- The National Civil Society Conference on Implementing the National Strategic Plan on HIV/AIDS (2007)
- Tshwane NGO Community Forum (2008)
- 2nd Burden of Disease Control Conference (2008)
- 1st South African TB Conference (2008)
- 1st Non-governmental Organisation (NGO) Conference (2008)
- 4th South African Institute of Health Care Managers Conference (2008)
- 2nd SABCOHA Conference (2008)
- Launch event of Aids Accountability International (2008)
- Care International Conference (2008)
- 4th SA AIDS Conference (2009)
- International AIDS Society, Pathogenesis Conference (2009)
- 2nd ARV Access Conference (2009)
- Men Engage Africa Conference (2009)
- ISES Solarworld Congress (2009)
- 5th SAHARA Conference (2009)

In 2009, FPD-CMD added a Travel Bureau to their portfolio of services and now offers a full destination management solution to delegates, their spouses, FPD partners and external clients. This includes flight bookings, transfers, pre and post conference tours and sourcing of accommodation and leisure activities.

FPD-CMD 2009 Facts and Figures:

- Planned and co-ordinated 6 conferences
- Managed a combined conference budget of R9 962,268.82
- Managed 17 000 participants
- Co-ordinated 210 exhibitors
- Secured conference sponsorship and exhibition revenue to the value of R10, 474181.00
- The travel bureau managed a turnover of R6, 693 662.00

Looking ahead into 2010

2010 is going to be an exciting year for the CMD. Among others, they are organising the 2nd SA TB Conference which takes place at the ICC in Durban from 1-4 June; and they are launching the 1st OVC in Africa Conference that will be held at the Sandton Convention Centre from 31st October to 2nd November.

With all these exciting projects on the horizon, 2010 promises to be another successful year for the CMD.



Capacity Development

Positive Life Project; TB-HIV Collaboration; Counselling & Testing; Overview of performance against key PEPFAR indicators; SOZO; Infectious Diseases Unit (IDU); Mother and Child Health Unit; That's it Programme; Africa Health Placements; Compass Project; PEPFAR Fellowship Programme



COMMUNITY ENGAGEMENT (CAPACITY DEVELOPMENT)

The educational white paper of 1997 created the imperative for integrating community engagement into higher education in South Africa. This white paper called on higher education institutions to demonstrate their commitment to social transformation by making available the expertise in these institutions to address the challenges faced by the community. FPD has interpreted this mandate through a focus on developing capacity in the community and dedicates substantial funding and staff to these activities.

Positive Life Project

The Positive Life Project was established to facilitate the accreditation, expansion and integration of facilities providing comprehensive antiretroviral treatment (ART) and HIV palliative care for uninsured patients in South Africa. In collaboration with Provincial and District Departments of Health, the Positive Life Project works in direct support of the South African Government's strategic plan; the key focus of all project activities is to build sustainable, local capacity. Funded by PEPFAR since 2004, the Positive Life Project operates in Gauteng, North West, Mpumalanga and Limpopo Province, with a new entrance into the Eastern Cape towards the end of 2009.



Through the Positive Life Project, the FPD Treatment Cluster works closely with Provincial Departments of Health and facility management to:

- increase access to HIV and AIDS service delivery;
- strengthen integration between TB and HIV services;
- strengthen referral networks between Counselling & Testing sites, TB focal points, HIV Wellness Centres and Antiretroviral Treatment Clinics and Faith Based Organizations; and
- develop human capacity to deliver high quality counselling (HIV testing, TB and ART adherence), HIV Palliative Care (including TB identification and management) and antiretroviral treatment.

The Positive Life Project is currently funded entirely through USAID and receives support from PEPFAR. In accordance with donor requirements, the Positive Life Project operates on the PEPFAR year from October to September. All indicators reported below measure project output during the most recent PEPFAR year: October 2008 to September 2009.

In 2008/2009, FPD's Treatment Cluster performed well against designated targets. By September 2009, FPD was reporting to USAID on a total of; 55 service outlets providing counselling and testing according to South African standards; 51 service outlets providing HIV-related palliative care; 50 service outlets providing treatment for TB to HIV-infected individuals and 51 service outlets providing ART.

Positive Life Project Partnered ART Clinics

- Bapong PHC
- Belfast District Hospital
- Brits District Hospital
- Bungeni Health Centre
- Cullinan Rehabilitation Clinic
- Dark City PHC
- Donald Fraser District Hospital
- Dr. George Mukhari Tertiary Hospital
- Elim District Hospital
- Fountain of Hope Clinic
- Groblersdal District Hospital
- Jane Furse District Hospital
- Jubilee District Hospital
- Kalafong Tertiary Care Hospital
- Kings Hope FBO
- KT Motubatse CHC
- KwaMhlanga District Hospital

- Laudium CHC
- Leratong Clinic
- Letaba District Hospital
- Letlabile PHC
- Louis Trichardt District Hospital
- Malamulele District Hospital
- Mamelodi District Hospital
- Mankweng Tertiary Care Hospital
- Mathibestad CHC
- Messina District Hospital
- Mhingane Health Centre
- Middleburg District Hospital
- Mmatlhake District Hospital
- Mookgophong PHC
- Mokopane District Hospital
- Moloto CHC
- Mphambo CHC
- Mutale CHC
- Nchabeleng CHC
- Nkhensani District Hospital
- Philadelphia District Hospital
- Polokwane Tertiary Care Hospital
- Pretoria West Hospital
- Rethabile CHC
- Seshego District Hospital
- Siloam District Hospital
- Soshanguve 3 CHC
- Stanza CHC
- Tiyani Health Centre
- Tshepong TB Hospital
- Tshilidzini Regional Hospital

- Tshwane District Hospital
- Witbank Tertiary Care Hospital
- Wonderkop PHC

Down-referral Sites

- Eersterus PHC
- Maria Rantho PHC
- Phedisong 4 CHC
- Phomolong
- Siyabuswa
- Tlamelong Clinic

Highlights from 2009

2009 was a very busy year for the Positive Live Project, achieving the important milestone of having initiated its 100 000th patient on ART. During the year PL Palos hosted a visit by the US Secretary of State, Secretary Hillary Clinton and the South African Minister of Health, Dr Aaron Motswaledi as well as Deputy Minister, Dr Molofi Sephalaro who was accompanied by Dr Eric Goosby the US Global AIDS Coordinator to Cullinan Clinic.

In 2009 a series of door-to-door TB awareness campaigns were launched in Limpopo, Eastern Cape, Gauteng and Mpumalanga, which contributed to the ongoing efforts of making people aware of TB and HIV. People were given information on TB and HIV in their homes. Those who were interested in testing for HIV were referred to the FPD Voluntary Counselling and Testing (VCT) mobile unit, stationed in a central location. Sputa were collected from people who had symptoms of TB according to the TB symptom screening questionnaire. See table on next page.



Overview of door-to-door TB awareness campaigns:

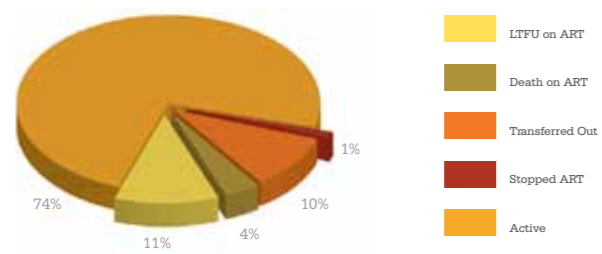
Prov	Households	People Reached	Suspects	Sputum Taken	Rx	Defaulters	Ref PHC	Ref CT
Lim	1018	3666	181	223		10	34	
GP	413	1248	93	186	18	6	6	49
MP	326	914	105	184	14	11	6	91
EC	501	1649	196	266	42	7	15	120
Total	2258	7477	575	859	74	34	27	260

Facts and Figures

FPD-partnered ART clinics prescribed approximately 3 206 adults and 254 children on ART every month. FPD-partnered sites reported a total of 37 838 individuals (34 952 adults and 2 886 paediatrics) started on ART at the 51 FPD-partnered facilities during the reporting period (October 2008 – September 2009).

By 30 September 2009, FPD-partnered sites had provided ART to a total of 107 290 individuals since the beginning of PEPFAR funding to FPD. This figure translates to 98 686 adults and 8 604 paediatrics of which 79 100 individuals are still on treatment..

Although FPD experiences difficulty in attaining the 10% paediatric initiation target, FPD's retention of paediatric clients remains high. As a result, paediatrics account for 8.8% of all active ART patients at FPD-partnered facilities. The rollout of SOZO, an electronic patient management system, at 22 sites has assisted FPD to validate cumulative and current patient numbers, as well as to extract the paediatric age-disaggregations.



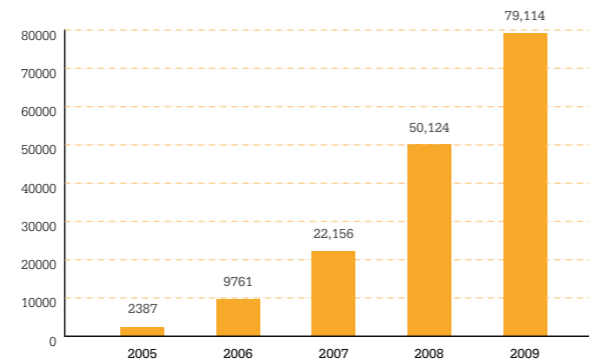
Patient retention since 2004

TB-HIV Collaboration

FPD support TB-HIV collaboration activities at all TB focal points affiliated with FPD-partnered ART sites. Key priority areas include:

- Promoting routine CT for all diagnosed TB patients and ensuring appropriate referrals (to ART and/or Wellness programme) for all individuals testing HIV positive;
- Promoting routine TB symptom screening for all CT clients who test HIV positive at the CT site and ensuring appropriate referrals for TB investigation; and
- Promoting routine TB symptom screening for all HIV and AIDS patients attending the clinics for ART follow-up.

FPD's clinic coordinators and the TB department have been working closely with facility management and staff to strengthen data management systems measuring TB-HIV collaboration and to actively use TB-HIV collaboration data to improve service integration.

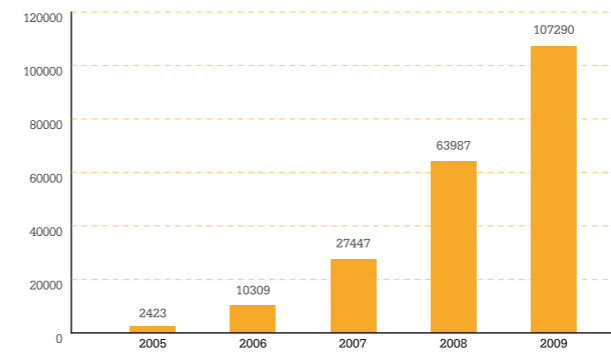


Number of HIV and AIDS patients started on TB treatment since 2005

Routine monitoring indicates that:

(1) increasingly diagnosed TB patients are already aware of their HIV status, therefore are ineligible for CT; and (2) limited human capacity at the TB focal point results in the referral of diagnosed TB patients to the CT site for counselling and testing, with the end result that these patients are often counted under the CT statistics with their TB status unrecorded.

Nonetheless, routine-offer counselling and testing is the standard of care at all FPD-supported TB focal points. During 2010, PEPFAR has changed its TB-HIV collaboration cascade to focus on the number (proportion) of diagnosed TB patients with a known HIV status, as opposed to actual counselling and testing.

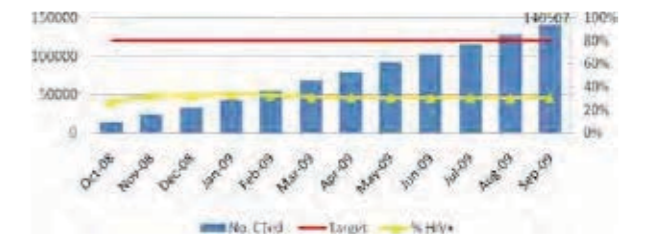


Number of patients ever started on ART at FPD-partnered sites (Cumulative)

Counselling and Testing

The number of counselling & testing (CT) sites has expanded from 41 to 54 and comprises 4 FBO sites, 4 mobile units, 1 NGO site and 45 SAG-supported sites.

FPD's mobile CT teams have started a project with AgriAIDS, who coordinate HIV service delivery to farming communities. During 2009 a total of 140 507 clients were counselled and tested for HIV. CT sites also successfully integrated TB symptoms screening into HIV CT for all individuals at the CT sites.



Number of clients counselled and tested for HIV (CT) and proportion testing HIV positive at FPD-partnered CT sites (includes diagnosed TB patients)

FPD's CT Department works closely with the Compass Project – another FPD initiative – and other members of the Positive Life Project to identify the nearest ART clinic, TB focal point and/or HIV/AIDS service organisation. At all FPD-partnered CT sites, FPD is working to strengthen referral networks and linkages to HIV/AIDS service organisations in order to mitigate loss to initiation and loss to HIV care. During November call centre services were secured by the VCT department. All clients who test positive by mobile VCT units and those who have been identified as TB suspects are followed-up with telephonically. Follow-up is continued until the client has been initiated on Treatment (ART and/or TB) or registered at a Wellness clinic, or opts out of the service.

Overview of Positive Life Project performance against key PEPFAR targets:

Category	Indicator	Target:			Actual:			Actual: % of Target
		Oct 2008 - Sept 2009			Oct 2008 - Sept 2009			
		Paeds (0 - 14)	Adults (15+)	Total	Paeds (0 - 14)	Adults (15+)	Total	
Palliative Care: Basic Health Care & Support	No. service outlets providing HIV-related palliative care (including TB/HIV)			48			51	106%
	No. individuals provided with HIV-related palliative care (including TB/HIV)			9 000	8 803	96 327	105 130	117%
	No. of individuals provided with the "basic care package" (including TB/HIV)			8 000	8 803	96 327	105 130	131%
Palliative Care: TB/HIV	No. service outlets TB			46			50	109%
	No. of individuals receiving treatment for TB disease			6700			6 397	95%
	No. of TB patients tested for HIV			12 000			8 103	68%
Counseling and Testing	No. of service outlets CT			46			50	109%
	No. of individuals counseled, tested and received test results for HIV			12 000			140 507	117%
	No. of newly identified HIV-infected individuals who were screened for TB			14 350			26 458	184%
HIV and AIDS Treatment/ARV Drugs	No. of service outlets providing ART			46			51	111%
	No. of individuals initiated on ART during reporting period	2500	22 500	25 000	2 886	34 952	37 838	115% 151%
	No. of individuals who ever received ART by end of reporting period	8500	76 500	85 000	8 604	98 686	107 290	101% 129%
	No. of individuals receiving ART at end of reporting period (current clients)	6 715	60 435	67 150	6 963	72 137	79 100	104% 119%

Overview of Performance Against Key PEPFAR Targets

The above table presents indicators, targets, actual performance and percentage of targets achieved from FPD's Cooperative Operational Plan (COP) with USAID.

Overview of SOZO – FPD's Electronic Patient Management System

SOZO, Greek for "saved, healed and delivered", is an electronic patient-centric data management system designed specifically for the public sector South African HIV/

AIDS clinics. Funded by PEPFAR and USAID, development on SOZO was initiated by FPD during 2007 in partnership with JSI and Infocare.

SOZO is well positioned in terms of the South African public sector HIV/AIDS service arena because it is:

- Open source – meaning that no registration and/or annual license fees are applicable;
- Modular in design – meaning that effective and efficient open source software programmes are spliced into the platform in order to make optimal use of complementary data management systems which work; and
- An Integrated Virtual Private Network (VPN) – meaning that SOZO holds great potential in terms of monitoring service integration and continuity of care between sites and service points.

HIV + TB Medicine Unit (IDU)

HIV and TB Medicine Unit, previously called the Infectious Diseases Unit (IDU), is a centre of excellence, regional in scope, which presents a platform from which to mobilize and develop expertise in HIV/TB medicine and other infectious diseases. The unit was established as a public private partnership with University of Pretoria, AMPATH and FPD in 2004 and is based at the Steve Biko Academic Hospital in Pretoria.



AMPATH, as the pathology partner, complements and strengthens the unit by bringing a financial component, a national network of laboratories, and microbiological experts.

The Unit's major focus is on HIV/AIDS and Tuberculosis medicine and its activities in this field are supported by PEPFAR through the USAID grant to FPD.

Activities

The work of the IDU is in the following areas:

Education

The main educational thrust of the Unit focuses on developing national expertise in the field of HIV and TB medicine and Infectious diseases. Current educational project include:

- The Advanced HIV Training Programme (AHTP), now in its second year, is an innovative and rigorous one-year diploma designed to rapidly create a specialists level expertise in AIDS Medicine for deployment in South African public sector ART clinics. This programme combines a rigorous academic programme with clinical practical work in all the disciplines of HIV medicine through a rotation schedule that covers disciplines such as, neurology, internal medicine, gynaecology, ophthalmology, ENT and paediatrics. The strenuous

curriculum is designed to ensure that the AHTP doctors graduate with a thorough working knowledge of all systems potentially involved in complicated cases in HIV. Alongside the AHTP coursework and ward rounds, the AHTP doctors are scheduled to attend the following FPD short courses: management of HIV; a refresher course in HIV; advanced HIV management; counselling in HIV; management of TB; AIDS in the workplace; infection control; and rational use in antibiotics. Upon conclusion of the course, all AHTP doctors will write the SA College of Medicine exam in HIV Medicine.

- A one week intense orientation course in HIV and TB medicine to newly appointed clinical staff of FPD prior to them being seconded to FPD supported Government clinics, this course is offered on a quarterly basis
- The IDU also hosts a weekly (Monday) Infectious Diseases lecture at the Faculty of Medicine. The lecture covers a broad spectrum of infectious diseases topics. The lecture is mainly addressed to registrars and clinicians. It is open to all health care professionals in the city. This lecture fosters active and intensive discussions on best practice in diagnosis and care to patients.
- IDU organizes a weekly Grand Round. Infectious Diseases Specialists from outside institutions regularly participate at this round. The Grand Round is open to registrars and interns of the University of Pretoria and anyone interested in Infectious Diseases. The Grand Round provides a teaching opportunity while visiting all the complicated cases that the unit treated during the past week.
- The academic expertise in the unit, especially in HIV medicine is acknowledged by staff being invited as regular guest lecturers at other Universities and other FPD training programmes.

Service Delivery

Service delivery is the major activity of the Unit and involves:

- Clinical Mentoring to AIDS and TB Clinics in the Provinces where FPD supports Government. The Mentoring programme involves a number of mentoring models in order to provide a comprehensive service over a large geographic region with limited staff.

These models are:

- Physical visits by IDU specialist one day a week to see and discuss complicated cases with the doctors working at the ARV sites.
 - Embedded FPD staff with specialists expertise, through programmes such as the Advanced HIV Training Programme and other mentorship activities a cadre of expert HIV and TB treaters are being developed and placed in ART clinics to ensure onsite full time clinical mentoring support to these clinics,
 - Embedded international mentors in rural clinics are provided in cooperation with Global Medic Force, an international NGO that recruits and places infectious diseases specialists for 6 weeks secondments in Africa. During the last year 8 mentors from over-seas, all experts in the field of HIV in their countries (U.S., U.K., Australia, Turkey etc.), have been placed with the help of IDU at various rural clinics in Limpopo.
 - Telephonic support is provided via a toll free Health Care Worker Hotline. This hotline is provided on contract by the Medicines Information Centre at the University of Cape Town and offers telephonic advice on issues around ART, mainly on adverse drug reactions, treatment of opportunistic infections including TB, Drug interactions, switch and initiation of ART and pregnancy related questions. The hotline is utilized by more than 300 health care professionals monthly who receive intense advice from medical experts.
- » www.hivhotline.uct.ac.za
- A new activity currently in planning phase is the integrating of the SOZO electronic record system into the clinical mentoring programme allowing IDU experts to use this record of more than 30 000 patients to identify need for mentoring.

- Specialist referral clinic for complicated cases has been established at Steve Biko Academic Hospital. This clinic sees referred urgent and complicated cases that potentially requires urgent tertiary care diagnostic services (e.g. sonar, CT scan, biopsies), access to locally unavailable pharmaceuticals (e.g. treatment of mycobacterium avium etc.) and eased referrals to tertiary care facilities (e.g. radiotherapy, cardiothoracic surgery, gastroenterology etc.).
- Quality Assurance. The IDU forms an integral part of the quality assurance program of FPD to assure and optimise the quality of care at ARV clinics supported by FPD. The IDU's role is; 1) to contribute with its clinical expertise and knowledge (HIV/TB collaboration; 2) to conduct clinical care surveys; 3) to improving access to specialist support, especially in rural areas, through its mentoring activities; and 4) pharmacovigilance.

Mother and Child Health Unit

The Mother and Child Health Unit (MCHU) based in Polokwane was established in June 2009 as a joint project between Polokwane Campus, University of Limpopo and FPD. The unit provides a platform to address the unique needs and priorities of maternal and child health in the region and works towards and beyond achieving the Millennium Development Goals. The unit seeks to become a regional leader in the field of maternal and child health, championing solutions to the key health needs of mothers and children.



The work of the MCHU is in the following areas:

Education and Learning

The education focus ensures that health workers who care for mothers and infants in Limpopo have the knowledge and skill to manage mothers and infants with HIV. Current projects include:

- Mother and Infant HIV Training for all health workers. A course focussing on the comprehensive management of mothers and infants with HIV has been developed for doctors, nurses and other health workers, and training has commenced. Additional support from UNICEF and Save the Children will enable us to train more than 1 000 health workers before June 2010.
- Community Service Doctors and Interns in Paediatrics, as well as medical students, rotating in their 5th and 6th year Paediatric Block at Polokwane are targeted for additional tutorials on PMTCT and HIV care to ensure that the junior doctors who form the backbone of the health service, are skilled and up to date in the management of mothers and children with HIV.
- The unit is regularly asked to participate in the weekly Departmental lecture programme and is frequently requested to provide CME on Maternal and Paediatric HIV topics at district hospitals.

- The MCHU hosts a monthly HIV lecture at the Polokwane Campus for registrars, clinicians and FPD doctors and nurses.
- Bi-Monthly In-service training programmes are run for the counsellors employed by the NGO's working in Capricorn

Service Delivery

Service delivery is the major activity of the Unit. As there are many role players to support at all levels of the service including counselors, primary health care nurses, maternity staff, paediatric staff and ARV staff the focus of service delivery is on clinical mentoring, health system support, the development of job aids, in-service training and providing access to information and knowledge.

The activities include:

- Clinical mentoring at sites supported by FPD and the feeder PHC clinics to ensure government and NGO staff can provide competent services.
- Support groups are set up for HIV positive pregnant women, and site staff are involved in maintaining the groups.
- Improvement meetings with health workers at a site to look at bottle necks and solutions to problems. Group mentoring and debriefing is also provided.
- Job aids that facilitate service delivery and quality care are developed. These include registers, protocols, checklists, pamphlets, patient held records.
- A specialist referral clinic for complicated paediatric cases has been established at Polokwane Academic Hospital. This clinic sees referred complicated cases that require tertiary care.
- A Resource centre is being developed that will provide health workers with access to relevant books, journals, policies and materials on Mother and Child Care with an emphasis on HIV.
- A Quarterly NGO forum for counsellors and home based cares has been set up to promote and support PMTCT initiatives.
- The unit has regular cooperative meetings with other NGO's working in the region.

that'sit Programme (Tuberculosis, HIV, Aids, Treatment Support and Integrated Therapy)

This project, in collaboration with the MRC, aims to integrate TB and HIV care by expanding the delivery of HIV care to TB patients in South Africa and promote TB screening in HIV-positive patients, using lessons learnt from the best practice model developed by other MRC partners.

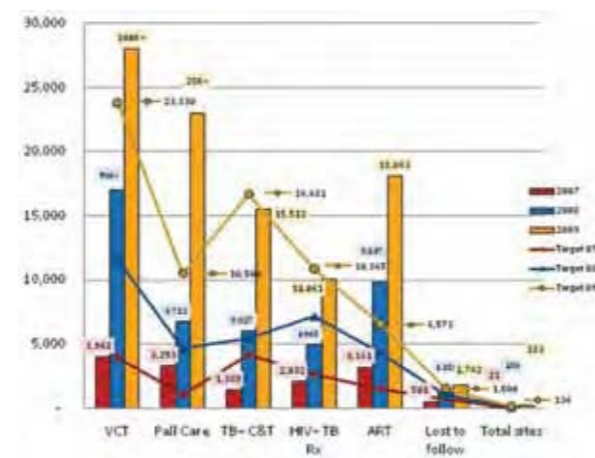
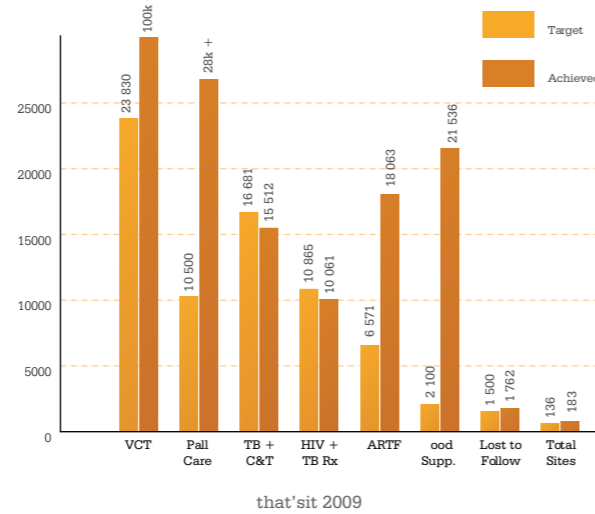


TB, although curable, is one of the most common causes of HIV-related morbidity and mortality in South Africa and in other African countries. Owing to a lack of awareness and education patients often present themselves very late for help at healthcare facilities. What is more, the diagnosis of TB in association with HIV infection is not always straightforward. The project aims, therefore, to intensify TB screening in all HIV-positive patients.

South Africa has TB incidence rates ranging from 400 to 1 500/100 000 compared to the USA, which has incidence rates of <16/100 000. In view of international interest in TB following the XDR TB outbreak in Tugela Ferry in 2006 in KwaZulu-Natal this programme is well placed and focuses on TB patients as an entry point to access ART. At the same time, the programme targets HIV-infected patients either directly or through community involvement and outreach programmes to heighten the awareness of TB signs and symptoms so that they can present their conditions in time to the relevant health authorities for TB diagnosis, treatment, and clinical interventions.

Purpose of the Project

The delivery of ART to TB patients in the that'sit (stet) project has the following targets associated with this multi-year project, as shown in this graph. The graph also gives an indication of performance against targets.



that'sit 3 Year Performance 2007 - 2009

The project targets resource-poor and deep rural settings, where access to ART is on its own, a huge challenge. The programme's first supported clinic dates back to December 2006 and the programme now services 181 clinics in four provinces in South Africa.

The districts where activities are carried out are the following: Dr Ruth S. Mompoti in Potchefstroom and Moses Kotane in North West; Bitou, Knysna, George, Kannaland and Mossel Bay in the Eden district of the Western Cape; nine identified TB hospitals spread throughout the Eastern Cape, from Matatiele in the north to Humansdorp in the south and from Graaff Reinet in the West to Port Elizabeth in the East. All TB hospitals have obtained accreditation status as a result of that'sit support and activities. In KZN that'sit FPD has taken over the activities in UThukela district from a previously World Vision supported site.

More than 35 ART clinics are supported by that'sit and in total 183 supported clinics are directly benefiting from the programme. Five mobile clinics are being utilised in order to provide services to outlying areas. The number of employees in the that'sit programme since its first appointment in November 2006 has grown to more than 200.

The expansion of physical space to accommodate patients and promote integrated care and adherence to infection control principles, form the cornerstone of the programme. Twenty-five park homes have been commissioned and are operative in the various supported sites. Outreach programmes and community involvement targeting both communities and school children are other focus areas of the programme. Nutrition gardens are another area of support that provides the necessary training and education to both patients and healthcare workers.

Laboratory and pharmaceutical support have been targeted to ensure fast turnaround times and an uninterrupted supply of pharmaceutical drugs for the care of TB/HIV. The programme has embarked on positive branding to counteract dual stigmatisation. It launched the programme at Ganyesa on World TB day and received wide media coverage.

The development of a reliable electronic patient management system is one of the objectives of the that'sit project. In view of this, considerable attention was given to data collection and recording as well as reporting in support for the National TB Control programme.

that'sit has thus engaged in the implementation of SmartCare, an electronic patient management system in the Makana sub-district in the Eastern Cape where 8 pilot sites have been identified to test this system. If successful this system will be rolled out to the remainder of the Cacadu district.

Africa Health Placements (AHP)

Understaffing of public healthcare facilities remains one of the leading obstacles to achieving and maintaining acceptable levels of service delivery in the Southern African



public healthcare sector. Africa Health Placements (AHP) seeks to address such shortages in the region. Within this project, priority is given to: those facilities serving the most disenfranchised sectors of the healthcare system; prioritising the needs of the most indigent; and balancing short-term demands and long-term solutions, with the goal of ultimately becoming a major player in all aspects of healthcare staffing in Africa.

AHP's Focus Areas

There are four mechanisms through which AHP is pursuing its mission:

1. **Staffing:** AHP recruits and places local and foreign-qualified health workers in underserved settings. Here they are employed by and paid by the government or health care NGOs and work in government or NGO funded posts for 1 to 3 years. AHP also assists volunteers to find placements for shorter periods. In addition, the project runs a locum and session placement operation in which health workers are placed in the public sector and NGOs on short-term paid assignments. AHP does not stop at placement, but also provides orientation and ongoing support to recruits.
2. **Consulting:** AHP consults to governments and regulatory bodies on how to make their recruitment systems competitive in order to attract scarce and mobile health worker resources.
3. **Information:** AHP runs an extensive monitoring and evaluation campaign and a number of focused research projects around human resources in health (HRH). In 2010 AHP will begin the implementation of a publicly available database of strategic HRH information.

4. **Advocacy:** AHP is involved in a number of advocacy campaigns around rural health and HRH issues.

The Need

According to the World Health Organization (2005), developed nations such as the US enjoy ratios of over 550 doctors per 100 000 people. South Africa has around 60 doctors per 100 000. Having accounted for inequities within the SA healthcare system, certain rural communities may only have as few as two or three doctors per 100 000 people.

South Africa suffers from a huge burden of disease – HIV/AIDS being the most prominent issue. Coping with this burden is made extremely difficult as a result of a severe shortage of health professionals serving the country's uninsured population. These shortages are, in part, created by the inequities in a healthcare system in which a hugely disproportionate number of doctors (75% of the country's GPs) serve a small private sector (only 20% of the population) and few doctors serve rural communities. The problem is exacerbated by the well-publicised "brain drain". Consequently, the pressure on existing public sector practitioners is huge, which impacts on the retention of these doctors and nurses.

AHP's Working Model for Staffing

AHP has been in operation since mid-2005. Over the past four years, AHP has developed a working model that has made a significant impact on the state of human resources in health around the region.

The project's non-profit model focuses on providing a professional and ethical recruitment service to government and NGO clients. In so doing AHP effectively competes with the for-profit recruitment agencies which are working to move southern African health workers to more lucrative positions in the private sector and abroad. At the same time, AHP does not poach health workers from other regions with similar shortages – while still recognising the rights of the individual to live and work where they wish. The project also runs clinical, cultural and logistical orientation and ongoing support for recruits – especially foreign doctors. This

support goes beyond the scope of traditional recruitment. It is intended to maximise the impact of these recruits at their place of work and to act as a tool to retain them in these positions for longer periods.

AHP has created extensive and creative marketing campaigns to attract and engage health worker interest in public sector service. Marketing tools include video documentaries, attending local and international conferences and fairs, presenting at medical schools and relevant health worker organisations, advertising in the media, social networking and publishing advertorials. Marketing focuses on three messages: firstly, the clinical experience of working in the southern African public sector ("Trade treating colds and hypertension for infectious diseases!"); secondly, the unrivalled lifestyle of residing in rural southern Africa ("Trade the obstacle of traffic on your way to work for elephants crossing your path"); and, finally, the humanitarian appeal ("Help those who need your help the most").

The key to AHP's success is the relationships with governments and regulatory bodies which it has built and maintained. In fact, AHP's working partnership with the South Africa National Department of Health (NDOH) and the Health Professions Council of South Africa (HPCSA) extends to supporting their capacity and processing systems. AHP also networks with and supports a network of local and international institutions and donors who are working to improve the healthcare capacity of the continent.

AHP's Model for Expansion

The process for replicating this model beyond the borders of South Africa has begun. AHP has established an office in Mbabane to recruit for Swaziland. The project will also have such an operation established in Lesotho during 2010.

Funding for the not-for-profit operations has been secured from the Atlantic Philanthropies, an international philanthropic organisation (four years forward funding), and PEPFAR (five years forward funding). Additional funding is provided by Discovery, Anglo American, De Beers and West Pharmaceuticals. During 2010, additional funding will be

raised online through Life 2 The Limit.

However, the AHP is working towards self-sustainability by developing a number of profit-generating recruitment initiatives which will be used to subsidise the not-for-profit component of its operations. AHP has a well established locum business in Gauteng, providing pharmacists to government hospitals and NGO clinics. This business will be expanded to other provinces and other cadres of health workers during 2010. In addition, AHP is negotiating other public sector recruitment and HR management contracts for the region which should come into operation during 2010. All these projects fall within the scope of the public sector recruitment mission of the AHP and runs in conjunction with other FPD divisions.

Impact

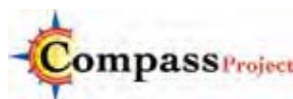
Since its inception in 2005, the project has placed over 1,300 locally qualified and foreign-qualified health workers in government and NGO healthcare facilities. Approximately half of the total number of health workers have been placed in HIV/AIDS clinics, and over 600 doctors have been placed in rural government hospitals. With ART programmes reliant on the availability of clinicians, the impact of having just a single doctor working in an HIV/AIDS clinic is significant. And if one considers that in many rural areas there are as few as three doctors per 100 000 people, one begins to recognise how astonishing the impact of the project has already been. During 2009 alone, the AHP placed an estimated 210 foreign-qualified and 200 locally qualified healthcare professionals in South African public health and non-government facilities.

The impact has not only been on those people who now have access to healthcare, but also on the morale and retention of the already dedicated teams of practitioners who are working hard in difficult conditions to service the uninsured population of South Africa. Furthermore, anecdotal and survey evidence suggests that there are many other consequential benefits to the project's retention and orientation programmes. For example, some South African doctors reported learning palliative care techniques from foreign practitioners who had been through the project's palliative care orientation.

In addition, the project's impact extends to its network of partners. For example, the NDOH's FWMP has introduced a "fast track" process to expedite the issuance of work permits to newly recruited foreign health professionals. In agreement with this, the HPCSA has agreed to register doctors who have qualified in certain countries without their having to write the qualifying exam. The project helped motivate for these changes by providing an evidence base for the decision-making process. The project now works with these authorities and assists them in their work wherever possible.

Compass Project

Information regarding HIV prevalence, distribution and HIV service delivery for municipal areas is



scarce. The Compass Project has been initiated on the basis of the philosophy that an effective response to the HIV epidemic requires a coordinated mobilisation of all resources within a specific community. In order to better address the HIV/AIDS response within municipal communities, it is integral to have a coordinated approach that includes accurate mapping of all service providers, annual epidemiological quantification of the HIV service-delivery need, and accurate HIV service-provision information.

This information is critical for a better understanding of the actual service need and enables a service gap analysis. Using this information, organisations, service providers, government and the private sector can plan and strategise effectively to address HIV/AIDS issues within their respective communities.

The key elements of the Compass Project are:

Mapping and Research

- Identification/Data collection of service providers
- Development of epidemiological estimates
- Gap analysis reporting for communities

Information and Resource Provision

- Identification/Development of tools
- Community engagement opportunities
- GIS application of information

Organisational Development and Capacity Building

- Organisational needs assessments
- Benchmarking
- Skills building

Activities

HIV Service Directories

Since 2007, through PEPFAR funding, the Compass Project has been able to initiate a National HIV Service Directory programme. Through this programme called HIV-911, a national database of service providers has been initiated with approximately 13 000 service providers from all sectors listed. The programme has also designed, printed and distributed over 50 000 provincial directories over two series to assist HIV service providers to improve referral and expand their community networks. The HIV-911 programme is housed at the University of KwaZulu-Natal (UKZN).

Mapping Research

Since its inception in 2005, the mapping component of the Compass Project has expanded to now offer several consultant services. Mapping is a broad term, but for the purposes of the Compass Project it includes questionnaire development, testing, protocol writing, database building, data collection, verification, quality assurance, research analysis, and report writing.

The Compass Project continues a strong corporate partnership with MapIT, to expand our internal ability to provide GIS mapping and geocoding. MapIT, along with shareholder Tele Atlas is the leading supplier of quality digital maps of Sub-Saharan Africa and their technical support has been key in bringing mapping technology to the development sector.

Organisational Development (OD) Programme

In the community-based organisation environment, organisational development is typically given a lower priority because of a high demand on services and limited resources.



The Compass Project has initiated an organisation development programme (OD) to improve the effectiveness of organisations delivering community-based initiatives. OD uses a participatory approach and is a long-term interactive process towards building effective sustainable organisations.

In 2009, the Compass Project expanded the OD Programme to include an implementation programme based on key research findings from AIDS and TB conferences. This will ensure that the NGO community has both a voice and the ability to implement key findings to enhance service delivery, with identification of barriers within the NGO community to provide feedback to donors and other stakeholders. A post conference NGO Forum was held in Pretoria in October, where academics and community implementers came together to discuss new methods for HIV service provision and prevention messaging. A Community Implementers Guide was also launched which summarised key action areas for community service providers based on outcomes of the 4th SA AIDS Conference held in Durban this year.

Tshwane Mayoral AIDS Council (TMAC)

In September of 2009, the Tshwane Mayoral AIDS Council was launched, with the Compass Project playing the role of Secretariat. This Council has been created to bring all sectors in the City together to contribute actively to the challenges of HIV. All members have been elected to represent specific sectors, all members participate voluntarily without receiving payment and all members are expected to mobilise resources within their respective sector. This makes the TMAC incredibly unique and action focused.



PEPFAR Fellowship Programme

FPD in collaboration with USAID and CDC launched the PEPFAR Fellowship Programme (FPF) in October 2006. The FPF



was established in response to the growing need for the rapid expansion and development of human resource capacity in HIV/AIDS care and treatment programmes within the South African healthcare environment.

The FPF's objectives are to:

1. Support the expansion of access to comprehensive HIV/AIDS care in South Africa through the advancement of human capacity development;
2. Promote the application of postgraduate learning in the practical HIV/AIDS service environment; and
3. Provide technical assistance to PEPFAR implementing partners.

The FPF was designed to hone the skills of postgraduate masters-level South African students and graduates by placing them with PEPFAR partners and public sector institutions supporting HIV/AIDS initiatives. Such placements mean that health theory can be linked with real world practice within the South African healthcare context.

The FPF simultaneously supports South African AIDS service organisations with "scarce skills" such as monitoring and evaluation, organisational development, health systems development, and strategic information management. Support is also given to clinical fields such as infectious disease control, psycho-social assessment tool development, and "care for carers" programmes, as well as to clinical therapeutic fields, including HIV prevention integration with specific focus on PMTCT, prevention management of TB and services related to Orphans and Vulnerable Children (OVC's).

By promoting access to practical experience in an AIDS service environment, the FPF reinforces and augments the academic components of health-related masters' degree programmes. Fellows gain valuable hands-on experience and enhance future employment opportunities.

As the only AIDS-focused fellowship programme in South Africa, the PEPFAR Fellowship Programme coordinates the matching and placement of masters-level graduates and/or students from various South African universities with more than 250 PEPFAR implementation partners and public sector AIDS service organisations as determined by the specific skills needed by the individual organisation. Fellow placement contracts are 12 months in duration and support organisations throughout all nine provinces within South Africa.

The success of its pilot programme in 2006 and the full rollout of 25 placements in 2007 as well as 40 placements in 2008 with South African PEPFAR partners have inspired the FPF to reach a total number of 60 masters-level student / graduate placements for the year 2009.

A total of 82 PEPFAR Partners – national and local government entities – as well as NGOs were directly and indirectly provided with technical postgraduate student scarce-skill assistance in 2009.

Due to a more intensive direct marketing strategy relating to all stakeholders including tertiary academic institutions and PEPFAR Partners as well as the public sector during the 2009, the following output trends are still visible and even expanding:

1. The number of appropriate applications received for the 2009 fellowship intake totalled 253 in comparison with the total number of 136 applications received for the previous year. Thus the total appropriate application response for 2009 increased by 117 which almost doubles the response total received during the previous year. This expanding application response rate serves to highlight the fact that South African scarce skills within clinical health care as well as monitoring and evaluation do exist, but that

the harvesting approach of such skills for retention purposes should be focused on as is successfully being implemented by the PEPFAR Fellowship Program;

2. The PEPFAR Fellowship Program launched its own website at the beginning of August 2009. The site was designed to include numerous quality improvement elements such as The Fellow's Lounge, Online Applications System, Fellow of the Month feature, internet based PEPFAR Fellowship Vacancy advertisements and an extensive News & Events Section. The function of the website is to create an informative space for fellows to network and interact, but at the same time to provide them with the technical support and assistance crucial to a successful fellowship. Further objectives include the publishing of success stories and accomplishments of the fellows as well as the program, creating an online marketing space that will support and assist recruitment and visibility creation initiatives, increasing accessibility by creating an online application system as well as developing the FPF brand and give the program a voice with which to declare its objectives and advocate its aims.

By creating an online network for Previous Fellows the FPF can also measure its success and follow the careers of individuals who have completed the fellowship while at the same time encouraging prospective employers to utilize the scarce skills and expertise of Previous PEPFAR Fellows. The number of on line applications received as from beginning August up to end September 2009 totalled 30.



Please visit the PEPFAR Fellowship Programme's new web site at:

» www.fellowship.foundation.co.za

The FPF in the financial year 2009 also proved to be a successful platform for launching exciting opportunities in career-path building and encouraging the retention of local scarce-skills graduates within South African HIV/AIDS service organizations

The scarce skills retention rate for fellows by the end of COP 2009 is 75%. The majority of retained fellow placements (70 %) were absorbed within their host organizations. The remainder of the retained fellows either accepted job offers from other PEPFAR Partners or initiated their own consultation businesses. The 25% of fellows not retained have all decided to further their studies at tertiary level.

On 12 November 2009, 33 PEPFAR Fellows received certificates of completion for their successful participation in the PEPFAR Fellowship Programme as recognition for the difference they had made in combating the impact of the AIDS epidemic within South Africa. The remainder of the FPF fellows for 2009 are currently still completing their contracts with their selected host organizations.



This Program's remarkable growth and high South African scarce skills capacity recruitment and retention success rate have illuminated the fact that such resources are available within the South African environment. The key answer to increased retention rates is clearly within the harvesting approach of such scarce skills as is currently being implemented by the PEPFAR Fellowship Program.



Research

Research Projects; Conference participation;
Publications; Books and Chapters in Books



RESEARCH FOCUS AREA

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

FPD staff was involved in the following research projects during 2009:

“Adherence to Concurrent Tuberculosis Treatment and HIV Antiretroviral Treatment Regimens in South Africa” The primary objective of the study is to measure the level of adherence to concurrent TB treatment and ART. The secondary objective is to examine risk factors for non-adherence. M van der Walt, M Uys, PM Ricks, TH Holtz

“Antibodies to mycolic acids in human samples as diagnostic marker of tuberculosis” The study evaluates a novel diagnostic test for TB based on the detection of mycolic acids in serum samples. A Stoltz

“Evaluation of novel tests for diagnosing active pulmonary tuberculosis in HIV-infected individuals in South Africa (EDITH study)” This study evaluates new diagnostic tests for active pulmonary TB in HIV infected individuals in a clinical setting. HF Kinkel

“HIV/AIDS municipal mapping and epidemiological research” This study assess the current need of HIV services in the City of Tshwane Metropolitan Municipality, then maps the available HIV services across sectors and provides a gap analysis. This is an annual research project that has been running since 2007. J Mitchell

“HIV knowledge sharing between the academic/research sector and community implementers” This study looks at the relationship between these two sectors to determine if increased knowledge sharing can affect priority areas within sectors and if new research findings can be more quickly incorporated into community programmes through the NGO sector. J Mitchell, R Stephen

“Increasing data quality assurance processes for HIV mapping” This is an action research study specifically for Compass Project mapping research. The research project identifies the role players, reflects on the existing data collection process, indicates the challenges, identifies potential solutions and initiates interventions to contribute to increased data quality. H Joubert

“Increasing organisational development opportunities for partner NGOs” This is an action research study specifically for Compass Project organisational development activities. The research project aims to ensure adequate provision of organisational development opportunities to existing Compass Project NGO partners through skills building, mentorship and information sharing. This project reflects on existing processes and opportunities, then initiates potential interventions which may contribute to the growth of the programme. R Stephen

“Introducing action research as a model to develop transformational managerial skills” This project is attempting to influence the management culture in FPD through promoting the use of action research. G Wolvaardt

“The identification of core criteria and associated standards essential for the assurance of quality in higher education and the implementation of a visual model in order to improve overall quality assurance compliance and adherence” This aim of this study is to implement a visual model on best practices in term of workflow and processes in order to improve the overall functionality within a Student Administration Department of a Private Higher Education Institution. A la Grange

“The Introduction of Early Anti-retroviral Treatment in the Management of HIV positive TB Patients admitted to a rural TB hospital in KZN” A Study and follow-up of patients admitted to Richmond Hospital during 2005-2007. M Uys, M van der Walt, K Weyer, PA Stoltz

“The People Living with HIV Stigma Index: a Survey to Measure Stigma and Discrimination Experienced by People Living with HIV/AIDS in 10 HIV Clinics within

5 provinces in South Africa" G Wolvaardt, S Mellors, & M dos Santos. Research proposal drafted, and ethical approval obtained from SAMAREC

"The Role of R7V antibodies in HIV – positive patients"
A collaborative project between FPD and the Department of Biochemistry at University of Pretoria A Stolz, D Meyer and C Bremnaes

"An HIV Wellness Community of Practice - Improving the Quality of Programme Management" S Mellors

"An Innovative Management Tool – TB Infection Control in District Health Care Settings" T Lusu

"Can pill counting be made more efficient through standardisation and effective booking" S Skidmore

"Cardiovascular diseases in HIV treatment in South Africa" A Stoltz

"Determining FPD clinic growth model and ART initiation targets" J Slabbert

"Determining the reasons for defaulting of TB patients in two provinces" B Volschenk, A Milne

"Difficulties recruiting for the KZN Public Sector"
X Lukhalo

"Does staff training contribute to improving employee satisfaction?" A Bosman

"FPD Plus - A Workplace Program for Staff Living with, and Affected by HIV" S Mellors

"Identifying the Family Unit in Order to define and promote family centred services at ARV clinics" R Khan

"Implementing innovative assessment strategies for clinical courses offered at FPD" E Makoka

"Improved Nutritional care of patients on ARV treatment at the Knysna ARV clinic" B Wilkenson

"Introduction of a Rotation Programme in the North West Province" K Marumo

"Locum Professionals and the Public Healthcare Sector" L Gaotshetse

"Main causes of Defaulters on ARV therapy in patients" T Sefafula

"MARTI assay for rapid TB diagnosis in South Africa"
A Stoltz

"Minimising defaulter rate at Messina ART clinic"
B Zuze

"Number of patients defaulting on ARV treatment"
M Motloutsi

"Patient safety survey" S Akoo, H Manzana, K Mahosi, M Motloutsi

"Research into South African Medical Association Specialist and Special Interest Groups and their Conferences to position FPD as the Medical Conference Organiser of Choice in South Africa" T Wilton

"Stem cell Delta 32 variant changes as treatment in HIV" A Stoltz

"Streamlining the Compilation, Collection and Verification of Timesheets in Department of Health/ FPD Supported Clinics" D Blom, G Radley

"Strengthening management practices by identifying the Family Unit in Order to promote family-centred services at ARV clinics" R Khan

"Using Patient Satisfaction Surveys to Improve Service Standards at FPD Supported Clinics" H Manzana, M Moloutsi, J Letsoalo, A Nel, K Mahosi, S Akoo, O Ntuli

"Will using local GP's (FPD Alumni) in rural areas to sell unsponsored workshops increase FPD's unsponsored enrolments?" A Gerber

CONFERENCE PARTICIPATIONS

Oral presentations

FPD Staff gave the following presentations at conferences:

"Alternative Approach to Estimating the Need for ART Provision In Tshwane, SA" 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA) Conference, Midrand, Ms J Mitchell, Mr E Naidoo, Dr A Gerritsen

"Applying Research Knowledge to Local AIDS Council Decision Making in Tshwane, SA" 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, Ms J Mitchell, Dr G Wolvaardt

"Assessing the Response to HIV/AIDS in the City of Tshwane, Gauteng Province SA" 8th International Conference on Urban Health (ICUH), Nairobi, Kenya. Ms J Mitchell, Mr E Naidoo

"Assisting Local Communities Respond Effectively to HIV: A Case Study of ART Provision, Tshwane SA" 2nd ART Access for Africa Conference. Ms J Mitchell

"Divinely Positive – The role of people living with HIV in prevention efforts" Plenary Presentation 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, Ms S Ncube

"Experiences of a Community-based Referral Network providing Integrated Care for Patients with TB and HIV in Okhahlamba Municipality, KwaZulu- Natal" 5th PHASA Conference 2009; Durban South Africa, Dr M Uys

"Foreign-qualified volunteers for South African rural hospitals" 13th National Rural Health Conference 2009, Alpha Centre NW Province, T Hudson

"FPDPlus–A positive workplace initiative for staff living with HIV/AIDS" 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, Mr S. Mellors, Ms S Ncube

"Harnessing local resources for funding and service delivery" 2nd Access to Healthcare in Africa Conference, Pretoria, 2009, Dr G Wolvaardt

"Healing the dragon: Heroin use disorder and HIV/AIDS - intervention" Social Aspects of HIV/AIDS Research Alliance 2009 (SAHARA) conference, Gallagher Estate, Midrand, Dr M dos Santos

"Healing the dragon: Heroin use disorder recovery and intervention" South African Therapeutic Community Conference: Cape Town, Dr M dos Santos

"Implication of whole brain learning on assessment strategies" 2nd National Health Sciences education Conference (SAAHE), Cape Town, 2009, Dr G Wolvaardt

"Improving HIV Knowledge Sharing Between Academics And Community Implementers In South Africa" SA 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA) Conference. Midrand, Ms J Mitchell Mr R Stephen

"Multi- sectoral partnership on treatment prescription, care, support and adherence" 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, Mr W Mbokazi: PEPFAR Fellow placed with McCord Hospital, KwaZulu Natal Province

"Non Governmental Organizations (NGO's) in conjunction with government departments can play a vital role in fighting HIV" 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, Mr V Befile: PEPFAR Fellow placed with the Department of Cooperative Governance and Traditional Affairs (COGTA), Eastern Cape Province

"Outreach facilitation skills capacity building: following the programme over 6 months" 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, Ms J Fry: PEPFAR Fellow placed with MINDSET, Gauteng Province

POSTER PRESENTATIONS

“Reasons for undergoing virginity testing: A study of young people in rural KwaZulu-Natal, South Africa” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, Ms SP Mhlongo : PEPFAR Fellow placed with the Department of Cooperative Governance and Traditional Affairs (COGTA), Free State Province

“Rotation Strategy for NW Province” 13th National Rural Health Conference 2009, Alpha Centre NW Province, K Marumo

“Successful utilisation of Donor Funding for HIV and AIDS Training in South Africa” 5th Social Aspects of HIV/AIDS Research Alliance Conference, Johannesburg Mr A la Grange & Ms A Gerber

“The role of Xhosa male initiation in teaching moral values In reference to HIV/ AIDS” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, Mr L Ntombana: PEPFAR Fellow placed with Youth for Christ (YFC), Eastern Cape Province

“Addressing human resource considerations when scaling-up”, 4th SA AIDS Conference, Durban, Mr E Naidoo, Ms A Bosman, Dr G Wolvaardt

“A model for staffing in HIV/AIDS-burdened healthcare systems in the developing world” 4th Southern Africa AIDS Conference 2009, Durban South Africa, Mr S Kornik

“A proven out-of-the-box solution to rural doctor shortages: recruiting, placing and retaining staff in public service” 2009 HIV Implementers Meeting, Windhoek Namibia, Mr S Kornik

“Assessing the Provision of HIV/AIDS Services in Tshwane in Preparation for A Scale-up” 4th South African AIDS Conference, Durban, Ms J Mitchell, Mr E Naidoo

“A working solution to recruiting local healthcare workers for HIV/TB clinics and Government Hospital in rural areas” 13th National Rural Health Conference 2009, Alpha Centre NW Province, Ms T Hughes

“Best Practice Evidence in Voluntary Counselling and Testing training for Healthcare Workers in South Africa in order to improve VCT uptake” 5th European Conference on Clinical and Social Research on AIDS and Drugs, Vilnius, Lithuania. Mr A la Grange

“Circles of Services: Providing A Referral Tool to Healthcare Providers Working In ART Clinics in Tshwane, South Africa” 5th Public Health Association of South Africa (PHASA) Conference, Durban, Ms J Mitchell, E Naidoo, S Ngcwabe

“Driving HIV education: research into HIV-related sexual behaviours and attitudes of users of the Bree street taxi rank, Johannesburg” 4th National AIDS Conference, Durban, South Africa 2009, Ms J Fry: PEPFAR Fellow placed with MINDSET, Gauteng Province

“Estimating the Need for ART Provision For Effective Scale Up Planning In Tshwane, South Africa” 5th Public Health Association of South Africa (PHASA) Conference, Durban, Ms J Mitchell, Mr E Naidoo, Dr A Gerritsen

“Lessons learned from the implementation of a “wiki” as a student support system for Foundation for Professional Development’s students on the Yale/FPD Advanced Health Management Programme for HIV/AIDS Managers” 4th South African AIDS Conference. Durban. Mr A La Grange

“Low access of HAART services reported during telephonic survey to a random sample of clients who tested positive by FPD mobile VCT services” Social Aspects of HIV/AIDS Research Alliance conference, Midrand, Gauteng. Ms H van der Merwe

“Mobilising the HIV Response Across All Sectors In Tshwane, South Africa” 5th Public Health Association Of South Africa (PHASA) Conference, Durban. Ms J Mitchell, Dr G Wolvaardt

“Monitoring and evaluation of HIV/AIDS programmes: a tool for evidence research using Mpumalanga Province as a case study” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, South Africa, Ms J Semeli: PEPFAR Fellow placed with the Department of Cooperative Governance and Traditional Affairs (COGTA), Head Office, Gauteng Province

“Professional development formative needs analysis” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, South Africa. Ms J Fry: PEPFAR Fellow placed with MINDSET, Gauteng Province

“Roll-out of the framework and handbook for an integrated local government response to HIV and AIDS in South Africa: experiences from year one” 4th National AIDS Conference, Durban, South Africa 2009 Ms B Mahlangu: PEPFAR Fellow placed with the Medical Research Council (MRC), Gauteng Province

“Sexual and reproductive health training survey: a powerful tool to delay onset of sexual activities amongst adolescents” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, South Africa. Ms T Mamphodo: PEPFAR Fellow placed with Save the Children UK, Musina, Limpopo Province

“Socio- cultural response to HIV” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, South Africa, Mr N Mangale: PEPFAR Fellow placed with North West Department of Health, North West Province

“Strengthening the Human Resource capacity of NGO’s” 5th SAHARA Conference, Midrand, Ms A Bosman

“The drivers of the HIV endemic including socio - cultural aspects” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, South Africa, Ms S Ncube: PEPFAR Fellow placed with the Department of Cooperative Governance and Traditional Affairs (COGTA), Mpumalanga Province

“The Impact of Continuous Professional Development for Adherence Counsellors patient’s adherence to ART” 4th International Conference on HIV Treatment Adherence Miami, Florida, Mr A la Grange

“The impact of HIV/AIDS education on the attitudes of orphans and vulnerable children on male circumcision as a tool to curb HIV infection in three South African provinces” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, South Africa, Ms P Mwamba: PEPFAR Fellow placed with World Vision, South Africa.

“The role of urban local governments in mainstreaming HIV&AIDS: A case study of Gauteng Province” International Conference on Urban Health (ICUH) 18 -23 October 2009, Nairobi, Kenya, Mr F Kintu (PEPFAR Fellow placed with the Medical Research Council); Dr L Thomas; Ms B Mahlangu

“Universal voluntary HIV testing with immediate antiretroviral therapy in South Africa: WHO theoretical strategy” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, South Africa, Dr G Levin (PEPFAR Fellow placed with JOZI FM, Mofolo Community Health Centre, Gauteng Province), Dr K Manda, Dr S Moosa

PUBLICATIONS

“Using interactive computer lessons as a means of education for health care professionals: an evaluation of a HAART lesson” 4th National AIDS Conference, Durban, South Africa, 2009, Ms J Fry: PEPFAR Fellow placed with MINDSET, Gauteng Province

“Using NGO Community Mobilisation To Improve VCT Uptake In Tshwane, South Africa” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA) Conference, Midrand, South Africa, Ms J Mitchell, Ms H van der Merwe

“Violence against women in KwaZulu Natal” 5th Social Aspects of HIV/AIDS Research Alliance (SAHARA), Midrand, South Africa, Mr W Mwelase: PEPFAR Fellow placed with the KZN Network against Violence on Women, KwaZulu Natal Province

Articles in Journals

“Defeating the dragon: Heroin dependence recovery” Saarbrücken: VDM Verlag Dr. Müller Aktiengesellschaft & Co. KG (monograph published from MA dissertation) Dr M dos Santos, (2009)

“Do AIDS conferences serve a purpose?” Editorial, Leadership in AIDS, July 2009. Dr G Wolvaardt

“Healing the dragon: Heroin use disorder recovery and intervention” Saarbrücken: VDM Verlag Dr Müller Aktiengesellschaft & Co. KG (monograph published from PhD thesis) Dr M dos Santos, (2009)

“Heroin use disorder intervention within the South African context” New Voices in Psychology, 5(1), 3-28. Dr M dos Santos, ST Rataemane, A Plüddemann, RE Matthews, V Sinizi & GM Benn

In Press

“An approach to the management of illicit substance use disorders” African Journal of Psychiatry. (In press) ST Rataemane & Dr M dos Santos, (2009)

“Career Plans of Final Year Medical Students” South African Medical Journal. E de Vries (UCT), J Irlam (UCT), I Couper (Wits), S Kornik (FPD).

“Chapter in Counseling people of African ancestry” Cambridge University Press. Substance use disorders. (In press) Dr M dos Santos, ST Rataemane, A Plüddemann, & RE Matthews, (2009)

“Detection of anti-mycolic acid antibodies by liposomal biosensors, Methods in Enzymology 2009”

Y Lemmer, ST Thanyani, PJ Vrey, CHS Driver, L Venter, S van Wyngaardt, MC ten Bokum, K Ozoemena, LA Pilcher, DG Fernig, AC Stoltz, HS Swai, JA Verschoor

“Heroin use disorders and HIV/AIDS – an approach to management within the South African context: A content analysis study” Substance Abuse Treatment, Prevention, and Policy (working paper), Dr M dos Santos

“Review on R7V antibodies in HIV disease” (In Press), C Breamhans, A Stoltz and D Meyer

Books And Chapters In Books

“Case Study: Foreign Doctor Recruitment in KZN” A case study on the successes and failures of AHP’s FOD recruitment programme in KZN completed and disseminated, T Hansen

“Course on HIV drug resistance, HIV drug resistance study manual” An introduction to HIV drug resistance for clinicians. Foundation for Professional Development, Edition 1, April 2009. Dr HF Kinkel (UoP/FPD)

“Fundamentals of Tuberculosis Learners Handbook” Dr T Kootbodien (PEPFAR Fellow placed with TB CARE Association, Western Cape Province), Ms SC Stender

“Hlabisa HIV Case Book” T Heller, Published by FPD

“HIV First Line Guidelines and principles” MIMS disease review, (2009), 222-226, AC Stoltz

“In STI, HIV and TB progress and challenges in South Africa” Chapter 6 S.A. Health Care Review 2009, J Majila, A Hoosen, A Stoltz, N Cameron, D Coetzee

“Malaria, MIMS disease review”, (2009), 259-264, AC Stoltz

“Multidrug resistant tuberculosis” In: MIMS disease review, 2009, 269-274 AC Stoltz

“Review on R7V antibodies in HIV disease”, In Press, C Breamhans, A Stoltz and D Meyer

“Scaling up for Success” A Community Implementers Guide. FPD, 2009, Compass Project

“The State of HIV/AIDS Services Response in the City of Tshwane Metropolitan Municipality, Gauteng Province, South Africa 2009” FPD and University of Pretoria, 2009, Compass Project



About FPD

Overview of Activities in the Context of National Priorities ; Other Activities ; Staff Development; Strategic Partnerships; Sponsors and Donors; The People at FPD; Enquiries



OVERVIEW OF ACTIVITIES IN THE CONTEXT OF NATIONAL PRIORITIES

Although FPD is protective of its academic autonomy and will never compromise its principles for political expediency it does however actively support Governmental priorities where such priorities align with the FPD Vision, Mission and Values.

The South African Minister of Health 10 Point Plan

FPD has activities aligned to support the following components of the plan:

2. Implementation of the National Health Insurance (NHI)

Provided input on practicalities of developing managerial competencies of hospital management in the public sector and utilizing foreign qualified doctors to fill vacancies in the public sector.

3. Improving the Quality of Health Services

FPD has developed and is in the process of rolling out a Quality Improvement Project at all the public sector ART clinics it supports based on a set of standards for quality services at such clinics developed in collaboration with JHPIEGO and the National Department of Health.

4. Overhauling the health care system and improve its management

FPD currently runs the largest management development programme for public and NGO sector managers annually providing scholarships to approximately 600 managers. Two 12-month modular courses for senior/middle management and junior management are offered in each province. To date FPD has provided scholarships to 2 362 participants on these courses.

6 Revitalisation of infrastructure

In the context of FPD's PEPFAR funded support to ART

and TB services, renovation and revitalisation in 2009. The Positive Life Project and that'sit spent R 40 333 278.48 on renovations and maintenance, including park home clinics bring the total spent on such activities since 2004 to R 67 071 930.28

7 Accelerate implementation of the HIV & AIDS and Sexually Transmitted Infections National Strategic Plan 2007-11 and increase focus on TB and other communicable diseases

A considerable part of FPD's activities supports this plan as discussed earlier in this report and entails activities such as:

- Training of staff on relevant clinical subjects such as ART provision, VCT, PMTCT, and TB,
- Support of AIDS and TB treatment sites with staff secondment, equipment provision, technical assistance, IT infrastructure support and the provision of an electronic medical record,
- FPD annually tests more than 140 000 people,
- Recruitment of more than 1 300 health care professionals into public sector or NGO's most who work in support of this strategy.

8 Mass mobilisations for better health for the population

The Compass project has two activities that support this priority namely organisational development and capacity building of community implementers through knowledge sharing, partnerships and skills development. The Positive Life Wellness Department, a health promotion programme, "You have the right to be healthy - your health is your responsibility" for people living with HIV will be implemented in 5 provinces in 2010 and will support this point.

10 Strengthen Research and Development

As an academic institution, research is a major focus for FPD.

Priority Districts

FPD has concentrated efforts in each of the Department of Health's 18 priority health districts that need urgent assistance to deliver better quality health services.

To date FPD has trained a total of 8 272 healthcare professionals through 168 courses in 17 of the 18 priority districts for health.

The Positive Life Project supports nine clinics in priority sub-districts across Gauteng and Limpopo – eight sites in the Metsweding sub-district in Gauteng and one site in the Greater Giyani Local Municipality in the Limpopo Province.

The MRC/FPD's that'sit project is a tuberculosis project that works in 2 of the 18 priority districts in the Eastern Cape and North West Province and focuses on integrating AIDS services into TB treatment. In the Eastern Cape, that'sit provides support to the Camdeboo Health sub-District means that 925 patients are receiving TB and HIV and AIDS prevention, treatment and care services. In the North West province, support to the Kagisono Local Municipality means that 3 783 patients living with HIV and AIDS are able to access treatment.

AHP has placed 103 doctors in 10 of the 18 priority districts. 28 doctors have been recruited into sub-districts in four of the Eastern Cape priority health districts, including the Alfred Nzo District Municipality, Amathole District Municipality, Cacadu District Municipality, and the Chris Hani District Municipality. In KwaZulu Natal, 68 doctors have been placed in four health priority districts – Zululand District Municipality, Umkhanyakude District Municipality, iLembe District Municipality and Amajuba District Municipality. One doctor was placed in the Mopani District Municipality in the Limpopo Province six doctors were placed in the Dr Ruth Segomotsi Mompati District Municipality in the North West Province.

OTHER ACTIVITIES

AWARDS

In 2009 FPD launched a series of awards to acknowledge FPD individuals and staff who have contributed substantially to FPD's work.

The FPD Alchemist Award:

This awarded will be awarded from time to time to acknowledge individuals, who are not staff members that have substantially transformed the activities of FPD through their interaction with the organisation. The first such award was made in 2009 to Ms Mpho Letlape who in her capacity as Managing Director of Human Resources at ESKOM in 2001 funded the African AIDS training Partnership, a project designed to rapidly develop the skill of General Practitioners to prescribe AIDS treatment. Unlike other educational sponsors at that time Ms Letlape agreed to provide long-term (six year) funding, that included dedicated funding to support fundraising activities including funding for proposal writers and international fundraising trips. Ms Letlape was actively involved in the project over a number of years travelling internationally to help build a consortium of funders. As a result of this support FPD substantially expanding its scope of work in the AIDS field, raised in excess of 1 billion Rand in donor money for AIDS projects, become the world's largest physician trainer on AIDS having - to date - trained more than 18 000 doctors in 15 countries in Africa and a total of 68 000 health care professionals.

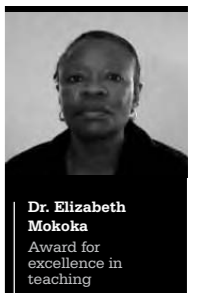


Ms Mpho Letlape
The FPD Alchemist Award

FPD Staff Awards

Award for excellence in teaching:

During 2009 FPD had over 600 teaching days during which close to 170 faculty were contracted. Each facilitator is evaluated by the students at the end of each training session. If a faculty's rating is less than 4 out of 5, he/she will be mentored, but if his/her rating doesn't improve, it is very unlikely that he/she will ever again facilitate any FPD training session. The ratings for all faculty who taught more than five courses during 2009 (FPD employees and external faculty) were compared to determine who the best faculty was. We are proud to announce that an FPD employee, Dr. Elizabeth Mokoka, was the best faculty with an average rating of 4.8 out of 5.



Dr. Elizabeth Mokoka
Award for excellence in teaching

Award for research excellence:

As an academic institution we are obliged to contribute to new knowledge through research. We are proud to announce that to date, FPD research outputs equates; 16 publications, 10 oral presentations and 26 poster presentations at conferences. In selecting the recipient of this award, all research outputs in 2009 to date were sent to an external evaluator - Dr Martie van der Walt at the Medical Research Council, who reviewed all research outputs and selected the best output. Dr van der Walt's selection of the top two research outputs were from the same person for:



Dr. Gustaaf Wolvaardt
Award for research excellence.

1. An article titled "AIDS Conferences: Do they serve a purpose" published in AIDS Leadership May 2009;
2. An oral conference presentation on the Application of Learning Style Preferences to Assessment Strategies.

The award for research was awarded to Dr. Gustaaf Wolvaardt.

Award for Excellence in community engagement:

All FPD staff were invited to nominate the staff member who they saw as the community engagement champion in FPD. Dr Nkhensani Nkhwashu was nominated as the best in this category for her vision to expand the Positive Life Project to Limpopo and Mpumalanga, where FPD currently has 40 545 patients on treatment.



The award for community engagement was awarded to Dr Nkhensani Nkhwashu.

Values award:

The six FPD values are integrity, innovation, freedom to challenge, service to society, respect and quality of service.

FPD staff members were invited to nominate a colleague who excelled in a specific value. Thereafter an election process took place. The recipient of this award was selected on specifically her commitment to integrity.



The values award was awarded to Ms Melany Manoharum.

External Awards

FPD was nominated for the 2010 Gates award for Global Health by AIDS Accountability International. This award was established by the Bill & Melinda Gates Foundation to reward and exemplify organizations which have developed processes for improving health, especially in resource poor settings, with measurable results. The Award recognizes past achievements and the promise of continuing activity and improvement.

Operational

The last three years will always be remembered at FPD as the expansion years:

- 2009 revenues increased by over 160.43% in the last two years;
- 2009 staff numbers increased to 1 073 by the end of 2009. This is a 962% increase in three years from 2006 (101 staff);
- The number of health care sites supported by FPD increased to over sixty sites spread over five provinces of the country: Gauteng, North West, Limpopo, Mpumalanga, and Eastern Cape.

Rapid growth, and especially the significant growth rates witnessed at FPD over the last two to three years, placed an enormous burden on operations departments to effectively support the business over a broadening geographical area through multiple donors and projects over numerous countries and currencies.

The restructuring of the finance, human resources, IT and facilities departments in 2007 paid handsome dividends over the last two years, allowing it to build the dedicated capacity and stabilise the operational systems required to respond rapidly and effectively to the changing needs of the organisation and its stakeholders.

Staff Development

FPD has always been an organisation that places high emphasis on promoting a performance driven culture. This has been achieved by actively recruiting highly talented individuals and building job descriptions around their unique skills and strengths. Internal promotion based on staff development has always been part of this culture. During 2008 FPD invested and supported substantial staff development. Support has ranged from supporting formal post graduate studies at masters level to conference

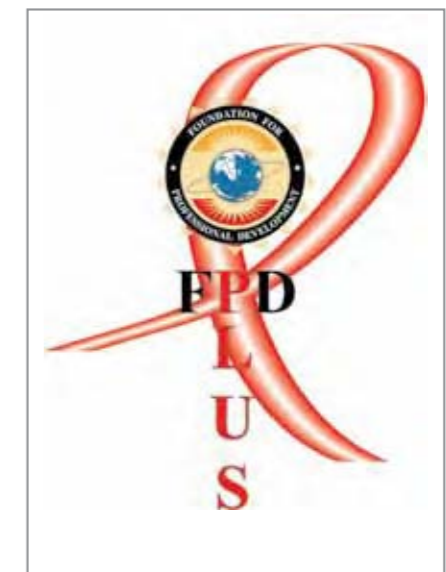
participation and short courses attendance. In total 525 staff members participated in educational activities. Emphasis was placed on developing managerial competence and 29 staff members were enrolled on management development programmes. Staff participation in educational activities stretched from senior management to support staff. Of the staff supported by FPD, 70% were from previously disadvantaged groups.

FPD Plus:

FPD Plus is an initiative of the FPD HIV Wellness Department that has been established to provide a safe “space” and forum for staff living with HIV, or affected by HIV. FPD Plus provides a platform to discuss issues that are relevant to living positively with HIV, pose questions related to HIV diagnosis, discuss issues related to the place of work and share strategies of dealing with HIV.

A confidential e-mail address (fpdplus@foundation.co.za) , moderated by a senior staff member living with HIV, has been created for sharing communication and information about living with HIV. FPD Plus also authors a “positive voices” section in the organisational newsletter and is exploring the possibility of setting up a positive speakers bureau that will train and support FPD Plus members to facilitate workplace programmes to the corporate world.

FPD Plus also developed an “I am” Campaign, in support of World AIDS Day. This campaign took the form of desk calendars and posters and are distributed to partners, donors, staff and clinics in the hope that stigma is reduced and to promote an environment of acceptance.



STRATEGIC PARTNERSHIPS

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

International

Aids Accountability International (AAI)

AIDS Accountability International (AAI) is an independent non-profit organisation working to accelerate progress in the response to the AIDS epidemic and to inspire bolder leadership and accountability. It aims to catalyse more rapid and effective action by assessing and raising awareness of the degree to which public, private and civil society actors are fulfilling the commitments they have made to respond to the epidemic. AAI is responsible for launching the first AIDS Accountability Country Scorecard, which aims to help evaluate and rate country responses to HIV/AIDS in relation to the UNGASS commitment.



For the first time, this information is presented in an aggregated, transparent and analytical fashion that allows stakeholders to compare responses on several key issues across countries. This flexible tool will be issued annually and will be developed and improved continuously as more and better data become available. In the coming year, AAI will continue to develop ratings of other actors and establish a rating centre in South Africa. Gustaaf Wolvaardt, Executive Director of FPD, is a board member of AAI.

» <http://aidsaccountability.org>

American International Health Alliances (AIHA)

The AIHA funds a twinning project that allows staff from FPD and the University of California, San Francisco (UCSF) to collaborate on academic exchange programmes. In this context three students from the UCSF visited FPD for three weeks in August



2008. The objective was for the students to experience trans-cultural nursing as part of their masters' programme and to support the needs assessment prior to the implementation of nurse case-management training. This was followed by pilot training in nurse case management, which took place in November 2008. The workshop was hugely successful and the course was run as a short course in 2009.

» www.aiha.com

Columbia University – ICAP

Columbia University Mailman School of Public Health's International Centre for AIDS Care and Treatment Programmes (ICAP) supports the development of high-quality HIV/AIDS care and treatment services in several resource-limited countries. ICAP provides assistance in a variety of ways, including technical assistance, management systems support, financial support, M&E, and training and mentoring. In South Africa, the overall objective is to increase patients' access to ART by supporting the DOH's HIV/AIDS Comprehensive Care and Treatment Programmes in Eastern Cape & KwaZulu-Natal. FPD collaborates with ICAP by employing clinicians to provide professional services in support of the development and implementation of a comprehensive HIV/AIDS care and treatment programme that will expand and enhance the current HIV/AIDS care and treatment capabilities of the provincial health departments in these provinces.



» www.columbia-icap.org

Hibernia

FPD and Hibernia have recently entered into an agreement to collaborate on developing and presenting online educational products for teachers.



International Organisation for Migration (IOM)

The International Organisation for Migration (IOM) is an inter-governmental agency committed to the principle that humane and orderly migration benefits migrants and society. It acts to assist in meeting the operational challenges of migration, advance understanding of migration issues, encourage social and economic development through migration, and uphold the human dignity and well being of migrants. The IOM is working with Africa Health Placements to facilitate the recruitment and placement of foreign health care professionals in the South African public health care sector.



» www.iom.int

Manchester Business School (MBS)

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, MBS invests in today's management the ideas and experience that will equip its graduates to become tomorrow's international elite. FPD and MBS have been collaborating since 1998 in offering an international management short course for health managers in South Africa.



» www.mbs.ac.uk

SAHCD

This programme has received a cost extension and will now run for four years, with the possibility of three other countries – Botswana, Malawi and Namibia – being included as service points.



Owing to the scarcity of skills, training will be extended beyond clinical courses to include management training. As a beginning point, two participants from Lesotho and Swaziland will be selected to attend the AHMP course in Nelspruit and Bloemfontein, respectively. Training on stigma and discrimination were added to the courses that were offered in Swaziland.

Mentorship training is continuing in Lesotho's public health sector.

» www.intrahealth.org

UNICEF

The UNICEF South Africa country office is implementing its third country programme in which it actively advocates for children, providing strategic institutional support to the country's development priorities. Its overall goal is to support the full realisation of the rights of children.



The FPD and UNICEF collaboration is rolling out a programme in support of the integrated PMTCT programme strategy of the National Department of Health through a number of interventions in Limpopo province. These interventions include training on PMTCT dual prophylaxis, clinical mentoring and referral linkages between ART and ANC sites in the province.

» www.unicef.org/southafrica

Global Medic Force

GMF (formerly ICEHA), is a not-for-profit organisation that engages healthcare professionals to rapidly transfer their expertise on HIV care and infectious diseases to colleagues in developing countries, using an innovative method of clinical mentoring. FPD and GMF have established their cooperation in 2008. Eight international mentors per annum, recruited by GMF, have been embedded for six week secondments into FPD supported rural clinics.



» www.volunteersforprosperity.gov

University of California, San Francisco (UCSF)

FPD and the Nursing School at UCSF (initiated a new collaborative project funded through the American International Health Alliance that focuses on developing and supporting a cadre of professional nurses who can provide mentoring and leadership to sustain the HIV nurse case-management model and to evaluate the impact of the case-management model on ART clinics. One of the objectives in the partnership is to strengthen the capacity of ART clinics supported by FPD to provide quality HIV care and treatment and to develop nurse case-manager training.



» www.ucsf.edu

Yale School of Epidemiology and Public Health

Founded in 1915, Yale's School of Public Health (www.yale.edu) is one of the oldest accredited schools of public health. In the 1960s 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 offer a jointly certified international management short course aimed at public sector managers.

Regional

Global Resources & Projects International (Ltd) Nigeria

FPD and Global Resources have been collaborating for three years on expanding FPD training courses into Western Africa. In Ghana specifically Global Resources has been assisting FPD in the rolling out of sponsored HIV and TB courses. They particularly target NGO's and Health Departments to sell FPD courses to them, and also assist in the marketing of FPD and the sourcing of training venues on behalf of FPD.



National

Aesthetic and Anti-aging Medicine Society of South Africa

AAMSSA is a scientific non-promotional society to regulate the scientific and legitimate practice of Aesthetic and Anti-aging medicine; they provide medico-legal support in conjunction with medico legal societies; and provide mutual support amongst members and improve relationships amongst the members and professional bodies. The AAMSSA strive to advance the growth, respectability and knowledge development in these fields of medicine in South Africa. The FPD and AAMSSA partnership is in the process of developing a Post Graduate Programme in Aesthetic



Medicine. This programme is designed to give participants advanced comprehension and skills so that they can manage and treat various pathological and non-pathological indications pertaining to aesthetics at a high level of competency and confidence.

» www.aestheticdoctors.co.za

Africa Online Scientific Information Systems (AOSIS)

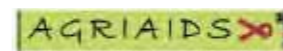
AOSIS is an information technology company founded in 1999 to address the need for online services to support continuing professional development (CPD) for the health professions. FPD and AOSIS have been working together for the past three years to provide CPD accredited courses via the internet to Health Professionals. FPD collaborates with Africa Online Scientific Information Systems: Learning for Africa (AOSIS) a digital educational provider that provides FPD with an internet platform for the delivery of FPD distance education.



» www.aosis.co.za

AgriAIDS

In May 2008 AgriAIDS and the FPD VCT Department embarked on a joint venture, testing farm owners and farm workers at two Brits farms. AgriAIDS strives to provide information dissemination and awareness raising among emerging farmers and commercial agriculture role-players, while FPD provides the counselling and testing. This programme has been expanded in 2009 due to the overwhelming interest.



» www.agriids.org

Ampath Laboratories

Ampath provides pathology related services to health care professionals and their patients. The cooperation between FPD and Ampath was established in 2004. Ampath supports the Infectious Diseases Unit as pathology partner, complementing



and strengthening the unit by bringing in a financial component, a national network of laboratories, and microbiological experts.

» www.ampath.co.za

Centre for the Study of AIDS

The University of Pretoria (UP) established the Centre for the Study of AIDS (CSA) in 1999 to mainstream the study of HIV and AIDS in all aspects of the university's core business activities. Its mission was to understand the complexities of the HIV/AIDS epidemic in South Africa and to develop effective ways of ensuring that all the students and staff of the university are prepared both professionally and personally to deal with HIV/AIDS as it unfolds in South African society. FPD and CSA have recently embarked on an extensive study to understand sexuality and sexual behaviour in the context of the HIV epidemic.



» www.csa.za.org

Centre for HIV/AIDS Networking (HIVAN) UKZN

HIVAN was created by the University of KwaZulu-Natal in 2001 to promote, conduct and build capacity for research that is responsive to and contributes to alleviating the circumstances of people living with and affected by HIV/AIDS. HIV-911 is a programme within HIVAN which specialises in maintaining and expanding a database of over 6 000 HIV-related service providers throughout the country. Through HIV-911, information can be obtained on HIV-related services and support in any area of the country. HIV-911 and FPD are developing a HIV-related service database and producing annual provincial print directories of all HIV service providers captured.



» www.hivan.org.za

City of Tshwane Metropolitan Municipality (CTMM)

The CTMM is the administrative capital of South Africa. It is located in the north and in the centre of the country - in the North West corner of Gauteng Province - and covers approximately 13% of the province. The City of Tshwane AIDS Unit is the driving force of the city's response to HIV/AIDS. The unit co-ordinates HIV/AIDS programmes and initiatives of the different sectors. FPD signed a Memorandum of Understanding (MOU) with the City of Tshwane to formalise a working relationship to support service providers and enable the community of Tshwane to access HIV/AIDS services through the development of service-mapping activities.



» www.tshwane.gov.za

Department of Health Eastern Cape

FPD closely cooperates with the Eastern Cape Department of Health in supporting ARV roll-out and TB/HIV care through the that'sit and Positive Life Projects. The that'sit project strengthens the provincial HIV/TB response in nine TB hospitals and surrounding feeder clinics by ensuring compliance with accreditation criteria for ART at all supported hospitals, supporting counselling and testing for TB patients, TB screening for HIV positive patients, a focus on infection control practices, clinical care, community outreach and patient education.



During 2009 all supported TB hospitals were accredited to provide ART and a number of new ARV clinics were established in the Eastern Cape through the Positive Life project. FPD also provides a variety of training programmes to the staff of this province. A unique pilot project to launch an integrated patient management system is currently being implemented in the Makana district of the Eastern Cape through the activities of that'sit.

» www.ecdoh.gov.za

Department of Health Western Cape

FPD closely cooperates with the Western Cape Department of Health with regard to developing provincial capacity through providing scholarships for both management and clinical training to provincial staff, supporting TB/HIV care through the that'sit Project. This project is currently supporting 67 clinics in the Eden district and has expanded to the adjacent Kannaland district with the support of four new municipalities with linked clinics. FPD also provides a variety of training programmes to the staff of this province.



» www.capegateway.gov.za

Dira Sengwe Conferences

This is one of FPD's oldest partnerships that has led to the very successful series of biannual national AIDS Conferences that has become one of the largest if not the largest National AIDS Conferences in the World attracting over 5 000 attendees. FPD provides the conference secretariate for these conferences.



Electronic Doctor Interactive (E-Doc)

FPD, E-Doc and Media-One Publishing Group collaborates on the African Nursing Practice Review Journal which is geared towards the improvement of nursing practice in underserved regions and targets all practicing professional nurses. The Journal focuses on issues that impact on nursing care delivery and features of best practice models of clinical care and patient management and other research that is applicable to the delivery of patient care.



» www.edoc.co.za

Family Health Options Kenya

Family Health Options Kenya (FHOK) and the FPD have partnered in developing, compiling and delivering FPD programmes in Kenya. FHOK brings to the partnership a number of benefits some of which include marketing of FPD programmes, accreditation of programmes, and assistance on customizing programmes for the Kenya health care industry.



Gauteng Provincial Health Department

FPD has a long-standing relationship with the Gauteng Provincial Health Department around the Positive Health Project that has been supporting ART sites in this province since 2004. FPD also provides a variety of training programmes to the staff of this province.



» www.health.gpg.gov.za

Gauteng Provincial Education Department (Tshwane North Region)

Tshwane North Department of Education and the FPD VCT Department started collaborating in 2008, providing counselling and testing at Tshwane North primary and high schools. The testing days at primary schools take the form of a learner/parent day, where parents get tested with their children. Three training sessions for school teachers were held, resulting in teachers showing a high interest in HIV/AIDS and coming forward to test. The VCT days are held with as much involvement as possible from the communities, including community leaders, government departments and local businesses



» www.ais.up.ac.za

Health Science Academy (HSA)

Health Science Academy is an accredited provider of education and training in the South African health sector, with the purpose of providing a comprehensive range of educational products and research that are tailor made to the needs of the pharmaceutical sector. HSA has extensive experience in the private training and education market and focuses on Adult Education and Training. FPD and HSA jointly offer a dispensing course for healthcare professionals.



» www.hsa.co.za

Higher Education HIV/AIDS Programme (HEAIDS)

The HEAIDS programme was first launched in 2000/2001 as a partnership between the Department of Education (DoE), the South African Universities Vice-Chancellors Association (SAUVCA) and the Committee of Technikon Principals (CTP). This comprehensive higher education response to HIV/AIDS will comprise two dimensions. The first dimension is directed at maintaining the institution's ability to continue functioning, thereby preventing HIV/AIDS from undermining its potential to operate and deliver mandated services. The second dimension is the institution's core functions of teaching, training, research, community engagement and service. A formal MOU was established between FPD and HEAIDS at the end of 2007 up to November 2009 according to which the two organisations agreed to work together to promote access to FPD AIDS-related courses for staff from higher education institutions at no cost.



» www.heaid.org.za

Hospice Palliative Care Association (HPCA)

Since its inception HPCA has adopted a collaborative approach in working with other community organisations and government structures. This commitment to working together with others with whom they share a common goal by sharing expertise and resources has been incorporated into the current strategic plan.



FPD and HPCA have been in partnership since 2008. This collaboration's aim is based on training of professional nurses to become palliative care specialist through a one year Palliative Care course.

Lesbian, Gay, Bisexual, Transgender (LGBT) Well-Being - OUT

OUT LGBT Well Being is 15 years old and one of the leading Lesbian, Gay, Bisexual and Transgender groups in South Africa. OUT has been instrumental in securing same sex marriage, starting the first dedicated community centre in Gauteng, doing the first quantitative study on experiences of LGBT people, and starting the first LGBT clinic in Gauteng.



The partnership between FPD and OUT specifically looks at strengthening Voluntary Counselling and Testing (VCT) activities and providing HIV Wellness services to members of the LGBT community OUTs Prism Community Centre. There are also plans underway to integrate LGBT issues into FPD training courses, with a special emphasis to address the needs of the men who have sex with men (MSM) community. OUT is proud of its HIV work as it addresses researched- identified needs with solid programme design and management

Limpopo Provincial Health Department

The Positive Life Project has provided support to ART clinics in this province since 2007. FPD also provides a variety of training programmes to the staff of this province.



» www.norprov-health.co.za

MapIT

MapIT, together with shareholder Tele Atlas, is at the forefront of digital mapping in Southern Africa, powering the next generation of spatially-enabled technologies. Partnering with the Compass Project, MapIT provides software and technical support to assist in the geocoding and map production of HIV/AIDS service providers nationally.



» www.mapit.co.za

Medical Research Council (MRC)

The Medical Research Council is a South African statutory body with the mission to improve the nation's health and quality of life through promoting and conducting relevant and responsive health research. The MRC has structured its research into six national programmes according to high-priority areas identified by government and in keeping with international trends. Further focus areas have also been identified within each national programme and have resulted in several lead programmes in the areas of telemedicine; crime, violence and injury; and TB and malaria. Focus on these specific areas provides the basis for the MRC's resource allocation and allows for competitiveness and innovation, essential to leadership in research. FPD and the MRC collaborate in training and treatment related to TB. In 2009, the project was expanded with the development and implementation of SmartCare, an electronic patient management system in the Eastern Cape.



» www.mrc.ac.za

Medicines Information Centre (MIC)

The Medicines Information Centre (MIC) is a unit situated within the Division of Clinical Pharmacology, Department of Medicine, at the University of Cape Town's Faculty of Health Sciences. The centre was established in 1980 and forms part of a World Health Organization collaborating centre. The MIC is dedicated to providing unbiased, up-to-date and well-researched drug-related information in consultation with a multidisciplinary healthcare team. FPD funds the provision of a toll-free call centre to advise health care professionals on aspects of AIDS treatment.



FPD and the MIC collaborate on the National HIV Health Care Worker Hotline. This is a HIV/AIDS call centre, which constitutes a unit within the Faculty of Health Sciences at the University of Cape Town, whose primary purpose is to promote, conduct, and build capacity for mentorship that is responsive to, and contributes to alleviating the circumstances of people living with and affected by HIV/AIDS, which strives to enhance the quality of HIV/AIDS prevention, care and treatment in both the formal and informal public health systems.. It's priority is to mentor and implement practical efforts to address the HIV/AIDS epidemic in the country.

» www.mic.uct.ac.za

Mpumalanga Provincial Department of Health

The Positive Life Project provides support to ART clinics in this province since 2007. FPD also provides a variety of training programmes to the staff of this province.



» www.mpumalanga.gov.za

North West Provincial Health Department

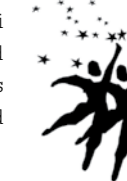
Various FPD projects are involved in public-private-initiatives in North West. These include the Positive Health Project, The that'sit Programme, and the FPD/AIHA Twinning Centre. FPD also provides a variety of training programmes to the staff of this province.



» www.nwhealth.gov.za

Nkomazi Development Partnership

A new partnership with the Nkomazi Development Partnership has been launched by that'sit to support TB integrated activities in the border area of Komatipoort and Malelane.



Participate Empower and Navigate - PEN

PEN is a non-profitable non-denominational Faith Based Organisation. PEN works in close relation with local churches in and around Tshwane and in the inner city, as well as other organizations working with people in need. PEN operates the Sediba Hope Clinic which serves the community of the inner city. FPD decided to formalise the partnership between FPD and PEN by subcontracting PEN to run and implement an HIV Wellness Programme. The partnership aims to improve the quality of life of people visiting Sediba Hope by strengthening services in the following areas; medical health services to improve the physical health of PLHIV; provision of psycho-social support; and positive prevention activities of PLHIV.



South African Academy of Family Practice (SAAFP)

The South African Academy of Family Practice (SAAFP) delivers quality education that empowers doctors to provide appropriate health care to individuals, families and communities so that people may make an effective and creative contribution to the nation. SAAFP is the largest academic and only national organisation dedicated to the ongoing education and professional development of general/family practitioners. The academy's focus and vision has been for more than 20 years on the development of the discipline of family/general practice. African Health Placements is a joint FPD SAAFP project.



» www.saaafp.org

Southern African HIV Clinicians Society (SAHCS)

The Southern African HIV Clinicians Society is a special interest group of the South African Medical Association with more than 12 000 members drawn from clinicians and medical scientists dedicated to responding to the challenge of HIV/AIDS. The strategic alliance between FPD and SAHCS dates from 2001, when the two organisations introduced the HIV Clinical Management Course. FPD also enrolls students as SAHCS members as part of the FPD alumni programme. SAHCS also organises the skills building programme at a number of conferences that FPD organises.



» www.sahivcliniciansociety.org

South African Institute of Health Care Managers (SAIHCM)

For a number of years health managers working in both the public and the private health sectors have determined that South Africa has an urgent need for an institute of health care managers. The structure of the institute is based on best practice, as identified in other international models,



but has been adopted to meet South Africa's specific needs in the field. The institute aims to be a centre of excellence to advocate for the interest of consumers of health services in South Africa and for its members. The commitment will be demonstrated through the efforts to enhance the status and qualifications of health care managers within the framework of the SA Qualification Framework. FPD and SAIHCM collaborate on providing an alumni support service for graduates of FPD management training programmes.

» www.saihcm.co.za

South African Malaria Initiative

FPD through its Infectious Diseases Unit forms part of the South African Malaria Initiative. This collaborative initiative established by the South African Department of Science and Technology brings together South African academic and research institutions involved in malaria research through a virtual model for the purpose of collaborative research on malaria. Research is conducted in the fields of new diagnostics, new drug development and vector control.



» www.acgt.co.za

Tshwane Leadership Foundation

The Tshwane Leadership Foundation (TLF) is working with churches and communities for urban transformation. Growing from the work of Pretoria Community Ministries, the TLF was created in 2003 to strengthen the unfolding inner city movement of churches, communities and programmes with capacity that carry out resource development, advocacy and policy work, communication and marketing, and spiritual nurture. It also wants to play an intermediary and/or supportive role to initiatives in other parts of the City of Tshwane.



FPD and TLF have been working together on a number of issues ranging from providing of AIDS treatment services to the inner-city community to developing the organisational capacity of TLF and some of its FBO partners.

» www.tlf.org.za

University of Pretoria (UP)

The University of Pretoria was established as an independent university in 1930. With approximately 40,000 enrolled students, the university is a leader in higher education and is recognised internationally for academic excellence and a focus on quality. Collaboration between FPD and UP takes place around the Infectious Diseases Unit, the campus ART Clinic, VCT campaigns for students and ART clinics at two of the university's teaching hospitals (Steve Biko Academic Hospital and Kalafong Hospital). In 2007 this collaboration expanded to include collaboration with the FPD Compass Project around epidemiological estimations of AIDS service needs.



» www.up.ac.za

Sponsors And Donors

Institutional Sponsors

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



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.



Sponsors



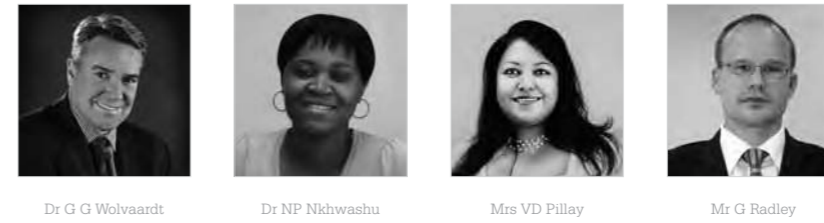
Project Sponsors

Project sponsors provide funding for specific FPD projects.



THE PEOPLE AT FPD

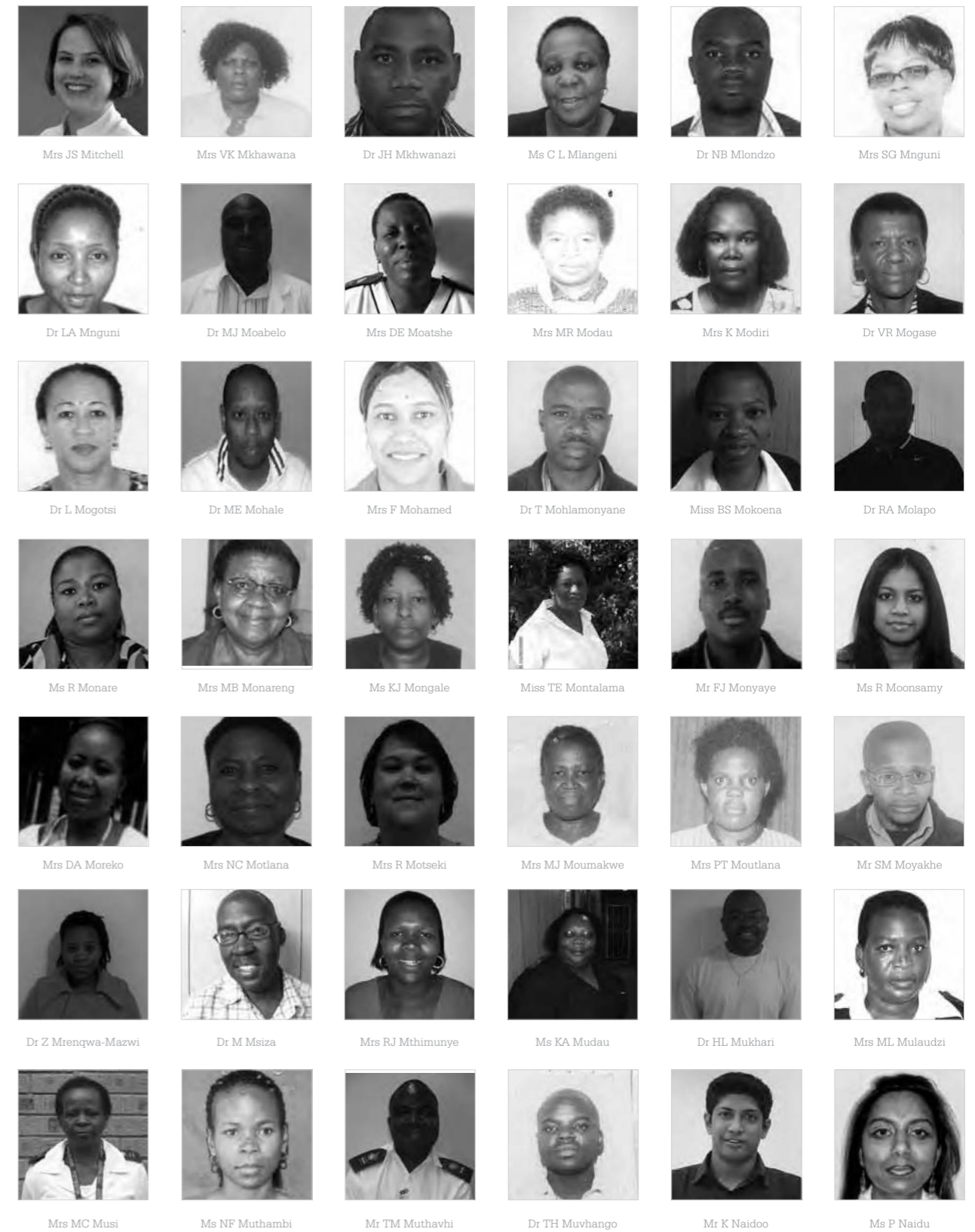
Top & Senior Management



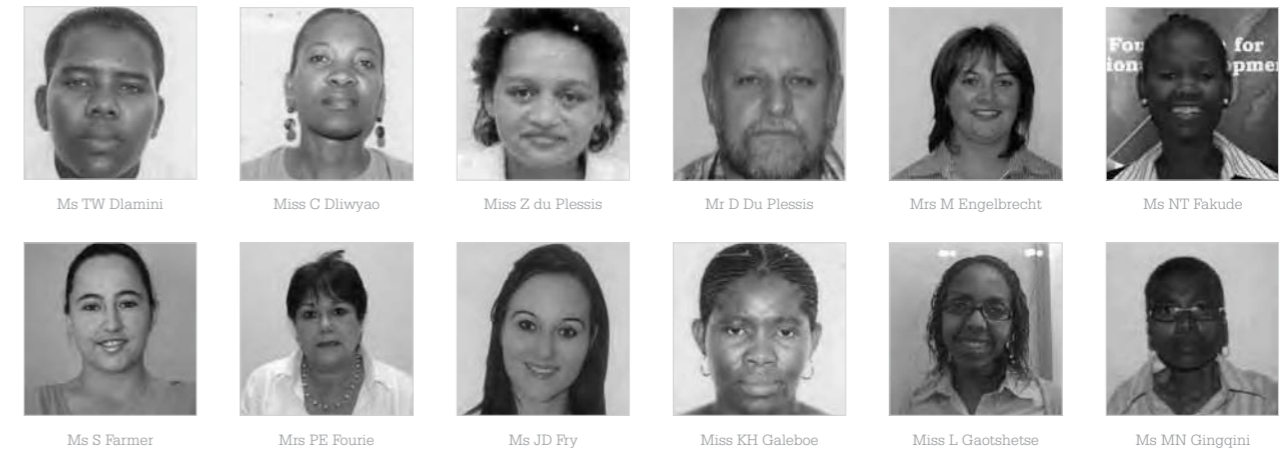
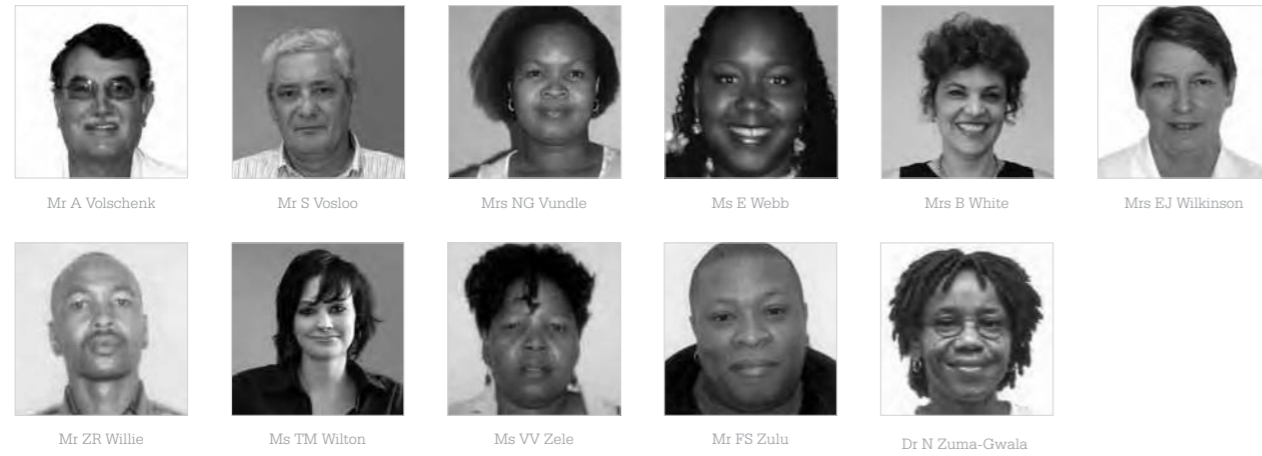
Middle Management & Experienced Specialists











Junior Management & Skilled Technical / Academically Qualified Staff







Administrative & Support Staff

















RESIGNATIONS 2009

Phumla Ally	5/31/09	John Khoza	12/24/09
David Areias	9/7/09	Pascal Kiabilua	1/31/09
Dzunisani Baloyi	1/31/09	Agnes Koloji	1/2/09
Masase Beke	4/30/09	Tahira Kootbodien	9/21/09
Juanita Brown	10/16/09	Juneah Kruger	9/9/09
Lackson Buthelezi	9/30/09	Abram Kubu	5/4/09
Elmie Castleman	31-May-09	Boitumelo Lelaka	4/14/09
Isaac Chauke	8/31/09	Pumla Letswalo	7/31/09
Lungi Daniso	10/31/09	Gerhard Lombard	7/31/09
Mashudu Denga	1/31/09	Tsakani Mabasa	10/31/09
Cecilia Dichaba	9/30/09	Christina Mabuse	6/30/09
Michael Edmeston	2/6/09	Sinclair Machiu	3/11/09
Shabbir Fajandar	7/31/09	Rita Macuacua	3/27/09
Sirous Farhangpour	6/30/09	Alles Madalane	3/1/09
Pat Francis	10/31/09	Francina Madibane	8/31/09
Veli Gqamane	3/20/09	Papi Maetisa	4/30/09
Pretty Hela	9/30/09	Thuli Magasela	11/27/09
Welcome Hlongwane	1/13/09	Ansuyah Maharaj	11/30/09
Tracy Hughes	9/4/09	Pinky Mahlangu	6/15/09
Pauline Human	9/30/09	Solomon Mahlangu	11/30/09
Chris Jansen Van Vuuren	7/3/09	Mmaleshane Maitshufi	6/30/09
Gladys Jiane	9/30/09	Icos Makondo	7/29/09
Anita Jonas	8/31/09	Basani Makumbila	1/31/09
Agnes Kabini	3/1/09	Neli Maleka	4/6/09
Axole Kameli	5/14/09	Salome Malowa	3/1/09
Timo Kawuli	4/30/09	Enos Maluleke	4/30/09
Kenneth Kekana	4/8/09	Tshego Manthata	4/6/09
Thuso Kewana	9/30/09	Queen Manyekwane	7/3/09
Selina Kgafela	7/3/09	Glenda Martins	7/17/09
Joseph Kgosana	4/30/09	Pumza Maseti	3/1/09
Khensy Khosa	1/31/09	Maureen Masha	1/31/09

Lima Mashamba	11/10/09
Merriam Matjila	4/30/09
Esther Matlala	9/30/09
Jenny Matthee	9/30/09
Ralph Mawarire	9/30/09
Nosipho Mazoko	10/23/09
Mpumi Mevana	11/30/09
Clarence Mini	3/31/09
Michael Miya	2/28/09
Sydney Mkhabela	11/9/09
David Mkhaliphi	12/11/09
Elizabeth Mnisi	9/30/09
Lecia Moatlhodi	8/31/09
Levia Mogajane	10/2/09
Kgomotso Mogotsi	9/30/09
Cynthia Mokgoko	6/30/09
Elizabeth Mokoka	30/11/09
Julia Molema	8/20/09
Neermala Moodley	5/31/09
Buti Moremi	7/31/09
Nomsa Moseki	4/30/09
Tlalane Mosisili	3/31/09
Tshidi Mosweu	1/31/09
Strike Motloutsi	7/15/09
Kholekile Motsa	1/31/09
Thabitha Motsatsi	2/6/09
Norman Motshweni	9/30/09
Priscilla Moutloatse	9/30/09
Zimkaiitha Mphathi	6/30/09
Gugu Mthembi	3/31/09
Nonhlanhla Mthimunya	8/31/09
Christy Mulinder	2/28/09
Evasen Naidoo	8/14/09
Magda Naude	1/31/09
Grace Ncenyane	9/30/09
Bongiwe Ndimande	5/31/09
Thuli Ndlovu	9/28/09
Lindelwa Ndzombane	5/31/09
Mulalo Nesengani	4/30/09
Lesego Ngale	6/30/09
Siziwe Ngcwabe	7/31/09
Fanelwa Ngece	1/12/09
Linnah Ngwenya	8/31/09
Cynthia Nobatyi	3/31/09
Puleng Nokaneng	7/31/09
Gladys Nonyana	2/8/09
Lerato Nonyane	10/31/09

Josephine Ntuli	9/17/09
Phindile Nxumalo	9/30/09
Lerato Nyakale	8/31/09
Oriah Phahlane	11/10/09
Yvert Phitlhela	6/30/09
Simon Prusente	4/30/09
Mbeko Qabalaza	7/5/09
Moses Radipabe	3/31/09
Maerangiz Rahmani	1/15/09
Lintle Rakgokong	1/14/09
Iselda Rautenbach	5/31/09
Lorraine Rikhotso	1/31/09
Lizzie Sakala	9/30/09
Virginia Sathekgo	3/12/09
Tebogo Sekgothe	6/30/09
Busisiwe Seleka	9/30/09
Constance Selukela	7/31/09
Regina Seopela	1/15/09
Tebogo Sethusa	6/30/09
Molapane Shabangu	5/24/09
Rejoice Shishavele	8/7/09
Violet Shoko	3/13/09
Maria Shole	3/1/09
Anthony Sibuyi	7/31/09
Lizzy Sithole	8/31/09
Neo Sithole	8/30/09
Jean Slabbert	9/30/09
Anton Stoltz	30/10/09
Marianne Sydow	4/30/09
Thabo Taukobong	1/31/09
Tjadi Tebeila	1/12/09
Asnath Thobejane	7/22/09
Allan Thomas	15/12/09
Joep Toebosch	9/30/09
Lubabalo Tshaka	7/9/09
Lufuno Tshikosi	9/30/09
Ndumiso Tshuma	9/30/09
Florina Tsolo	10/29/09
Wilna Van Der Walt	3/31/09
Mari Venter	1/31/09
Helen Ward	3/31/09
Elroy Windvogel	7/31/09
Sibo Zigana	8/14/09

ENQUIRIES

FPD HEAD OFFICE

Postal address
P.O. Box 75324
Lynnwoodridge
0040

Physical address
East Block
Struland Office Park
173 Mary Street
The Willows, Pretoria
0184

General

When dialling from outside of South Africa the international dialling code for calling South Africa is +27.
For calls within South Africa please replace +27 with (0) followed by the number.

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