

2003 SHAPING HEALTH CARE THROUGH EDUCATION AND RESEARCH



**FPD**

**ANNUAL REPORT**  
**2 0 0 3**

**FOUNDATION FOR PROFESSIONAL DEVELOPMENT**





Message from the

## EXECUTIVE DIRECTOR

The year 2003 was one of the most exciting and rewarding years that the Foundation for Professional Development (FPD) has experienced since it opened its doors to the first students in 1998. From a modest beginning with 72 students in 1998 participation in courses rocketed to 7502 students enrolling during 2003.

The Foundation also further expanded its sphere of influence by increasing training activities in Southern Africa, specifically in Kenya, Zambia, Lesotho and Swaziland in the past year.

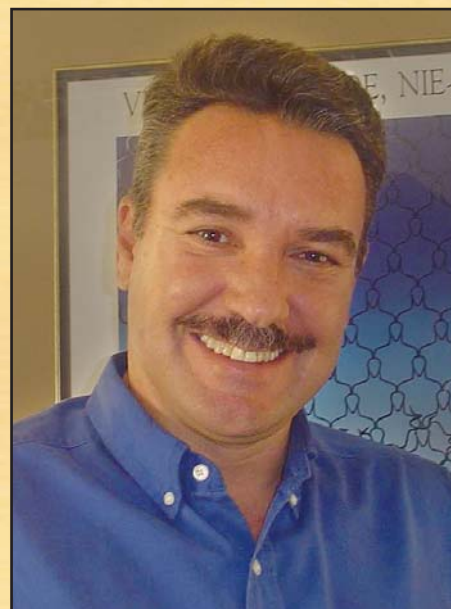
Good progress was also made in expanding the role of the FPD in the provision of formal higher education qualifications when it achieved interim registration as a Private Institution of Higher Education in 2003. The FPD at present offers two courses which are registered with the Department of Higher Education namely:

- The Diploma in Advanced Health Management.
- The Certificate in Practice Management.

Academic institutions are currently required to undergo formalised external quality assurance reviews. In this context the FPD has been assessed by the Services Sectorial Education and Training Authority (Services SETA) and was judged to be an institution that meets all the requirements.

In pursuit of our mission to shape health care through education and research, the FPD has recently established a Research, Compliance and Consultancy Department to spearhead the FPD research activities.

Since its conception HIV / AIDS has been a signature initiative of the organization. This has meant that HIV / AIDS related activities are entrenched in all of the



FPD focus areas. Our commitment to this signature area received a major boost through the establishing of the African AIDS Training Partnerships (AATP), which is a joint initiative between the FPD, The Southern African HIV Clinicians Society and Eskom. This initiative was established to increase the capacity of health care professionals substantially, and through the process to provide care to people living with HIV / AIDS.

The AATP created a sustainable funding strategy and implementation model to drive rapid, effective and appropriate capacity development on HIV / AIDS issues. The AATP is currently the world's largest capacity development initiative of its kind. The AATP aims to train 60 000 healthcare professionals by 2008.

As a self-funding institution the FPD pays careful attention to its financial circumstances and I am pleased to report that 2003 was a very successful year financially. The support of a number of sponsors and donors allowed us to offer the largest number of educational scholarships ever.

In conclusion, I wish to express my gratitude to the FPD Board of Directors, the management team and staff for their visionary leadership and sterling work during the past year. Their commitment has allowed the FPD to become one of the largest private providers of education for qualified health care professionals.

**Dr. Gustaaf Wolvaardt**  
**MBChB, MMed (Int) FCP (SA) AMP (MBS)**  
**Executive Director**



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## Mission, Vision, Values and Strategic Direction

### Mission Statement

To shape health care through education and research.

### Vision

To improve healthcare in Africa through ensuring well skilled health care professionals and managers, who will be able to deliver a healthcare service to the public that is affordable, evidence based and congruent with international best practice. The vision statement acknowledges that the unique strength of the FPD lies in its health care sector focus and that expansion opportunities will be predominantly in this sector, including opportunities outside of South Africa.

### Values

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

**Human rights:**

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

**Excellence:**

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

**Efficiency:**

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

**Relevance and Responsiveness:**

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

### Strategy Direction

To be one of the most influential educational institution in the health care sector.





## Background



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

### **FPD focuses on the following areas -**

- Providing health sector specific management and leadership development
- Developing the clinical skills of health professionals
- Organising conferences on health related subjects
- Research and consultancy

**The FPD is based on a virtual business model and uses strategic alliances with established academic institutions to increase its access to state of the art training programmes. Currently such alliances exist with -**

- Yale School of Epidemiology and Public Health
- University of Free State Business School
- University of Pretoria
- JHPIEGO an affiliate of Johns Hopkins University (USA)

Where appropriate the FPD also works closely with professional associations and special interest groups.

## Accreditation, Registration and Affiliation

FPD was provisionally registered by the South African Department of Education as a private higher education institution to offer the Certificate in Practice Management and the Diploma in Advanced Health Care Management for the period 1 January 2003 to 31 December 2004. (Registration Certificate number 02HB13). An application for permanent registration was submitted in April 2004.

Apart from the above two accredited qualifications, the FPD specialises in clinical and health care management short courses for health care professionals. The majority of these programmes slot into existing quality accreditation mechanisms such as the Continued Professional Development Programme of the Health Professionals Council of South Africa and the Skills Education and Training Authority.

## FPD Code of Conduct

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

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

## Student Support Services

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

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



## Governance, Management and Quality Assurance Structures

### FPD Board of Directors

Chairperson	-	<i>Prof. Andries Stulting</i>	- MBChB; M.Med; FRCOphth; FCS(Ophth)(SA); FACS, FICS
Executive Director	-	<i>Dr Gustaaf Wolvaardt</i>	- MBChB; M.Med(Int); FCP(SA); AMP (MBS)
Director	-	<i>Dr Kgosietsile Letlape</i>	- MBChB, FRCS(Oph)(Ed), FCS(Ophth)(SA), FRCO PHTH(UK)
Director	-	<i>Mr Douw van der Walt</i>	- B.Com; CAIB(SA); MBL; AEP (UNISA)

The role of the FPD Board of Directors is modelled as closely as possible on the King II Report and Recommendations on Corporate Governance.

### Company Secretary

Company Secretary	-	<i>Mrs Alet Bosman</i>	- B.Com (Fin Man); HED; B. Com Hons (Acc)
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### FPD Executive Management Team

Executive Director	-	<i>Dr Gustaaf Wolvaardt</i>	- MBChB; M.Med (Int); FCP (SA); AMP (MBS)
Director: Teaching Programmes	-	<i>Mrs. Marie de Wet</i>	- BA Communication
Director: Academic Programme Development	-	<i>Ms. Elmie Castleman</i>	- B.Cur; DNE; RN; RM; RCHN; RPN; RNE; Cert O&M
Director: New Business Development & Marketing	-	<i>Mrs. Veena Pillay</i>	- Cert Man; Dip Man
Director: Research, Compliance and Consulting	-	<i>Ms. Elsabe Klinck</i>	- B.Lur; LL.B; BA Hons
Director: Nursing Leadership Programme (as at March 2004)	-	<i>Mrs Kathy Dennill</i>	-RN, RHM, RT, CHN, Bcur (Hons), Cert in PH
Accountant and Information Officer	-	<i>Mrs. Alet Bosman</i>	- B.Com (Fin Man); HED; B. Com Hons (Acc)





Two quality assurance committees oversee all quality related aspects of the courses registered with the Department of Higher Education.

### Advisory committee: Diploma in Advanced Health Management

**Chairperson:** *Prof. Andries Stulling* - MBChB; M. Med; FRCOphth; FCS (SA) (Ophth); FACS, FICS  
Representing the Alumni AMP and Academic sector

NAME	OCCUPATION & EXPERIENCE	QUALIFICATION
Dr. Gustaaf Wolvaardt	Executive Director	MBChB; M. Med (Int); FCP (SA); AMP (MBS)
Dr. Kgosietsile Letlape	Representing the Health Care Industry (Clinical Sector)	MBChB, FRCS (OpH)(Ed), FCS (Ophth) (SA), FRCO PHTH (UK)
Mr. Douw Van der Walt	Representing the Business Sector	B.Comm; CAIB (SA); MBL; AEP (UNISA)
Mr. Ian Parker	Representing the Alumni AMP and Industry (Pharmaceutical Sector)	B. Comm, AMP
Mrs. Marie de Wet	Director Teaching Programme	BA Communication
Ms. Elmie Castleman	Director: Academic Programme Development	B.Cur; DNE; RN; RM; RCHN; RPN; RNE; Cert O&M

### Advisory committee: CPM

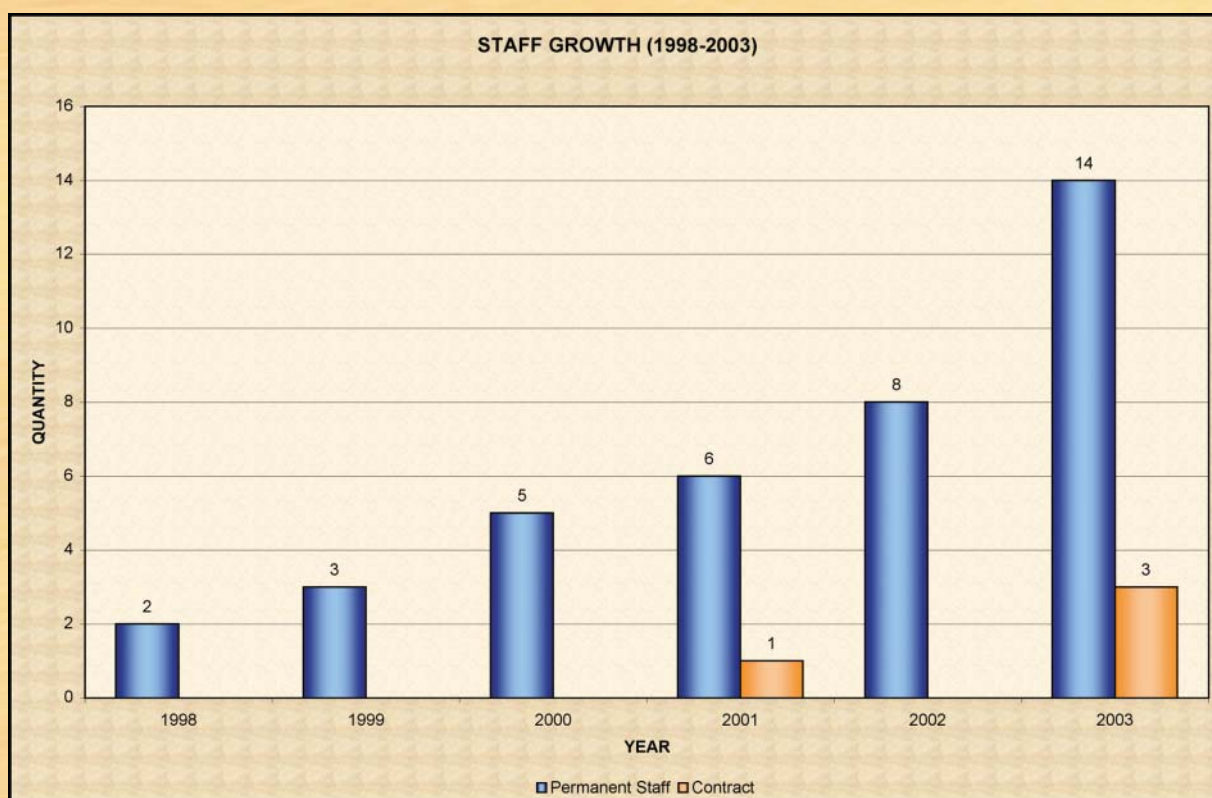
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Mrs. Marie de Wet	Director Teaching Programme	BA Communication
Ms. Elmie Castleman	Director: Academic Programme Development	B.Cur; DNE; RN; RM; RCHN; RPN; RNE; Cert O&M



## Permanent staff

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



The permanent staff of the FPD is organised into the following departments -

- Academic Programme Development Department
- Teaching Programme Department
- Research, Compliance and Consultancy Department
- Marketing and New Business Development Department
- Conference Services Department



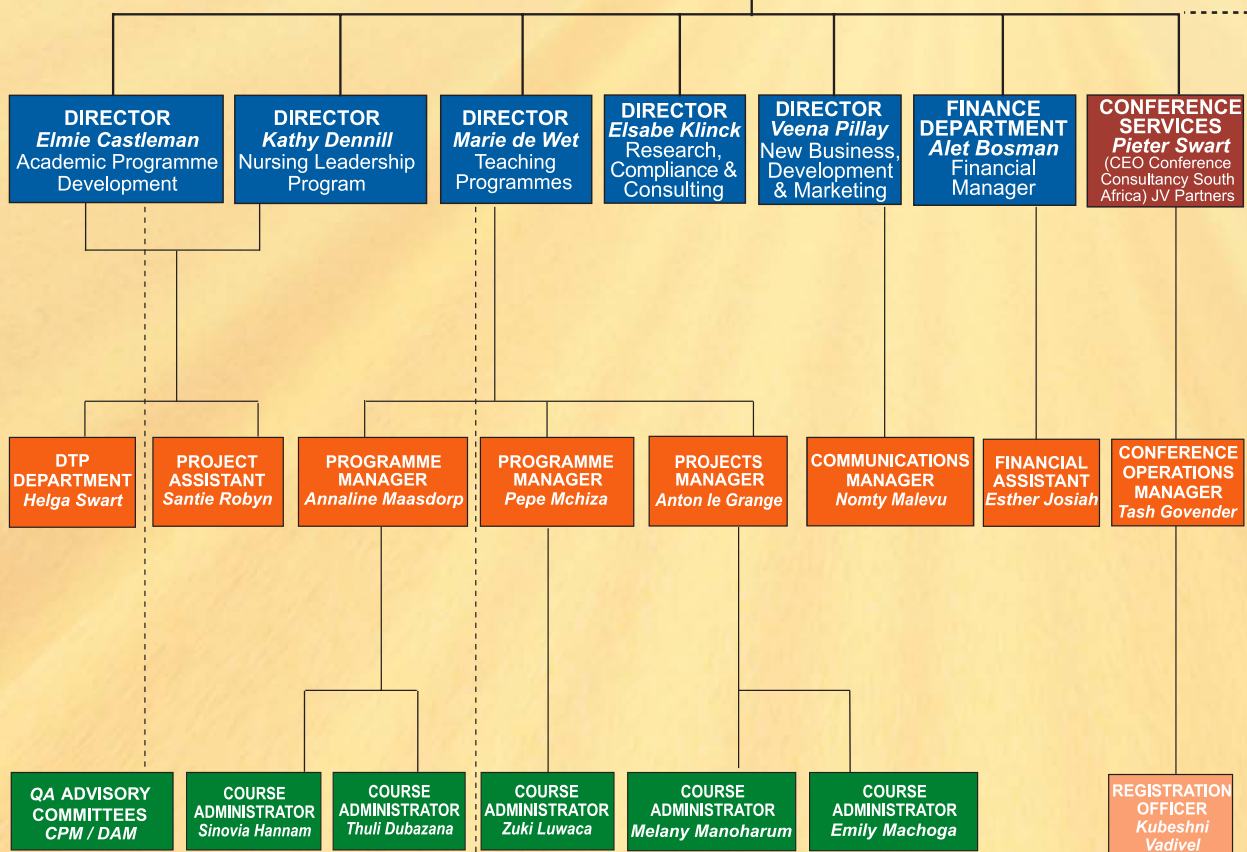
# Academic Management Structure



## Board of Directors

**Executive Director**  
*Gustaaf Wolvaardt*

**Office Manager**  
*Rethabile Monare*



FACULTY	
DEVELOPMENT Development, Review & Quality Assurance of Study Material	TEACHING AND ASSESSMENT
50+ Academics and Consultants	Clinical Courses 100+ Academics and Clinical Consultants
	Management Courses 75+ Academics and Management Consultants

**INTERNSHIPS:**  
Master Students  
USAYale MPH Programme 2004

IT: Advanced Computer Dynamics
Venues: Venue Finders
Website: E-Doc
Editing: National DTP
Printing: Studio 136

### Strategic Academic Partnerships

University of Pretoria: Medical Faculty  
University of Free State: Business School  
Yale School of Epidemiology and Public Health (USA)  
JHPIEGO (Johns Hopkins University)



## Departments and their activities in 2003

### 6.1 Academic Programme Development Department

**Elmie Castleman**  
Director of Academic Programme  
Development Department



The role of this Department is to develop cutting edge, needs orientated academic programmes for health care professionals in the clinical and management domains within the regulatory requirements of the CHE, SAQA and the HPCSA. These academic programmes are designed to be needs orientated, outcome-based and are updated on a regular basis. The department also oversees all aspects relating to the accreditation of the FPD, with various accrediting bodies, as an educational provider.

#### Products developed during 2003

##### Clinical management Courses

- Cardiovascular Diseases
- Irritable Bowel Syndrome
- Practice Pathology
- Anesthesiology Refresher
- Severe Sepsis
- Tuberculosis

##### Distance Education Courses

- Dispensing
- Incontinence Management

#### Highlights of the year 2003

- Successful accreditation of the FPD with the Services SETA
- Provisional accreditation of the FPD as a Private Higher Education Institute

The number of courses offered by the FPD has increased from 1 in 1998 to 40 in 2003.





## 6.2 Teaching Programme Department



Teaching  
Programme  
Department

Marie De Wet  
Director of Teaching  
Programme Department



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

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

programmes for Stryker, AstraZeneca and the Department of Health's AIDS and TB Managers

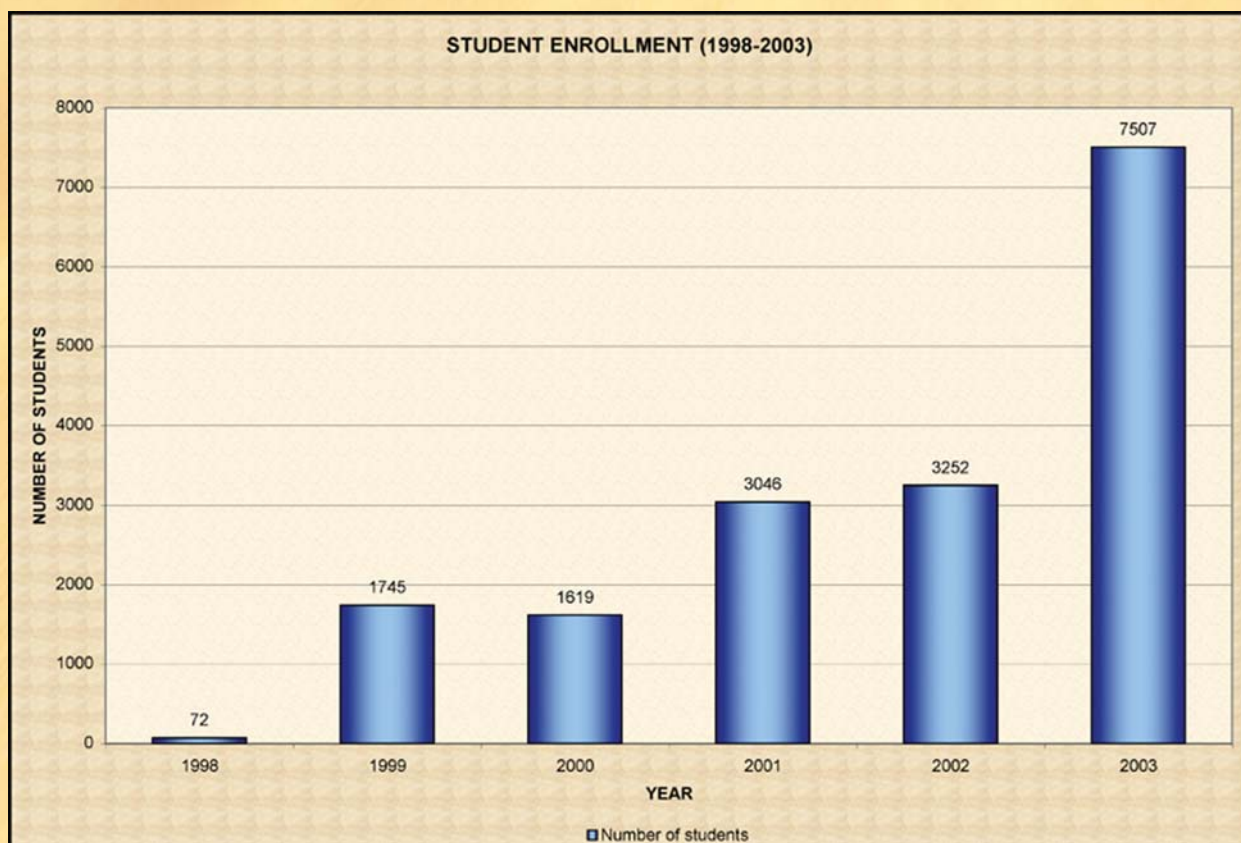
- Administrated the registration of a massive increase in student numbers from 3252 in 2002 to 7507 in 2003. This included managing the enrolment of 2865 doctors for the Dispensing Course over a 3-month period.

### Highlights of the year 2003

- Trained 1507 Health Care Professionals on the Clinical Management of HIV / AIDS in all nine South African provinces
- Launched the first Diploma in Advanced Management in collaboration with Yale University
- Administered several in-house management training

Participants enrolled in FPD Courses have increased rapidly since 1998 and by the end of December 2003 a total of 17 241 health care professionals and managers had enrolled for a FPD course.

The number of students increased rapidly from 2002 to 2003 to bring the total number of enrolment to 17241.





## 6.3 Research, Compliance and Consulting Department

**Elsabé Klinck**  
*Director of Research, Compliance  
 and Consulting Department*



The role of this Department is to manage the research output of all FPD Departments. The department also undertakes operational research on clinical practice such as patient choice, behaviour and funding. Research reports are published in journals or as academic papers or posters. The results of the research undertaken are also incorporated in FPD course updates.

During 2003 the FPD and its staff was actively involved in a number of academic projects which includes research, academic / research liaison and academic involvement with other higher educational institutions and publications.

Review. The head of the Department also contributed chapters to the book "Social Security. A legal analysis".

### Highlights of the year 2003

- **Research projects**

- Monitoring and evaluation of the HIV clinical management course (data collected includes clinical practice measured as baseline and one and three months after the training, number of patients seen with HIV and aspects addressed during counselling)
- Medical funding (aims to measure and quantify prevalence of certain complaints often raised by Healthcare Professionals concerning funding of health care and impact on their practices)
- An in-house survey has been conducted for a pharmaceutical company to measure the most pertinent issues that doctors raise with representatives and secondly, whether the representatives are equipped to deal with the issues thus raised. A full report was submitted to the top management of the pharmaceutical company which lead to various interventions being taken, resulting in additional revenue for the FPD.

- **FPD established a formal research agreement with JHPIEGO, an affiliate of Johns Hopkins Hospital in the USA.**

- **Publications**

The Department provided regular articles for publishing in the SA Journal of HIV Medicine and the Paediatric

- **Conference participation**

During 2003, three FPD staff members contributed to the South African AIDS Conference as speakers and in a poster presentation. Presentations were also made at the Paediatric Round Table and the Orthopaedic Association's Conference in 2003.

- **Academic involvement and liaison**

Dr. Gustaaf Wolvaardt acted as an internal examiner at the University of Pretoria and taught on their undergraduate programme. Both Ms. Elmie Castleman and Adv. Elsabe Klinck taught on postgraduate programmes presented by the University of Pretoria's School of Public Health while Adv. Klinck is also a lecturer on Constitutional Law and Statutory Interpretation for E-Degree. Mrs. Kathy Dennill is external examiner for UNISA-Department of Health Care.

During the review period the Department facilitated a HIV research visit by a group of Swedish medical students through its contact with Prof. Rune Anderson of the University of Gothenburg in Sweden.

- **Projects**

The Research, Compliance and Consulting Department undertook projects for the following organisations:

Boehringer – Ingelheim  
 AstraZeneca  
 Novartis  
 Pfizer  
 Servier  
 Alcon Laboratories



## 6.4 Marketing and New Business Development Department

**Veena Pillay**  
Director of Marketing and New  
Business Development Department



**Nomty Malevu**  
Communications  
Manager



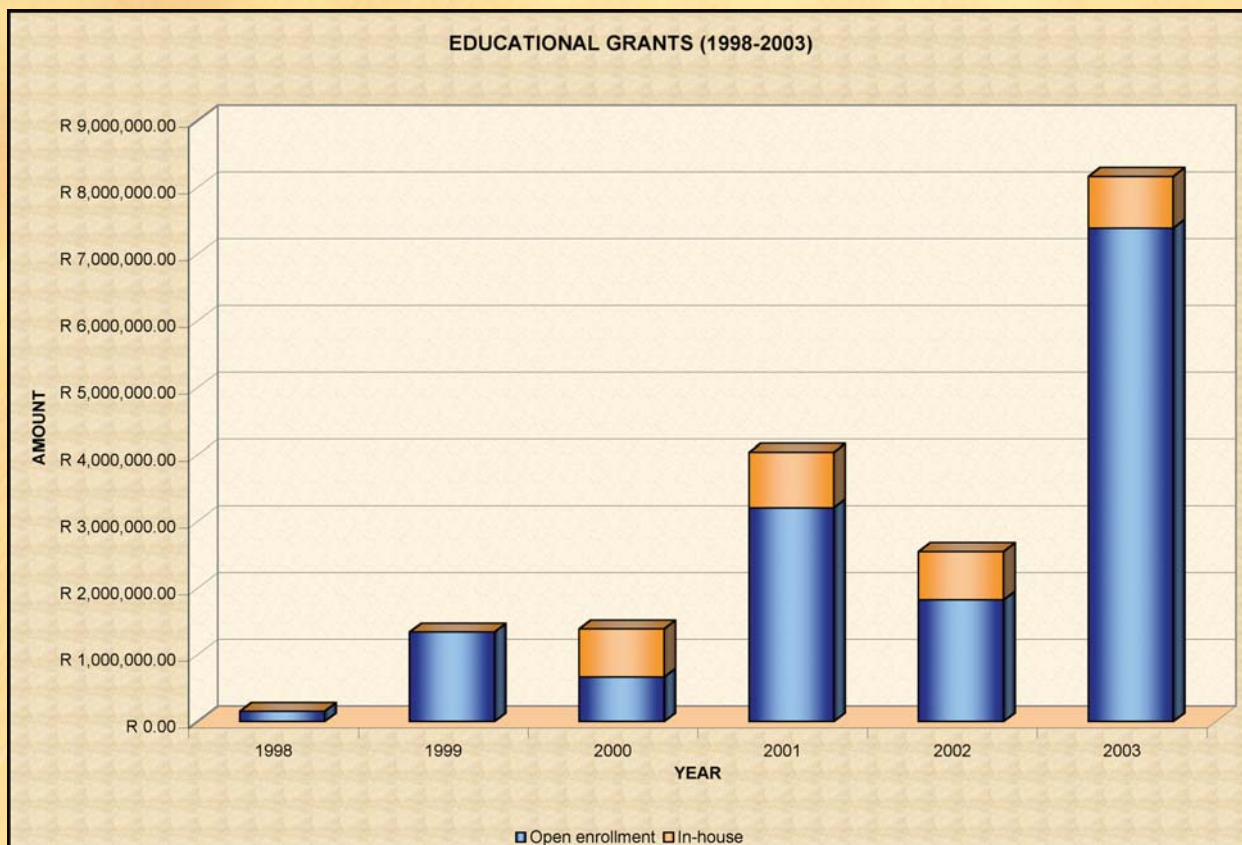
The role of this Department is to concentrate on relationship marketing and the development of new business opportunities. The department focuses is on driving the expansion of FPD as well as mobilising scholarships support for participants on FPD courses.

- Securing scholarships in excess of R5 Million for FPD participants FPD supports the education of Healthcare Professionals and managers through educational grants provided by sponsors and donors to subsidise participant cost directly. In the period 1998 to 2003 educational grants to the value of R 17 617 809-00 have been provided to participants on FPD courses.

### Highlights of the year 2003

- Expanding training programmes into Africa
- Securing funding from Eskom in order to establish the African AIDS Training Partnership

The FPD wish to acknowledge, with gratitude, those who supported them through the provision of educational grants.





## 6.5 Conference Services Department

*Conference Service Department*



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

FPD-CS core services consist of strategic conference planning and operational management and the project management for international convention recruitment / bidding. FPD-CS also presents workshops and seminars on event management.

Planning and management of conventions are done through a process of risk analysis, determination and setting of policies, financial-, project-, human resources planning and management as well as the appointment and management of ancillary service providers. Specialised services and facilities, such as host venue, accommodation, information technology, technical services, equipment, catering and security, are specialised services co-ordinated by FPD-CS in accordance with modern best business practices.

This department delivers comprehensive services which meet all the requirements for successful event hosting. Operations are conducted in three phases namely planning (pre-conference), rollout (during conference) and closure (post conference).

Operations are managed according to activities, costed in a master budget, linked to people and / or service provider organisations with set time frames and managed through identified deliverables and milestone achievements in the project management system.

**In 2003 this department has provided conference management or consultancy services to the following conferences -**

- SAMA Summit: Strategies for the survival of doctors 2003
- South African AIDS Conference 2003 (3000 delegates)

**During 2003 the department has also contracted to provide services to -**

- International Injury Prevention Conference (2006)
- 2nd South African AIDS Conference (2005)
- SAMA Conference 2004: Solutions for Health Care in South Africa





# Education and Training Programmes



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

## 7.1 Management and Business Courses

### Higher Education courses

FPD offers a number of higher education courses:

- **MBA: Health Care Management**

The Foundation for Professional Development (FPD) and the University of the Free State have combined their expertise to provide a world-class MBA.

The MBA in Health Care Management is tailor-made for the needs of Healthcare Executives and Professionals and is certified by the University of the Free State. The course is administered and run by the FPD at its offices in Pretoria.

- **Diploma in Advanced Health Management**

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

- **Certificate in Practice Management**

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

## 7.2 Short Courses – Business and Related Subjects

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

- Financial Health
- Seminar on Starting a Successful Private Practice
- Coding Course (CPT and ICD10)
- Medical Terminology and Anatomy
- Debt Collecting
- Essence of caring

## 7.3 Clinical Courses

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

- Clinical Management of Diabetes Mellitus Course
- Rheumatology Management Course
- Obesity Management Course
- Clinical Trial course
- Asthma
- Professional Drivers Permit Course
- Mental Health Course
- HIV / AIDS Clinical Management Course
- Epilepsy Management Course
- Anaesthesiology Refresher Course
- Severe Sepsis Management Course
- Tuberculosis Management Course
- Irritable Bowel Syndrome Management Course
- Cardiovascular Management Course
- Nursing Specific Courses:
  - HIV / AIDS Management for Professional Nurses
  - Management of Diabetes Mellitus for Professional Nurses



## 7.4 Distance Education Programmes

To facilitate access to training for Healthcare Professionals and managers in rural areas, FPD offers a number of distance education courses on various topics.

- Medical Ethics Course
- Dental Ethics Course
- Practice Management Programme
- Optometry Course
- Dispensing Course
- Rheumatology
- Practice Pathology Course
- Urinary Incontinence Course

## 7.5 Organisational Development Courses

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

During 2003 FPD provided customised in-house training programmes for staff of the following organisations:

### Public Sector Organisations

- National and Provincial Departments of Health
- Statistics South Africa

### International Organisations

- UNAIDS - Regional office Pretoria

### Corporations

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

### Medical Schemes

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

### Networks

- Prime Cure

### Pharmaceutical Industry

- AstraZeneca
- Aspen Pharmacare
- MSD

### Non Profit Organisations

- Donald Gordon Medical Centre
- Sir Albert Medical Centre
- South African Catholic Bishops Conference
- Lutheran World Relief

### Medical Equipment Suppliers

- Stryker South Africa

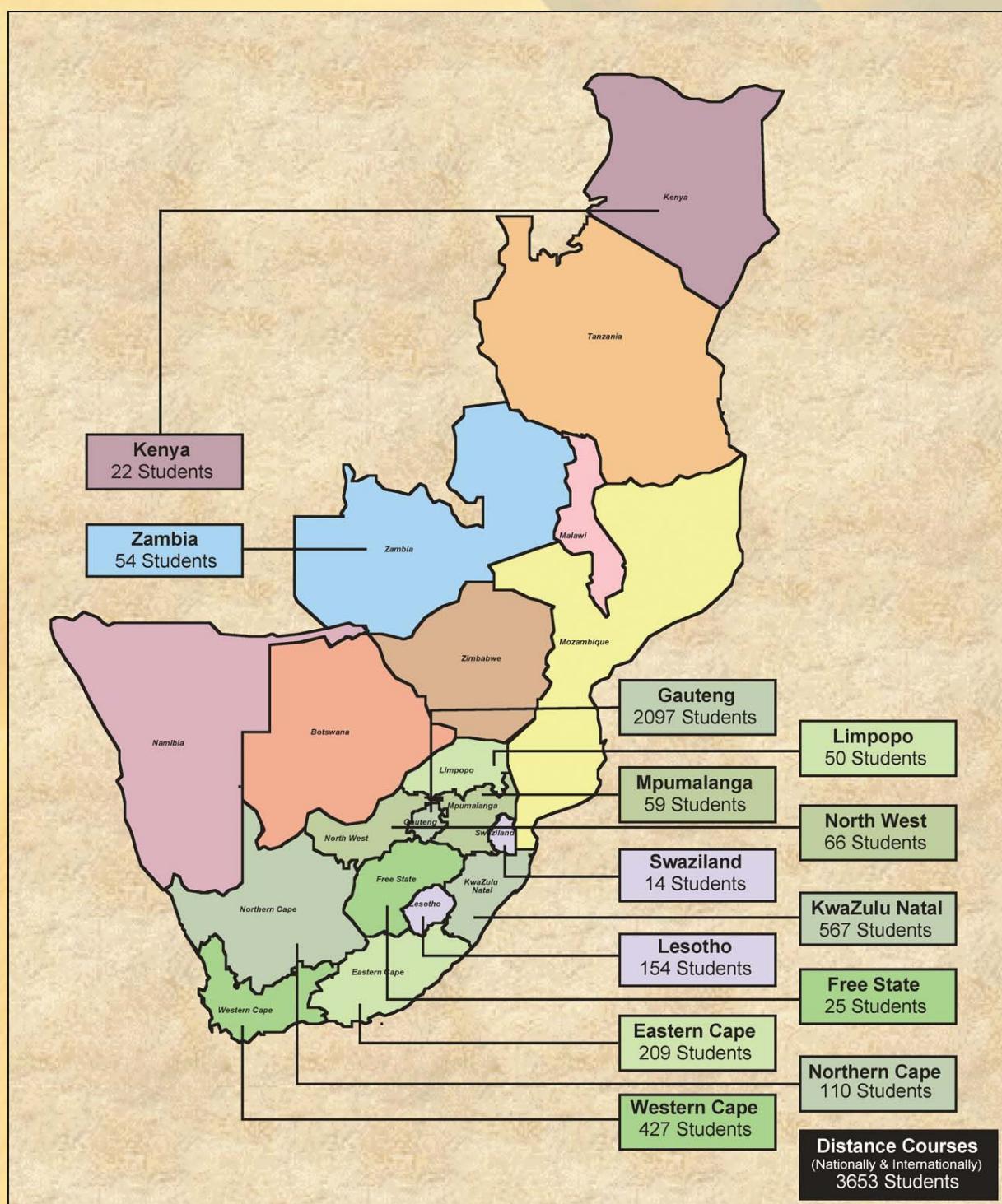




## Geographical Location of Training



FPD believes in bringing training as close to participants as possible. FPD provided training in these countries in 2003.







## 9. International Academic Liaison and Visitors

During 2003 FPD entered into a formal collaborative agreement with JHPIEGO. Through this collaboration FPD is now aligned with one of the world's leading health sector educational providers.

JHPIEGO is an affiliate of the Johns Hopkins University in the USA and has trained more than 130 000 Healthcare Professionals in 130 countries over the last 30 years. The collaboration with JHPIEGO creates opportunities for joint research, training programmes, and inter-institutional capacity development.

FPD and Yale's school of Epidemiology and Public Health collaborated in presenting the Diploma in Advanced Health Management. This course is jointly certified by both institutions. Dr. Henry Dove participated as visiting lecturer at this course.

Prof. Bernadette La Londe, Director of the Northwest AIDS Education and Training centre of the University of Washington, also conducted an external academic institutional review of FPD during 2003. To view this review please visit: [www.foundation.co.za](http://www.foundation.co.za)



## 10. Signature Initiatives

### 10.1 HIV / AIDS

Although all the activities of the FPD are geared towards the advancement of health, FPD also identifies specific thematic areas for signature initiatives. Such initiatives focus on high priority public health issues.

Since its establishment HIV / AIDS has been a signature initiative of FPD. The FPD is committed to contribute to the challenges posed by HIV / AIDS and this is reflected in its ongoing activities to contribute to funding solutions.

These activities include:

- The training of public sector managers involved in HIV/ AIDS and TB on the Strategic Health Management Programme and the Advanced Health Management Programme
- The hosting of the secretariat of the 1st South African National AIDS Conference
- The establishing of the African AIDS Training Partnership

### African AIDS Training Partnership

In September 2001, the Foundation for Professional Development (FPD), in association with the Southern Africa HIV Clinicians Society (SAHCS) launched a project to rapidly develop a cadre of trained primary care practitioners across Southern Africa to enable them to provide all aspects of HIV care including the provision of Anti Retroviral Therapy.

This training programme proved to be hugely popular and demand from South Africa and neighbouring countries quickly outstripped the resources available.

**To meet this demand FPD and SAHCS approached Eskom in 2002 with a view to -**

- Securing Eskom as a leading African corporation to act as the founding sponsor of this African designed and African lead initiative;
- Securing sponsorship to engage the service of DCA, an USA based organisation specialising in developing sustainable funding coalitions around specific causes;





- Funding an expanded fundraising initiative to raise the anticipated ten to twenty million US dollars required to establish this training programme as the benchmark clinical training course for primary care practitioners in Africa; and
- To fund further training programmes.
- The use of indigenous faculty makes the programme highly cost effective. A survey by the United Nations AIDS organisation (UNAIDS) has shown that the programme costs a fraction of training efforts imported from the north.
- Through the Southern Africa HIV / AIDS Clinicians Society the Partnership is reinforcing training and providing additional clinician support through an "alumni association" that offers continuing professional development via distance learning, publications and local programmes. This represents the first organised infrastructure in the region for disseminating information on HIV/AIDS and other important health issues.

Eskom agreed to becoming the founding sponsor of this initiative and the African AIDS Training Partnership was launched on 25 February 2003.

#### **The Partnership has a number of significant strengths -**

- It is a non-governmental initiative that builds on existing human and physical infrastructure to rapidly expand the accessibility and quality of clinical services for HIV / AIDS, including HAART, in sub-Saharan Africa.
- Through a network of practising physicians and private sector institutions it can rapidly reach and train existing practitioners throughout several countries.
- Within five years, an estimated 30 million individuals infected with HIV / AIDS who seek care from existing public and private sector clinicians will be receiving care from individuals trained in all aspects of their management. A subset of an estimated 2 million could be receiving anti-retroviral drug therapy through the care of these practitioners.
- The Partnership's educational led agency, the Foundation for Professional Development (FPD), has an extensive track record of training physicians and professional nurses in Southern Africa on a variety of management and clinical topics.
- The faculty is drawn from indigenous clinical specialists affiliated with the Southern African HIV / AIDS Clinician Society who have had extensive experience in treating patients and who have been trained as instructors. As a result the instructors are culturally in tune with the students.

The Partnership offers governments, businesses, foundations, associations and philanthropists a cost-effective investment opportunity to build core capacity through a measurable intervention that will produce crucial results at a significant scale.

The AATP is already one of the world's largest training programmes of health care professionals on HIV / AIDS care.

## **10.2 Violence and Injury Prevention**

In 2003 the FPD adopted Violence and Injury Prevention as a second signature initiative.

During the year the FPD in collaboration with UNISA and the MRC successfully launched a bid to host the 8th World Conference on Injury Prevention and Safety Promotion in South Africa in April 2006.

The FPD was also approached by the WHO Violence and Injury Prevention Programme in Geneva, to develop the concept of an International Society for Violence and Injury Prevention.

This Society is due to be launched at the 7th World Conference on Injury Prevention and Safety Promotion in Vienna, Austria in June 2004.





## Faculty of the Foundation for Professional Development

### Academic staff

The FPD offers training on a nation-wide basis. The FPD employs a model of contracting faculty, thus acquiring access to the best faculty in the field. Most of the FPD department heads also act as faculty.

Each FPD course has more than one expert facilitator assigned to it. Depending on the demand for each course and the venue where it is offered, the number of participating faculty will differ per course.

All the FPD faculty are to facilitate on the workshops as it is the preferred method of education, as opposed to the traditional method of lecturing. Problem based learning through case studies and discussions are used as methods of education. All workshops are interactive and an integrative approach is followed.

The FPD facilitators on clinical courses can be divided into two categories of facilitators. Namely;

- Subject Experts, and
- Patient Experts

The subject experts are generally on minimum, a Masters level or a PhD level. The subject experts are generally on a Bachelor's level.

The Subject experts facilitate the clinical subject matters and also act as mentors to participants if such a need arises post workshops.

To ensure accessibility, facilitators are selected from specific regions and closer to participants who need to be mentored.

The Patient experts facilitate subjects where compliance and lifestyle changes are integral to the proficient management of the condition. An additional value of having patient experts as facilitators is the clinical value of having a living model for diagnostic purposes. For example, in Rheumatological conditions.

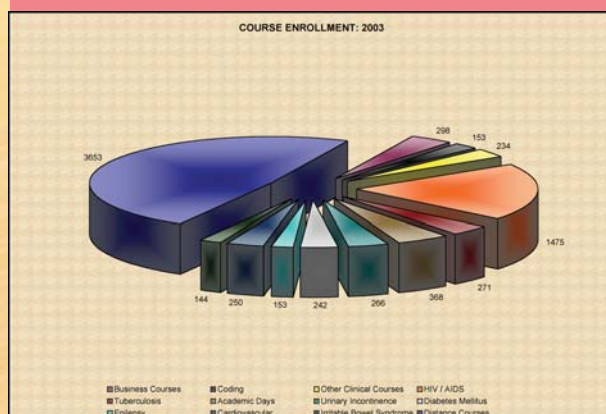


## Facts and Figures

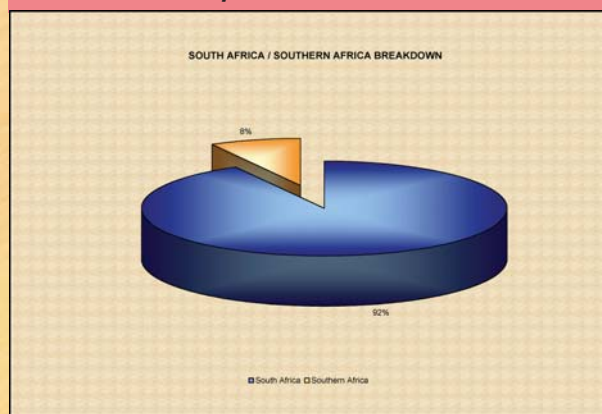
### 12.1 Alumni Facts and Figures

The total number of Healthcare Professionals and managers trained through these programmes since 2003 are as follows -

#### Number of students trained in 2003

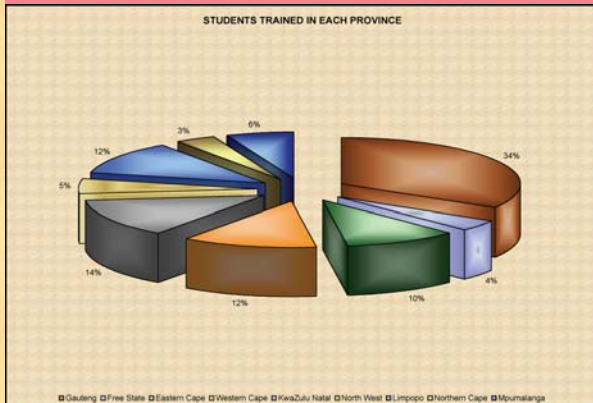


#### South Africa / Southern Africa breakdown

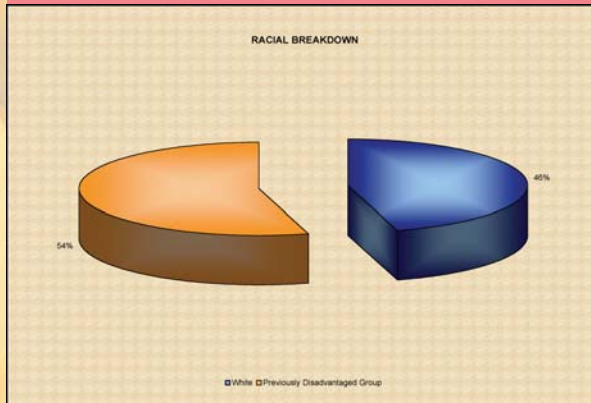




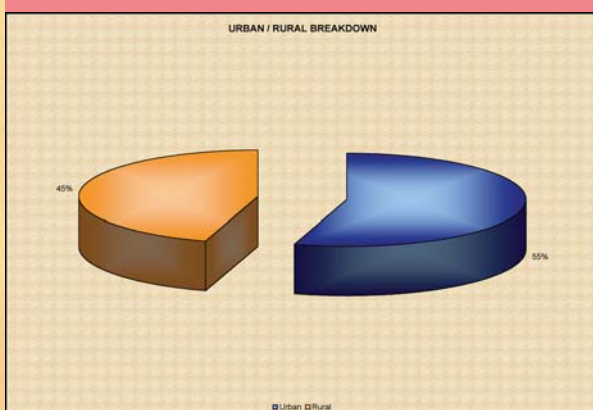
## Geographical breakdown (South Africa)



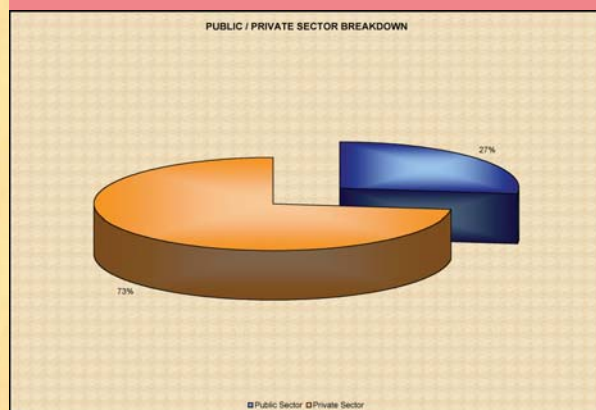
## Racial breakdown



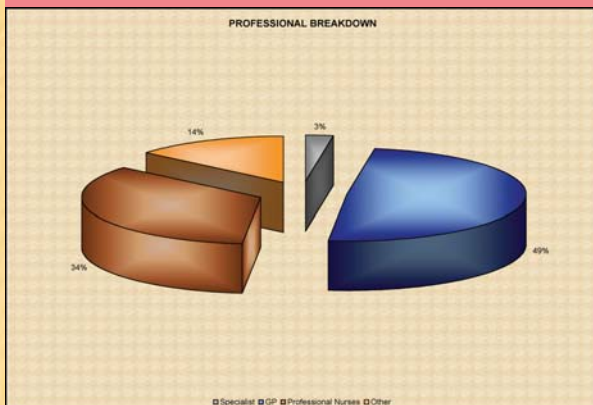
## Urban / Rural breakdown



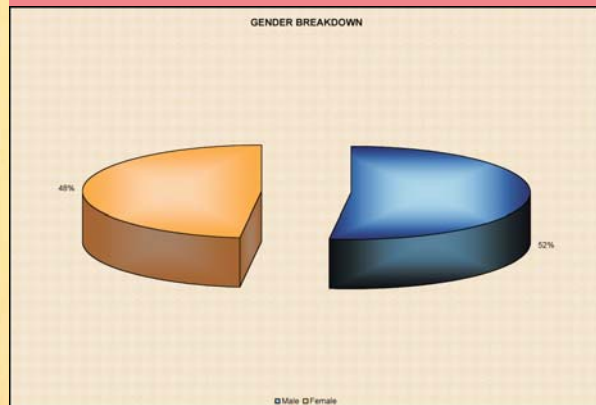
## Private / Public Sector breakdown



## Professional breakdown



## Gender breakdown







## Contact details

### The Foundation for Professional Development

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## Inquiries

For inquiries or more information regarding FPD and courses offered please contact:

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### Clinical Skills Development Programmes:



Rheumatology, Obesity, Professional Driver's permit, Mental Health, Diabetes Mellitus, Epilepsy, Anaesthesiology Refresher course, Clinical Trial course, Asthma, Cardiovascular and Tuberculosis

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### Practice Support Staff Programmes:



#### Essence of caring, Coding, Medical Terminology and Anatomy, and Debt Collecting

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### Distance education programmes:



#### Rheumatology, Optometry, Practice Pathology, Mental Health and Urinary Incontinence

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