

Annual Report 2006

Foundation for Professional Development



Annual Report 2006

to
shape healthcare
through
**EDUCATION,
RESEARCH
and
CAPACITY BUILDING**

Foundation for Professional Development





foundation for professional development

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Message from the Executive Director

foundation for professional development

2006 has been another exciting and challenging year for FPD. The year was again marked by substantial growth across most of FPD's focus areas. In our educational focus area 9287 students were enrolled for all courses. Total student numbers in 2006 was down on those of 2005 predominantly due to a six months plus delay in receiving funding from our two largest donors. This delay will, however, translate in increased funding for training in 2007 and it is anticipated that the number of students to be trained in 2007 will increase to 14 000. There was, however, a marked increase in the number of students enrolled on management courses and a total of 337 health managers were enrolled in this year. In total FPD has trained 46977 health managers and professionals since enrolling our first students in 1998. As in the past, our training programmes extended to a number of neighbouring countries in Southern and Eastern Africa.

The lengthy process of receiving full accreditation for FPD as a registered private institution of higher education was again delayed by the Department of Education in 2006 who still have not completed reviewing this application. Although the benefits of increased regulation of higher education is self-evident it is of concern that it is taking almost 3 years for a new qualification to be accredited and for the necessary licence to offer the qualification to be granted.

FPD during 2006 also continued to explore the use of digital educational formats through entering into a number of strategic alliances that allow FPD to present education using a variety of multimedia channels including DVD's, television and the Internet.

FPD has since its inception actively worked at reducing barriers to education, in this process we have developed an approach of taking education to participants and providing substantial scholarships to participants on our courses. The scholarships provided in 2006 was to the value of R10,5 million, this brings the total value of scholarships provided since 1998 to R 39,7 million.

In 2006 FPD again organised a number of conferences on such topical subjects as Violence and Injury Prevention, Healthcare Management and MDR TB.

In the Research and Consultancy focus area FPD initiated a number of research projects and FPD staff contributed to various conferences and publications. As a Private Institution of Higher Education FPD is required to contribute to the development of new knowledge through research. This requirement is a challenge given the virtual organisational model that FPD uses, and the resultant limited number of full time academic staff we employ. Despite this our staff made a substantial contribution during the year through 11 research projects, 13 presentations at peer reviewed conferences and 4 journal or textbook publications.

Some of the most interesting new developments were in our Capacity Development focus area. In 2006 FPD launched a number of projects designed to strengthen healthcare delivery in South Africa.

These included:

- The Placement Project, a donor funded initiative designed to address the severe staff shortages in the public sector by recruiting local and international healthcare professionals to fill vacancies in the public sector.
- The Internship Project, a donor initiative that allows FPD to recruit, pay and place masters level interns with AIDS service organisations for a six month period.

Existing capacity development projects were also expanded substantially during the period:

- The Clinic Capacity Project which started in 2004 again expanded rapidly in 2006. The project uses a Public-Private-Initiative Model to increase capacity at public sector ART clinics through the secondment of staff, provision of equipment and operational systems. By the end of 2006 the project supported in excess of 12 000 patients at 12 clinics in Gauteng and North West Provinces.
- The Infectious Diseases Unit, a joint initiative between FPD, AMPATH and the University of Pretoria also secured further funding in 2006 that will allow substantial expansion of the specialist staff of the unit in 2007 and the adding of a hotline service for healthcare practitioner enquiries.

At an operational level this rapid growth has manifested itself in an increase of staff from 53 in 2005 to 103 in 2006. FPD, in its pursuit of continuous improvement of operations and services, during this year started the process of introducing the "Balanced Score Card" performance management system in FPD and also embarked in a participatory process with staff to define a set of FPD institutional values.

As in past years FPD has again shown strong growth in income and especially in securing forward funding commitments from clients, donors and sponsors. This will translate into substantial growth in 2009.

FPD enters 2007 with an increased dedication to its mission of improving healthcare through education, research and capacity development. All activities are again set to increase in 2007 and particular emphasis will be given to expanding FPD's regional role. FPD's successful inclusion in the Southern Africa Human Capacity Development Coalition Project will help drive this regional expansion. This coalition of 10 leading international and African organisations has been contracted for a 5-year period to undertake HCD activities in the region. FPD has been designated as the lead organisation for all training activities.

This annual report also creates an opportunity for me to express my appreciation to the sponsors and donors who have provided such substantial support to FPD students and projects, a Board of Directors who inspire us through their strategic vision and the staff who always rise to the challenges inherent in such a rapid expansion of activities. The synergy between all these critical role players has lead to FPD becoming a significant African health educational and development organisation.



Dr Gustaaf Wolvaardt

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



1 Mission, Vision, Values and Strategy Direction

Mission Statement

To shape healthcare through education, research and capacity development.

Vision

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

Values

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

- **Human Rights**
Respect for human rights in general and for human dignity in particular. These values find expression in the Code of Conduct and the various policies on non-discrimination, harassment and religious tolerance.
- **Excellence**
The FPD strives for excellence in all its activities. Excellence underpins its selection of faculty and staff, its programme execution, programme content, as well as its involvement in research, consulting, conferencing and capacity development.
- **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. Especially with regard to donor money we constantly strive to achieve optimal value for money in our programme execution.
- **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 capacity. It actively participates in the shaping of the healthcare environment through ensuring the availability of healthcare professionals, managers and institutions who are adequately skilled to respond to changes in their respective healthcare environments.

Strategy Direction

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



2 Background

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

FPD focuses on the following areas:

● Education

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

● Research

FPD research can be divided into two broad categories namely:

- academic research on subjects such as infectious diseases, nursing, and health professional education and;
- contract research undertaken in the context of FPD's consultancy work.

● Capacity Development

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

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

Accreditation, Registration and Affiliation

FPD is provisionally registered with the Department of Education until 31 December 2007 as a private institution of higher education to offer the Certificate in Practice Management, the Certificate in Advanced Management the Certificate Risk Assessment and Management, the Diploma in Risk Assessment and Management and the Post Graduate Diploma in General Practice. (Registration Certificate number 02HB13). The Council for Higher Education (CHE) in 2004 recommended to the

Department of Education that this provisional registration be converted to full registration. FPD is also an institutional member of the South Africa Institute of Healthcare Managers and a member of the Association of Private Providers of Education, Training and Development.

FPD Code of Conduct

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

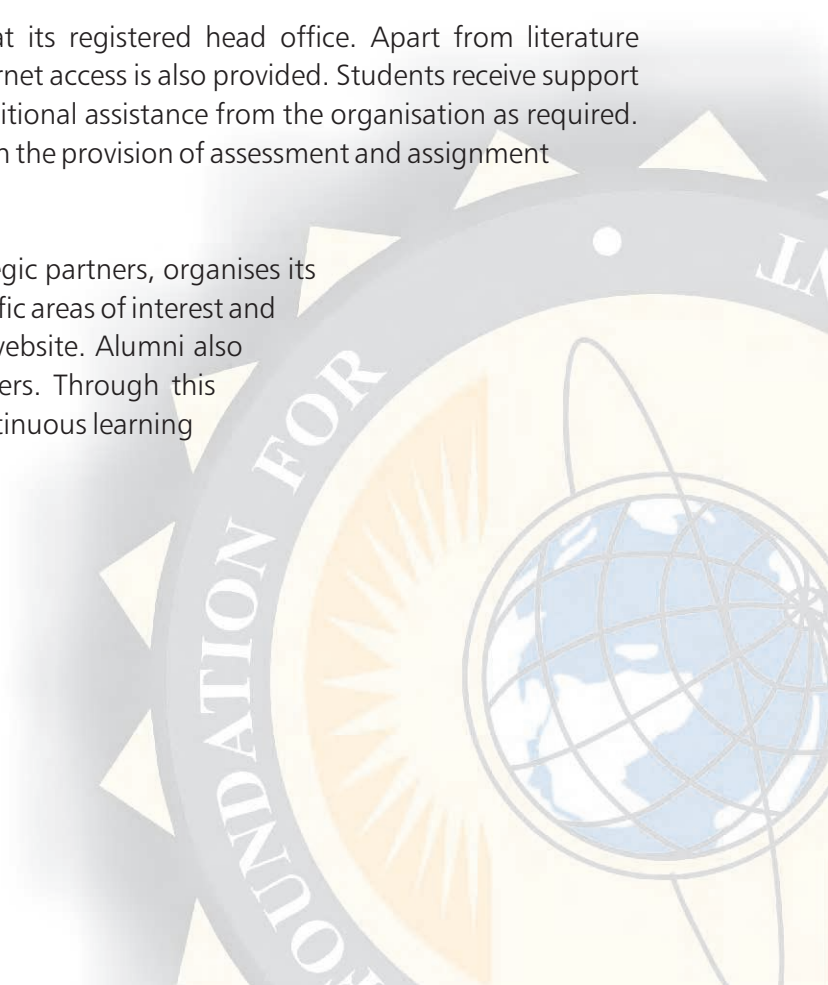
Students and staff of FPD are expected to treat fellow students, faculty, administrative staff and clients with dignity and respect. As the FPD offers quality educational products, it believes that its students should act with integrity and honesty when participating and completing programmes or courses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

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

Student Support Services

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

The FPD, in collaboration with a number of strategic partners, organises its students and alumni into networks based on specific areas of interest and these networks are accessible through the FPD website. Alumni also receive regular updates and dedicated newsletters. Through this process the FPD is creating an environment of continuous learning within a structured learning network.



3

Governance, Management and Quality Assurance Structures

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

3.1 FPD Board of Directors



• Prof Andries Stulting

- Chairperson
- MBChB, M.Med, FRC(Ophth), FCS (Ophth)(SA), FACS, FICS



• Dr Gustaaf Wolvaardt

- Executive Director
- MBChB, M.Med (Int), FCP (SA), AMP (MBS)



• Dr Kgosietsile Letlape

- Director
- MBChB, FRCS (OpH)(Ed), FCS (Ophth)(SA), FRCO PHTH (UK)



• Mr Douw van der Walt

- Director
- B.Com, CAIB (SA), MBL, AEP (UNISA)



• Mrs Ida Asia

- Director
- B.Cur, B.Cur (Hons), MA, (Nursing)

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

Company Secretary

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

3.2 Programme Advisory Committees 2006

For each of the formal post graduate qualifications that FPD offers, programme advisory committees have been established. These committees are only convened if a course took place during the year.

During 2006 the following committees were convened:

3.2.1 Certificate in Advanced Management (CAM)

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

Members of the Committee

Name and title	● Wolvaardt, George Gustaaf (Dr)
Designation	■ Executive Director
Name and title	● Letlape, Kgosi (Dr)
Designation	■ Director & Industry Representative (Clinical Sector)
Name and title	● Asia, Ida (Ms)
Designation	■ Director & Industry Representative (Business Sector)
Name and title	● Dlamini, Nonhlanhla (Dr)
Designation	■ CAM - Alumni
Name and title	● Kobus, Faye (Mrs)
Designation	■ CAM - Alumni
Name and title	● De Wet, Marie (Mrs)
Designation	■ Programme Director
Name and title	● Castleman, Elmie (Ms)
Designation	■ Director Academic Programme Development

Name and title ● **La Grange, Anton (Mr)**
 Designation ■ Strategic Information Specialist

3.3 Quality Assurance Committee 2006

The Quality Assurance Committee reviews on an annual basis all aspects relating to the educational quality of FPD higher education courses.

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

Members of the Committee

Name and title ● **Wolvaardt, Gustaaf (Dr)**
 Designation ■ Executive Director

Name and title ● **Letlape, Kgosi (Dr)**
 Designation ■ Director & Industry Representative (Clinical Sector)

Name and title ● **Asia, Ida (Ms)**
 Designation ■ Director & Industry Representative (Business Sector)

Name and title ● **Loots, Schalk (Dr)**
 Designation ■ Academic

Name and title ● **Green, Robin (Prof)**
 Designation ■ Academic

Name and title ● **Dlamini, Nonhlanhla (Dr)**
 Designation ■ CAM - Alumni

Name and title ● **Kobus, Faye (Mrs)**
 Designation ■ CAM - Alumni

Name and title ● **Cronje, Erika (Mrs)**
 Designation ■ CPM - Alumni

Name and title ● **De Wet, Marie (Mrs)**
 Designation ■ Programme Director

Name and title ● **Castleman, Elmie (Ms)**
 Designation ■ Director Academic Programme Development

Name and title ● **La Grange, Anton (Mr)**
 Designation ■ Strategic Information Specialist



3.4 FPD Management Team

3.4.1 Top and Senior Management

- **Dr Gustaaf Wolvaardt**
 - Executive Director
 - MBChB, M.Med (Int), FCP (SA), AMP (MBS)
- **Mrs Marié de Wet**
 - Director - Operations Cluster
 - BA Communication
- **Ms Elmie Castleman**
 - Director - Educational Cluster
 - B.Cur, Dip Nursing Education, Cert O&M, MHPE
- **Mrs Veena Pillay**
 - Director Capacity Development Cluster
 - Cert Man, Dip Man, MBA
- **Dr Nkhensani Nkhwasu**
 - Director - Treatment Cluster
 - BSc (Medical Sciences), MSc (Anatomy),
 - PhD (Microbiology)

3.4.2 Department Heads

- **Dr Anton Stoltz**
 - Director - Infectious Diseases Unit
 - BSc (Chem & Biochem), BSc (Hons) Biochem,
 - Msc (Biochem), PhD, MBChB, MMed (Internal Medicine)
- **Mrs Kathy Dennill**
 - Director - Nursing Leadership Programme
 - RN, RM, RHM, RT, CHN, BCur (Hons), Cert in PH
- **Mrs Alet Bosman**
 - Financial Manager and Information Officer
 - B.Com (Fin Man), HED, B.Com Hons (ACC)
- **Mr Anton La Grange**
 - Head Scholarship Department (until November 2006)
 - BSc.(Ed), BSc.(HONS), CAM

3.5 Participation of FPD Staff in External Governance Structures

FPD as an organisation actively supports and promotes international principles of good corporate governance as embodied in the King II Report. FPD therefore encourages senior managers to participate in Governance structures of other organisations on a voluntary basis. In 2006 such participation was as follows:

● **Dr GG Wolvaardt** ■ Executive Director

- Dira Sengwe Conferences (Section 21 Company) - Member of the Board of Directors
- South African Institute of Healthcare Managers (SAIHCM) (Section 21 Company) - Member of the Board of Directors
- Aids Accountability International (Sweden) - Member of the Board of Directors
- Member of the Steering Committee of the International Society for Violence and Injury Prevention (ISVIP) up to April 2006

● **Ms E Castleman** ■ Director ■ Educational Cluster

- Health Professional Organisations on HIV/AIDS (HEPO) - Executive Member

● **Dr A Stoltz** ■ Director ■ Infectious Diseases Unit

- MRC, XDR-TB Expert Group - Member
- SAMA Science and Technology Committee - Member
- Southern African Malaria Initiative (SAMI) - Head Diagnostic Project
- Infection Control Committee Pretoria Academic Hospital - Member

● **Mrs K Dennill** ■ Director ■ Nursing Leadership Programme

- South African Institute of Healthcare Managers (SAIHCM) (Section 21 Company) - Member of the Board of Directors
- National Society of Community Nurses of South Africa (NSCN) - President

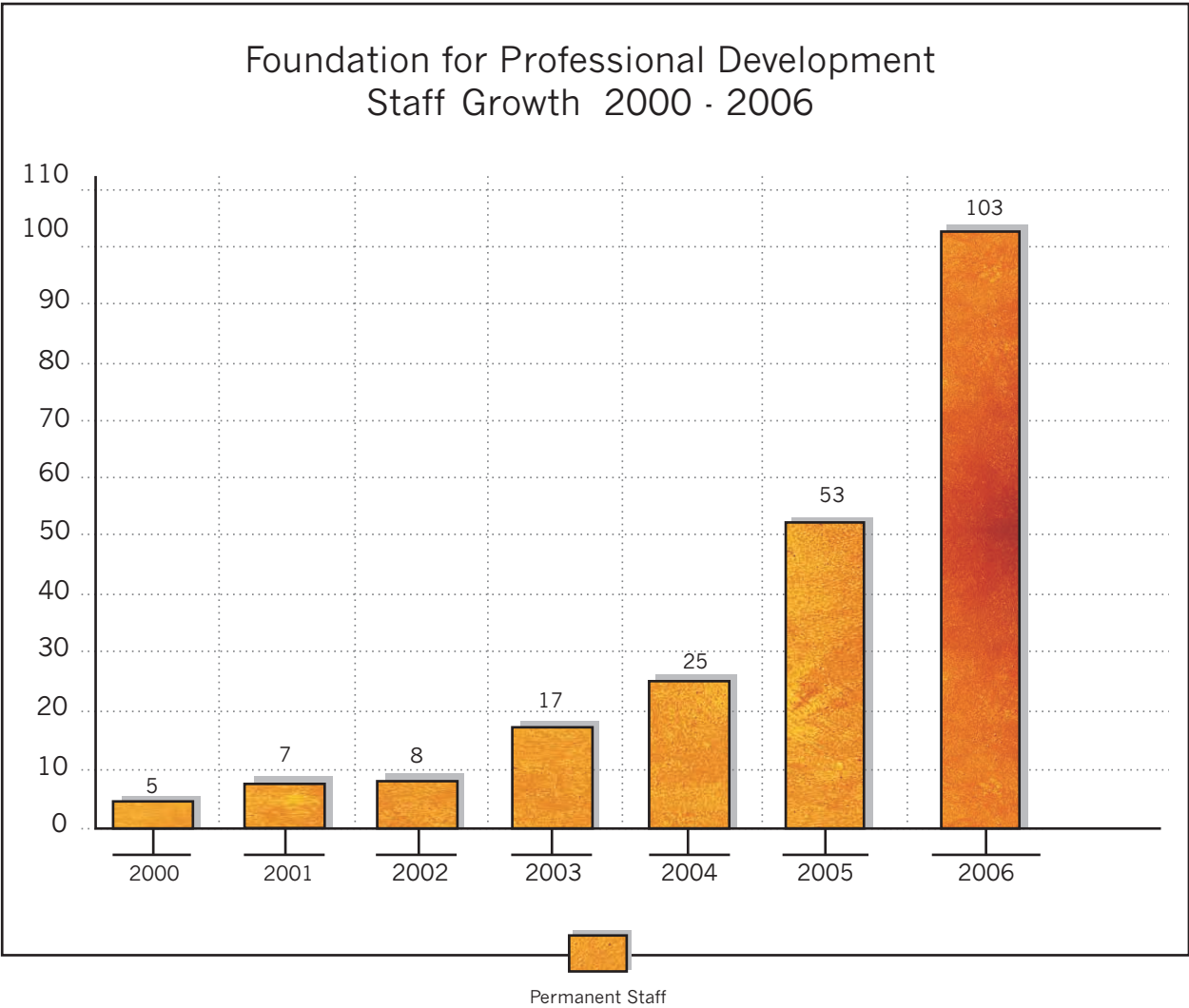
● **Ms A Bosman** ■ Financial Manager and Information Officer

- Dira Sengwe Conferences (Section 21 Company) - Company Secretary
- SAMA Pension Fund - Trustee

4 Staff

The number of FPD staff increased steadily to keep pace with the increased number of activities at FPD during 2006..

Figure 1: Staff Growth 2000 to 2006



The FPD staff is organised in a number of functional departments that are organised in clusters. The structure reflected was applicable on 31 December 2006.



● Educational Cluster ■ Director of Cluster ■ Ms E Castleman

The educational cluster focuses on securing scholarships, expanding FPD's educational products and supporting continuous learning through the FPD alumni network.

The following departments form the educational cluster:

- Academic Programme Development Department
- Scholarship Department
- Alumni Programme



● Capacity Development Cluster ■ Director of Cluster ■ Mrs V Pillay

This cluster promotes capacity development either through consultancy or technical assistance activities or through specific capacity development projects.

The following departments and projects form the capacity development cluster:

- Consultancy Department
- The Placement Project

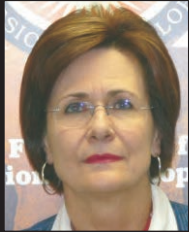


● Treatment Cluster ■ Director of Cluster ■ Dr Nkhensani Nkhwasu

The treatment cluster focuses predominantly on private-public-initiatives to increase service delivery in the public sector.

The following departments form the treatment cluster:

- The Positive Life Project
- That's It Programme
- AIHA/FPD Twinning Project



● Operations Cluster ■ Director of Cluster ■ Mrs M De Wet

The operations cluster is tasked with running all FPD training and educational programmes and with maintaining all educational support services.

The following departments form the operations cluster:

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



● Academic Cluster

The academic cluster focuses on developing specific academic areas identified by the FPD board as requiring priority attention.

The following departments form the academic cluster:

- Infectious Diseases Unit
- Nursing Leadership Programme

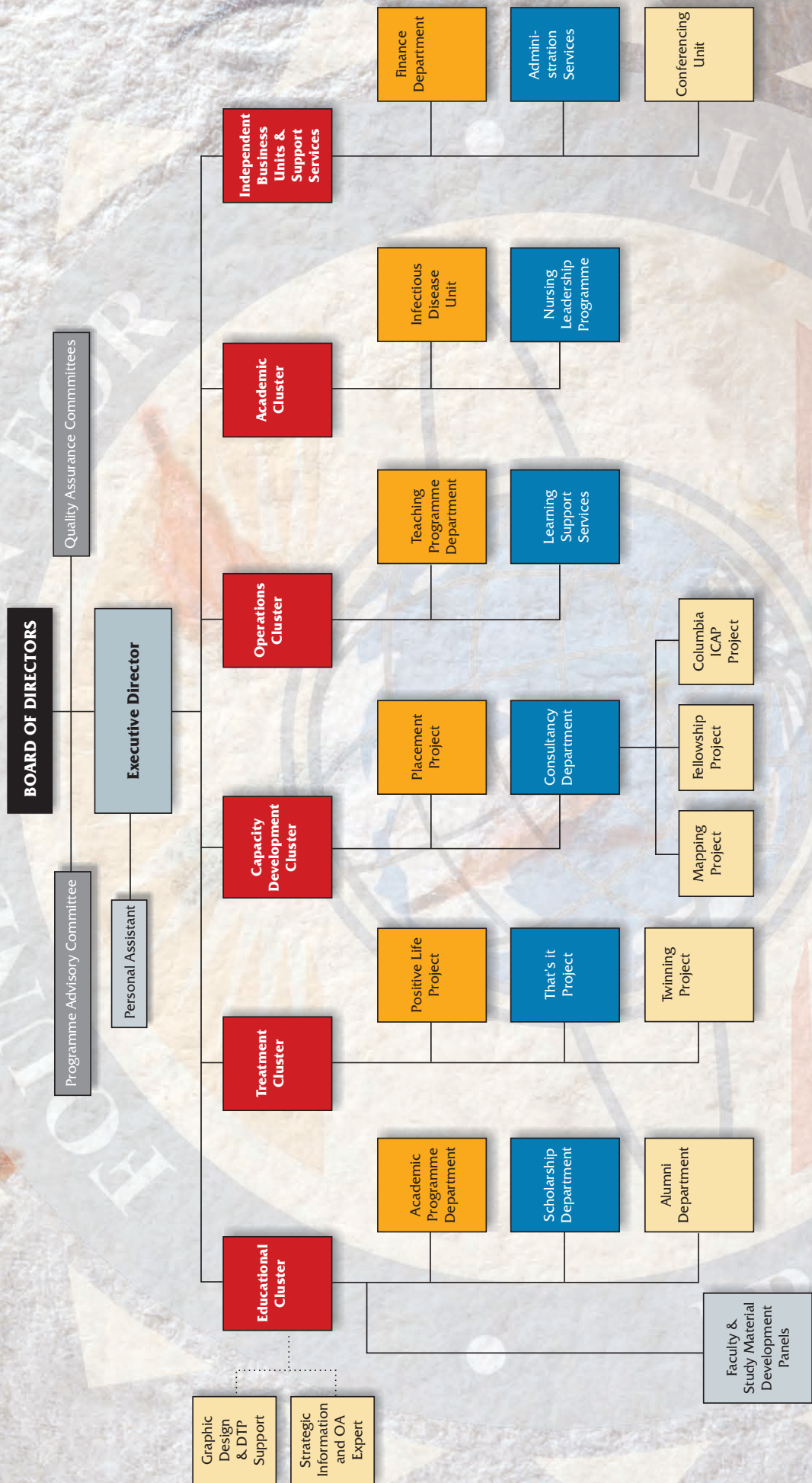


● Independent Business Units and Support Services Cluster

- The Conference Services Department is operated as a joint venture with Conference Consultancy South Africa
- Finance Department
- Administration Services



FPD Organogram 2006



5 Departments and their Activities in 2006

5.1 Educational Cluster

The Educational Cluster focuses on increasing FPD revenue streams, securing scholarships, expanding FPD's educational products and supporting continuous learning through the FPD alumni network.



5.1.1 Academic Programme Development Department

Introduction

The objective of this department is to develop cutting edge, needs-orientated academic programmes for healthcare professionals and managers in the clinical and management domains. Such programmes are developed within the regulatory requirements of the Council for Higher Education, the South African Qualifications Authority and the Health Professions Council of South Africa.

These academic programmes are designed to be needs-orientated, outcome-based and are updated on a regular basis. The department is also tasked with quality assurance across various FPD activities. Within the educational focus area the department manages all educational quality assurance including faculty and administrative quality and ensures compliance with quality standards laid down by educational and other statutory bodies. This department further oversees all aspects relating to the accreditation of FPD as an education provider with various accrediting bodies. In the Capacity Development focus area the department is tasked with the monitoring and evaluation function of the treatment programmes run by FPD.

Activities

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

- **Medical Record Keeping**

This workshop has been designed to assist the health practitioner as he or she applies key record keeping principles to enhance quality care and meet compliance standards.

- **Course in Diagnostic Ultrasound**

This 2-day course was designed to provide general practitioners with proper training and experience to make accurate diagnosis from ultrasound images and to support good healthcare practice and optimise the use of ultrasound equipment.

- **Management of HIV and TB for Lay-Councillors**

A comprehensive programme targeted at lay-councillors to prepare them for the challenges of providing treatment and care to people affected by HIV and/or TB.

The following clinical courses were updated to reflect new development in the different fields:

- Distance Programmes for Optometrist Vol I & II
- Dispensing Opticians
- Ethics for Optometrists
- HIV/AIDS Clinical Management Programme
- Course in Diabetes Mellitus Management

Manuals developed by the Academic Programme Department in 2006 included:

- **MDR-TB Course for Physicians for The World Medical Association**
The academic programme department was responsible to develop the content for an online MDR-TB Course for Physicians for The World Medical Association
- **Orientation Manual - Placement Project**
A manual to orientate foreigners placed through the Placement Project in South Africa in such a manner that they will be effective and efficient as soon as possible after placement.
- **HIV Rapid Testing Study Material**
This manual has been developed by the Centers for Disease Control and Prevention on behalf of the World Health Organisation, the Office of the United States Global AIDS Coordinator and the US Department of Health and Human Services. The academic programme department project managed the customisation of this study material for South Africa.

FPD embarked on e-learning in 2005 and this was expanded in 2006. The department converted 4 clinical courses as well as one business course into e-learning programmes, accommodating students who find it difficult to attend workshops.

These courses are:

- 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



During the year the department also developed or updated the following business courses:

- The study manuals for the Foundation in Management Programme as well as the international short course, Manchester Business School Advanced Management Programme, were updated during 2006 to reflect and accommodate the ever-changing business realities in South Africa. The department also developed new study material for the Monitoring and Evaluation Module used in the Certificate in Advanced Management course.

In line with the FPD registration as a higher education institution two new formal qualifications were developed and submitted for CHE accreditation, namely:

- The Certificate of Ophthalmic Technology - this course trains Ophthalmic Assistants
- Diploma in Advanced Health Management

Both these courses were submitted to the CHE, DoE and SAQA for accreditation and registration.

The department managed FPD's Higher Education accreditation in 2006. FPD is still waiting for the Department of Education to grant it full registration as a private institution of higher education given that the Council for Higher Education (CHE) has since 2004 recommended full accreditation for both the organisation and for three higher education qualifications. These qualifications are:

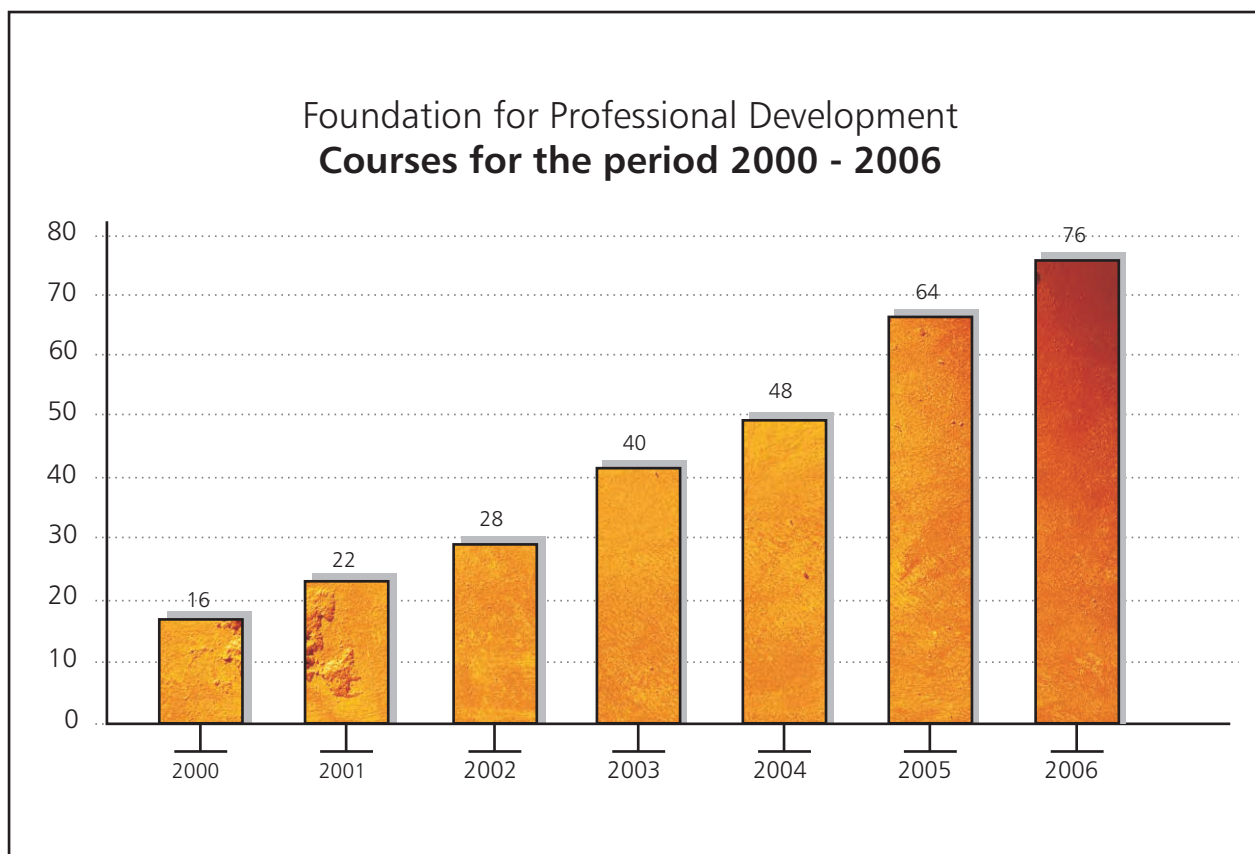
- Certificate in Practice Management (NQF 5)
- Certificate in Advanced Management (NQF 6)
- Postgraduate Diploma in General Practice (NQF 7)
- Certificate in Risk assessment and Management
- Diploma in Risk assessment and Management

The CHE also provisionally accredited both the Certificate and Diploma in Risk Assessment and Management and the FPD is currently awaiting the Department of Education to amend the registration certificate to reflect these changes.

In support of FPD's drive to increase the diversity of its faculty the department also developed a Train-the-Trainer course. This 3-day workshop is supported by a comprehensive study manual developed by a leading expert in the field. The course is targeted at all health professionals and managers who wish to update their facilitation skills.

The number of separate courses or curricula offered by FPD has now increased from 1 in 1998 to 76 by the end of 2006.

Figure 2: Number of FPD Courses



5.1.2 Scholarship Department

Introduction

The main focus area and role of this department is to build and strengthen new and existing relationships with sponsors through relationship marketing. This department focuses on driving the expansion of the FPD's educational activities through mobilising scholarship support for potential participants on FPD courses.

Purpose

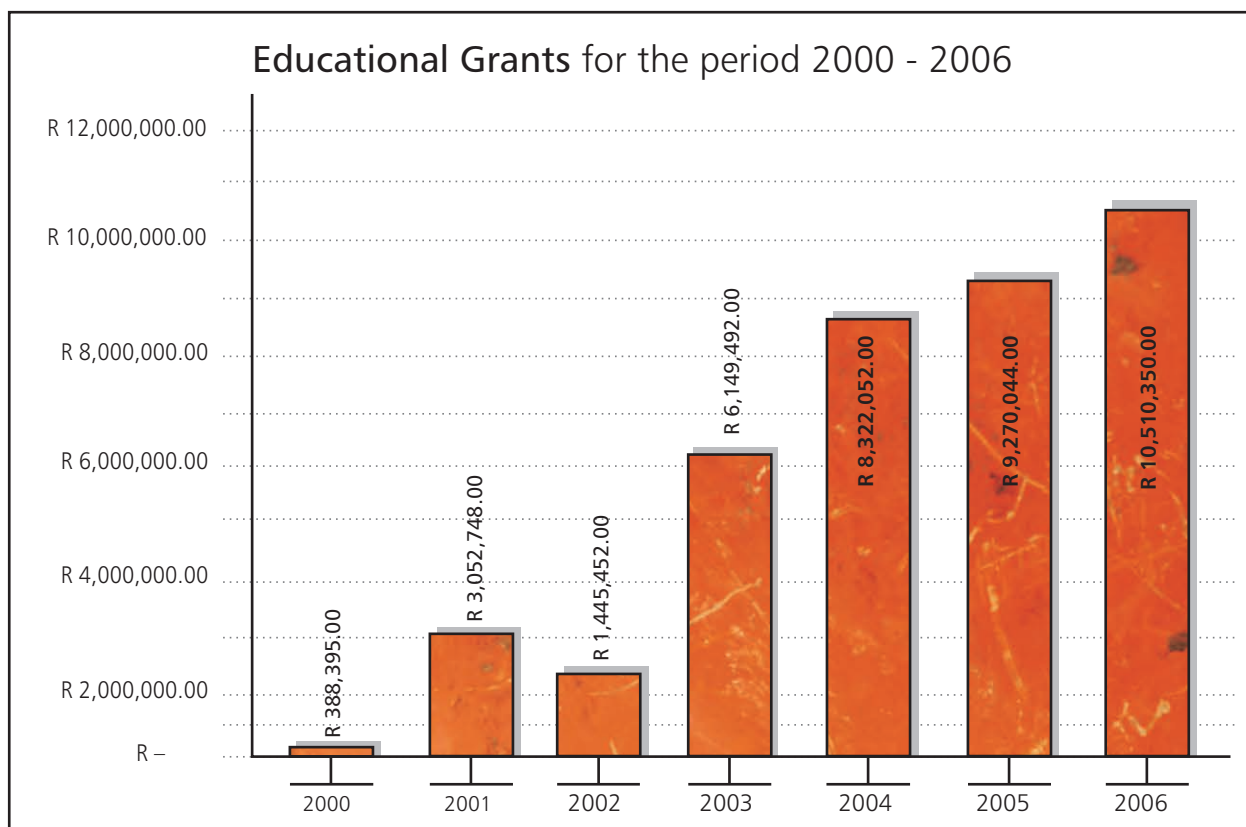
The purpose and key activities of the department are linked to the strategic goals of the FPD, namely:

- to diversify FPD's income streams
- to expand relationships with potential donors
- to expand HIV and AIDS educational activities into Africa
- to develop strategic alliances with leading national and international donor and funding organisations

Activities

During 2006 the department continued its 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 subsidies to enrol potential students and thereby reducing the costs which may be a barrier to education. In the period from 1998 to 2006 educational grants and sponsorships to the value of R 39,760,00 have been provided to participants on FPD courses.

Figure 3: Educational Grants



5.1.3 Alumni Programme

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

FPD currently has such arrangements with:

- Southern African HIV Clinicians Society (SAHIVS)
www.sahivcliniciansociety.org
- South African Institute of Healthcare Managers (SAIHCM)
www.saihcm.co.za

As the Alumni Programme has been earmarked for substantial growth in 2007 the programme embarked on strategic planning for this expansion in 2006. This entailed a literature review and a customer research initiative that was aimed at determining alumni service preferences. This study will help FPD develop an expanded alumni service that will include services such as:

- Mentorship support
- Journal clubs
- Newsletters and journals
- E-learning
- Distance education programmes
- Update workshops



5.2 Capacity Development Cluster

This cluster promotes capacity development activities either through consultancy or technical assistance activities or through capacity development projects.



5.2.1 Consultancy Department

Introduction

This department offers the healthcare industry a broad range of consultancy products, technical assistance and consultancy support.

Activities

During 2006 the Consultancy Department focused its energies on implementing the HIV/AIDS Mapping Project and the PEPFAR Fellowship Programme. The department also started the planning process for a new project, the Organisational Development Project that will be launched in 2007 and completed the SBM-R project in collaboration with JHPIEGO.

● The HIV/AIDS Mapping Project

In 2006, the FPD undertook projects to map HIV/AIDS services in the Highveld areas of Mpumalanga Province and to update the Tswane map. These mapping projects catalogue all substantive role-payers providing some aspect of HIV/AIDS care. Role players are identified amongst employers, public sector, local authorities, NGO's and FBO's. The mapping project delivers accurate epidemiological data for both municipal regions and indicated the full extent of the service need with regard to all aspects of a comprehensive response to HIV/AIDS. The project also provided details on all the HIV/AIDS services and organisations active in both areas with regard to service levels, institutional capacity, institutional needs and physical location of services. Needless to say, the information obtained through the data collection system assisted in identifying gaps and trends which can act as a guide to all stakeholders in their HIV/AIDS strategies.

- **Organisational Development Project**

Planning for this new project, to be launched in 2007, took place in 2006. This organisational development project is a natural extension of the mapping project which will focus on organisational development and capacity building of NGO's and FBO's, identified during the mapping part of the project, that need institutional strengthening.

- **The PEPFAR Fellowship Programme**

FPD in collaboration with USAID and CDC launched the President's Emergency Plan for AIDS Relief (PEPFAR) Fellowship Programme (PFP) in October 2006. PFP was established in response to the growing need for the rapid expansion and development of human capacity in HIV and AIDS care and treatment programmes.

The PEPFAR Fellowship Programme (PFP) is geared to hone the skills of postgraduate students by partnering them with implementing PEPFAR partners or South African AIDS service organisations. By promoting access to practical experience in an AIDS service environment, the PFP reinforces and augments the academic components of health-related Masters Degree programmes with valuable hands-on experience. At the same time, the resulting work supports South African AIDS service organisations with "scarce skills" such as monitoring and evaluation, organisational development, health systems development, and strategic information management, as well as skills to support clinical fields such as infectious disease control, psycho-social assessment and HIV prevention integration. This support, in turn, promotes greater understanding and an increased application of "scarce skills" by the organisation within the comprehensive HIV and AIDS healthcare service environment.

- **Standards-Based Management and Recognition (SBM-R) Project.**

FPD in collaboration with JHPIEGO and the National Department of Health has developed quality and performance standards for use in Anti-Retroviral Treatment Clinics in South Africa through a process called Standards-Based Management and Recognition (SBM-R). SBM-R is a practical management approach for improving the performance and quality of health services. It consists of the systematic, consistent and effective utilisation of operational performance standards as the basis for the organisation and functioning of these services, and the rewarding of compliance with standards through recognition mechanisms. During the development of the new tools essential elements of the performance improvement approach were combined with practical methodologies from quality improvement and quality assurance approaches to build a simplified process. SBM-R translates scientific and technical reference materials such as guidelines and protocols into operational tools containing performance standards that can be used as job aids or guides by frontline providers and managers in their daily work. SBM-R focuses on a minimum set of components and processes that are relevant for the delivery of packages of health services. This systemic approach creates opportunities for building more integrated and sustainable platforms for service delivery and helps to find synergies among health processes.



Aids Clinic Staff who participated in the field testing of the SBM-R Project.



5.2.2 The Placement Project

(www.theplacementproject.co.za)



This project was designed as a means to address one of the key factors contributing to the lack of human resource capacity in the South African public sector, namely the migration of healthcare professionals. Popularly termed the “brain drain”, this migration includes the unilateral movement from the public to the private sector, as well as the emigration of South African-trained healthcare professionals to developed countries in Europe, North America and Oceania. Under-servicing through the “brain drain” and the mal-distribution of healthcare human resources poses a significant threat to the sustainability of the South African public healthcare sector as a whole and, in particular, to the success of its ART roll-out.

The FPD conducted a feasibility study in 2004 assessing the potential impact of a non-profit

recruitment agency on the alleviation of South Africa's public sector HR crisis. The study determined a definite need and recommended the establishment of no-fee recruitment services. In response to this recommendation, the FPD launched the Placement Project on January 1st, 2006 with funding from Atlantic Philanthropies an International Philanthropic Organisation.

The Placement Project creates a mechanism by which to rapidly reduce public sector vacancies with regards to skilled healthcare professionals. As a donor-funded recruitment agency geared specifically towards meeting the HR needs of the public sector, the Placement Project facilitates and supports the recruitment, registration, placement, and retention of foreign and local healthcare professionals. The Placement Project further strengthens and supplements the SA public sector by creating a conduit for qualified South African healthcare professionals currently employed in the private sector to provide services to the public sector on a voluntary or contractual basis.

Through targeted marketing and active recruitment, the Placement Project has expanded the human resource capacity in the South African public sector by 71 Placements and 512 Locum hours which, in direct consequence, increased the general healthcare infrastructure capacity and improved access to quality healthcare service for all uninsured South Africans.

Figure 4: Distribution of Completed Placements by Recruitment Category (International HCP, South African HCP, Locum)

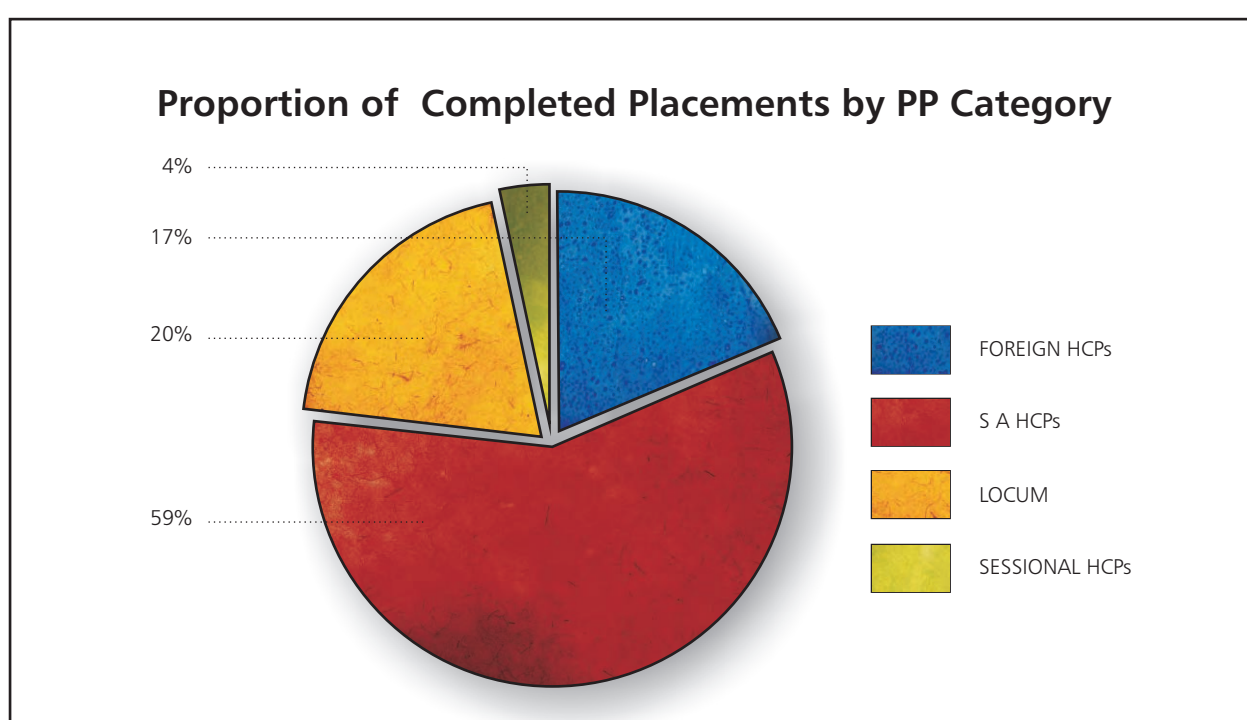


Figure 5: Distribution of Completed Placements by Profession (Foreign and Local)

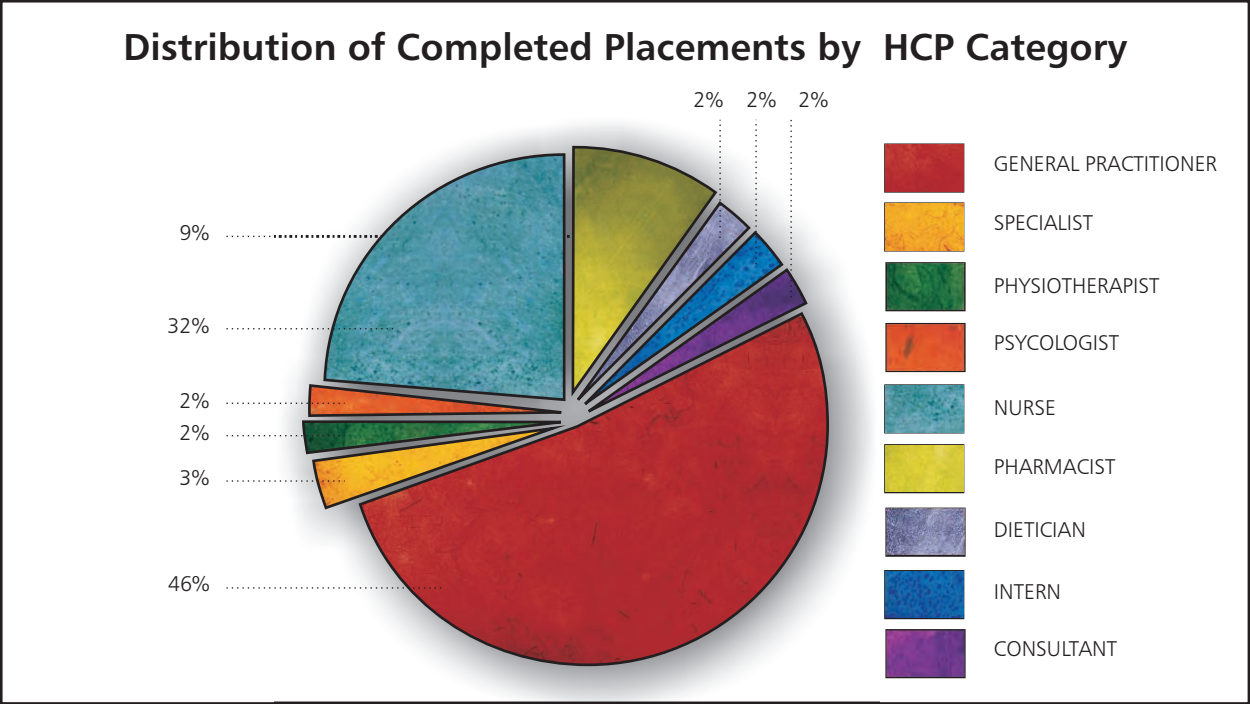


Figure 6: Level of Care at Served Facility

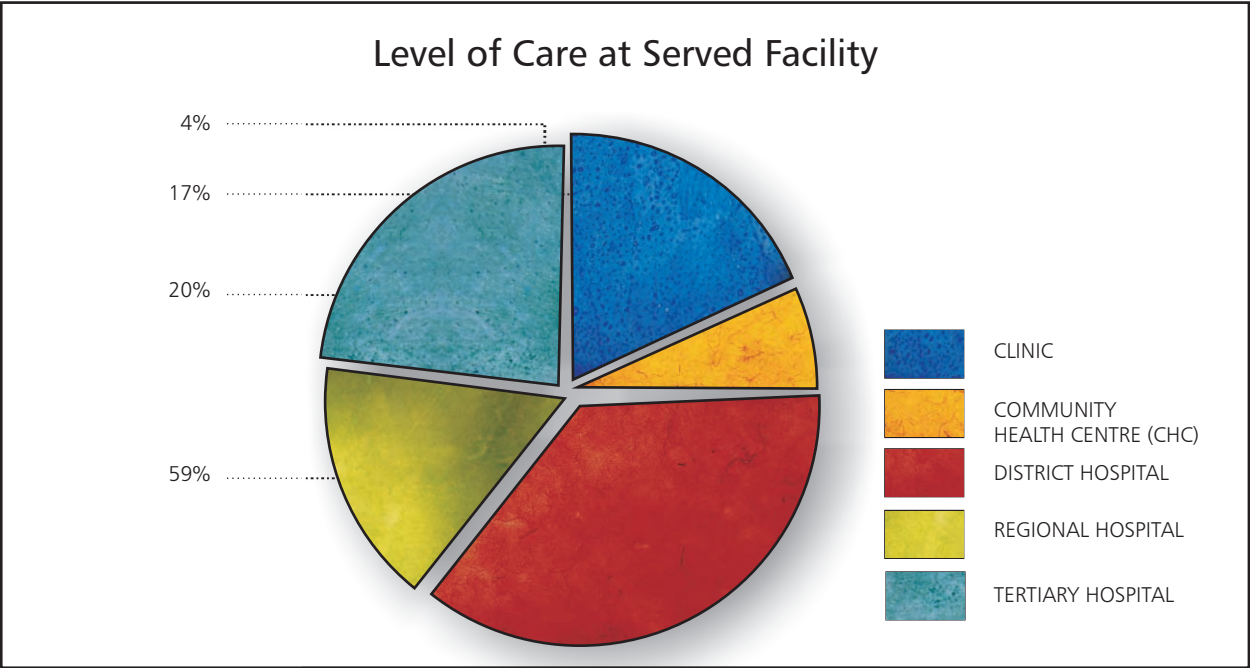
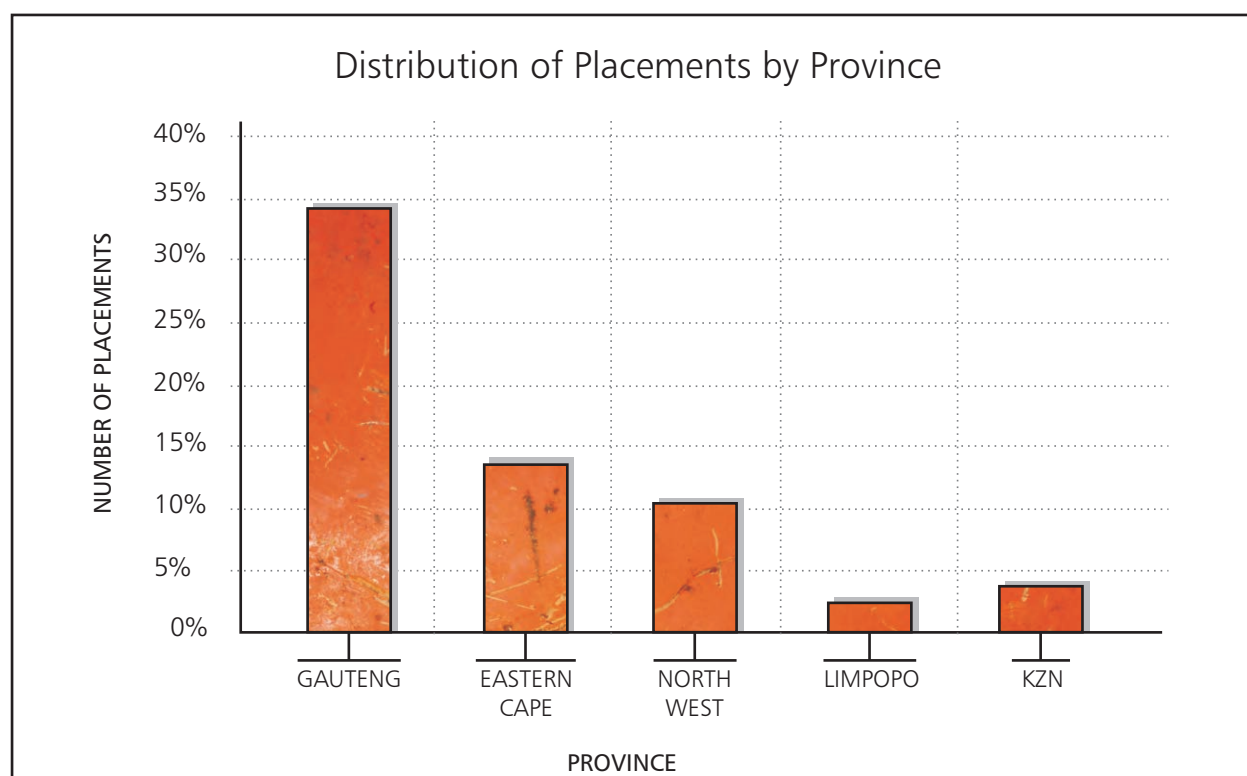


Figure 7: Number of Completed Placements by Province



2006 was marked by many positive, and often unanticipated, developments. Most salient is the inspiring response of local South African healthcare professionals to the Placement Project services. The Placement Project anticipated recruiting primarily internationally, as the local human resources were assumed insufficient. However, placement numbers show that South African healthcare professionals constitute the bulk of the Placement Project's recruitment pool.

As a result of the project's positive local reception, the Placement Project has expanded the scope of its recruitment and placement activities to include human resources support for NGO's supporting public-private-partnerships and, thereby, improved the overall quality of health services for the general population. In October 2006, the Placement Project entered into an agreement with Columbia University's ICAP programme to manage the human resources component of their AIDS projects in the Eastern Cape and KwaZulu Natal.

The 2006 outcome statistics indicate that the Placement Project is well on its way towards realising its goals and effecting a sustainable, positive impact on the human resource capacity in the SA public sector. Highlights and numerous lessons learned in Year 1 provide a solid foundation for planned activities and projected outcomes in Year 2.

5.3 Treatment Cluster

The treatment cluster focuses predominantly on private-public-initiatives to increase service delivery in the public sector.



5.3.1 The Positive Life Project



Introduction

In August 2004 the Foundation for Professional Development launched “The Positive Life Project” with the aim of providing support to public sector ART clinics. FPD's involvement in the project is based on a firm belief that HIV/AIDS is a societal challenge of such magnitude that it requires mobilisation of all sectors of South African society. The Positive Life Project provides support through a Public-Private-Initiative Model to predominantly government ART sites. The Positive Life Project has been funded by PEPFAR since 2004 and currently supports ART sites in Gauteng, North West and Mpumalanga Provinces and is set to expand to Limpopo Province.

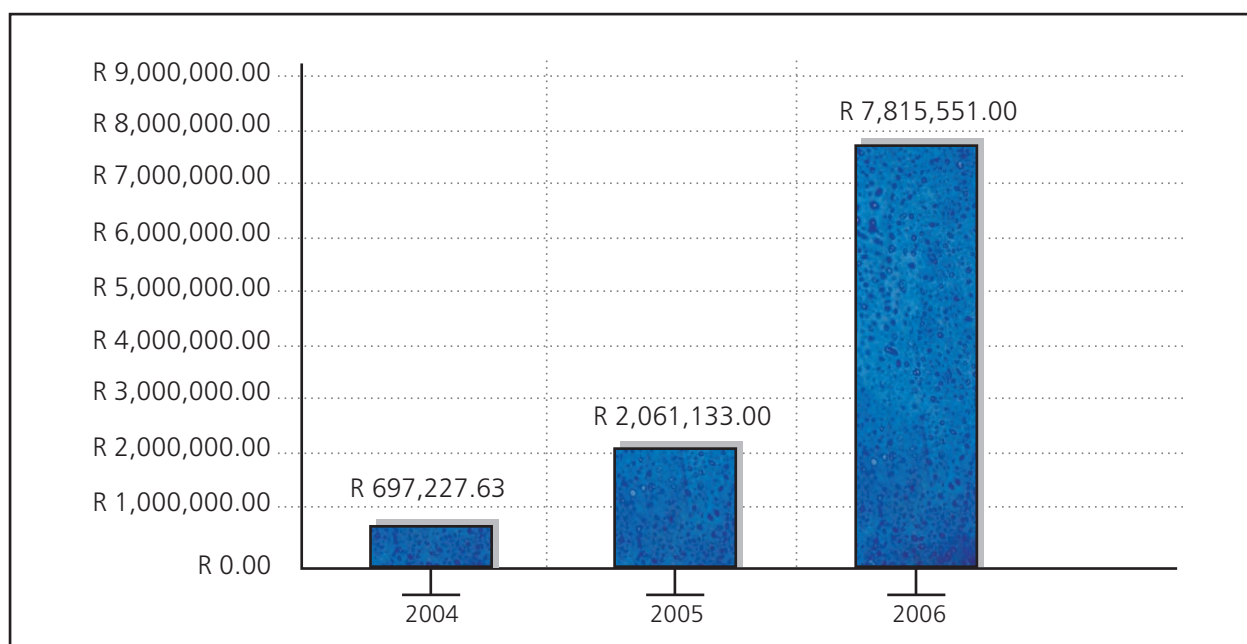
Purpose

The Positive Life Project is designed to, on a short to medium term, help the public sector to provide comprehensive care to patients with HIV and AIDS by providing a wide range of supportive services that ensures optimal patient care and a short waiting period.

Funding for Positive Life Project Activities

The Positive Life Project is funded by PEPFAR through USAID.

Figure 8: Funding for the Positive Life Project



Activities

The project design is based on detailed needs analysis conducted in consultation with management at each ART clinic, based on analysis support provided in the following areas.

Human Resources (clinical and administration)

The Positive Life Project ensures that sufficient staff are available using the full-time equivalence ratios developed by government to meet jointly agreed on treatment targets. Should public sector staff increase at a specific site, by mutual agreement the treatment targets are usually increased to ensure that healthcare professionals are optimally utilised. The Positive Life Project provides the following seconded staff categories on either a full-time or a part-time basis:

Number of staff placed in public sector facilities as on 31 December 2006

CATEGORY	NUMBER OF STAFF PLACED BY 31 DEC 2006
Medical Doctors	13
Professional & Staff Nurses	6
Pharmacists	6
Pharmacy Assistants	--
Lay Counsellors	100
Data Capturers	10
Administrative Assistants	6

● Capacity Development

Staff training needs are identified within each site and training schedules are designed for all staff employed in the ART clinics and neighbouring sites. During 2006 the following training was provided:

COURSE	NUMBER OF PARTICIPANTS
● HIV Management Course	63
● TB Management Course	33
● Team Building Course	70

● Management Support

The Positive Life Project has a project management team deployed who work closely with clinic management to implement jointly developed work plans. Part of this support includes providing monitoring and evaluation capacity in each clinic that allows the clinic management to measure progress against specific indicators.

● Operational Systems

A series of operational and strategic management tools have been developed to improve efficiency and increase output while improving quality of care in an ART clinic. The following operational management tools are provided to ART clinics:

- Patient booking management & tracking system
- Patient flow schedule
- Standardisation of patient visits
- Standardisation of tasks
- Progress indicators

● Physical Infrastructure and Equipment

The Positive Life Project provides assistance by refurbishing clinics if a need exists and by procuring equipment. Such support is based on the needs of a particular site and is meant to solve immediate infrastructure and equipment shortages that prevent rapid roll-out of ART services at a specific site. This year we have done major renovations at the Cullinan ART site, Dr George Mukhari Hospital in Gauteng. Vodacom donated containers which are placed in some of the North West sites and Metsweding District. The total value of renovations done in 2006 was R2, 8 million.

Project Sites



Clinic name	Odi Wellness Clinic
Contact person	Winnie Kodisang
Contact tel number	012 702-2274
Contact fax number	012 702-1610/0469



Clinic name	Tshwane District Hospital
Contact person	Elsie Raphela
Contact tel number	012 354-5927
Contact fax number	012 354-1023



Clinic name	Kalafong Hospital
Contact person	Cathrine Ramogwebo
Contact tel number	012 318-6832
Contact fax number	012 318-6832



Clinic name	Laudium Clinic
Contact person	Selina Ratshibvumo
Contact tel number	012 374-9968
Contact fax number	012 374-2621



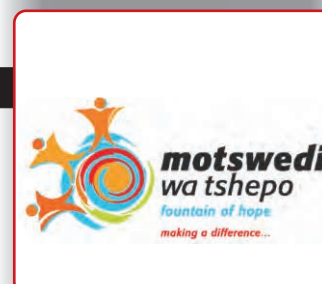
Clinic name	Dr George Mukhari Hospital
Contact person	Reginah Maithufi
Contact tel number	012 529-3592
Contact fax number	012 560-0099

Project Sites

● Clinic name	■ Mamelodi Clinic
● Contact person	■ Bowa Matlala
● Contact tel number	■ 012 841-8393
● Contact fax number	■ 012 841-8384/8412



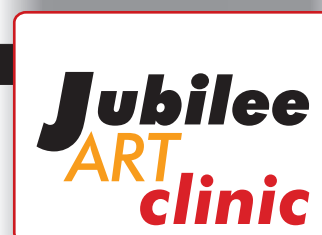
● Clinic name	■ Brits Clinic
● Contact person	■ Joyce Kwenje
● Contact tel number	■ 012 252-3311
● Contact fax number	■ 012 252- 4529



● Clinic name	■ Cullinan ART Clinic
● Contact person	■ Shirley Borens
● Contact tel number	■ 082 455-7967



● Clinic name	■ Jubilee ART Clinic
● Contact person	■ Ms. Magano
● Contact tel number	■ 012 717-9429
● Contact fax number	■ 012 717-7404



● Clinic name	■ Witbank Hospital
● Contact person	■ Lorraine Fakude
● Contact tel number	■ 013 653-2312
● Contact fax number	■ 013 656-1316



● Clinic name	■ Kwa-Mhlanga Hospital
● Contact person	■ Ms PA Hlatshwayo
● Contact tel number	■ 013 947-9160
● Contact fax number	■ 013 947-23310



Clinic Teams

● Odi Wellness Clinic



● Tshwane District Hospital



● Kalafong Hospital



Clinic Teams



● Laudium Clinic



● Dr George Mukhari Hospital



● Mamelodi Clinic



● Brits Clinic

Clinic Teams

● Cullinan ART Clinic



● Jubilee ART Clinic



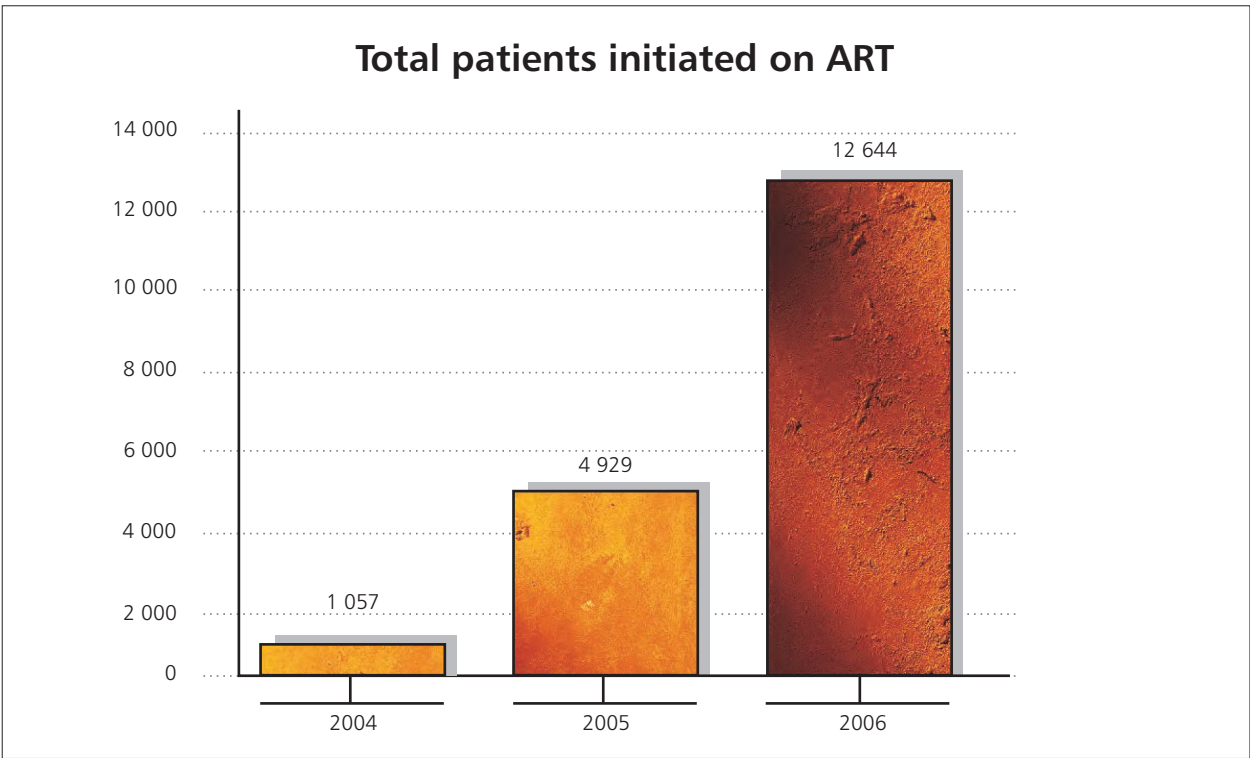
● Witbank Hospital



● Kwa-Mhlanga Hospital



Figure 9: Total Number of Patients Supported on ART by Year



5.3.2 THAT'S IT PROGRAMME

(Tuberculosis, HIV, Aids, Treatment Support and Integrated Therapy)



Introduction

This project is a collaboration between FPD and the That's IT Programme of the Medical Research Council (MRC). The aim of the project is to expand the delivery of ART for TB patients in South Africa using lessons learnt from the best-practice models developed by other MRC partners. The service delivery model used in this project is one of a Public-Private-Initiative where public sector TB and ART facilities are strengthened through staff secondment, infra-structure, equipment and operational support. The project focuses on supporting rural areas and is currently active in the North West Province.

The motivation for the project is that Tuberculosis, although curable, is one of the most common causes of HIV-related morbidity and mortality in South Africa. This is predominantly due to the lack of awareness and education amongst patients and the fact that patients present very late for help at healthcare services. Contributing to this is the fact that the diagnosis of TB in association with HIV infection is not always straightforward.

South Africa has TB incidence rates ranging from 400 to 1500/100,000 compared to USA with incidence rates of <16/100,000. In view of current international interest following the Tugela Ferry outbreak of XDR TB this programme is well placed and focuses on TB patients as entry point to access anti-retrovirals. At the same time it targets ART patients to heighten the awareness of TB signs and symptoms so that they can present timeously to relevant health authorities for clinical interventions.

Project Targets

The delivery of ART to TB patients in the That's It Project has the following targets within the parameters of the two year contract (August 2006-July 2008) with the MRC, utilising PEPFAR funding through the CDC cooperative agreement with the MRC:

- 6000 patients will be offered HIV diagnostic counseling and testing
- 3000 patients will be offered HIV care including ART
- 1000 TB-HIV patients will be referred for follow-up evaluation

Activities

The project was initiated in August 2006 under the auspices of Dr Margot Uys as the Project Manager and a project office was established at the offices of the Health Science Academy. The Randburg A MOU was signed with the Department of Health in the North West Province in which the following districts have been identified as target areas:

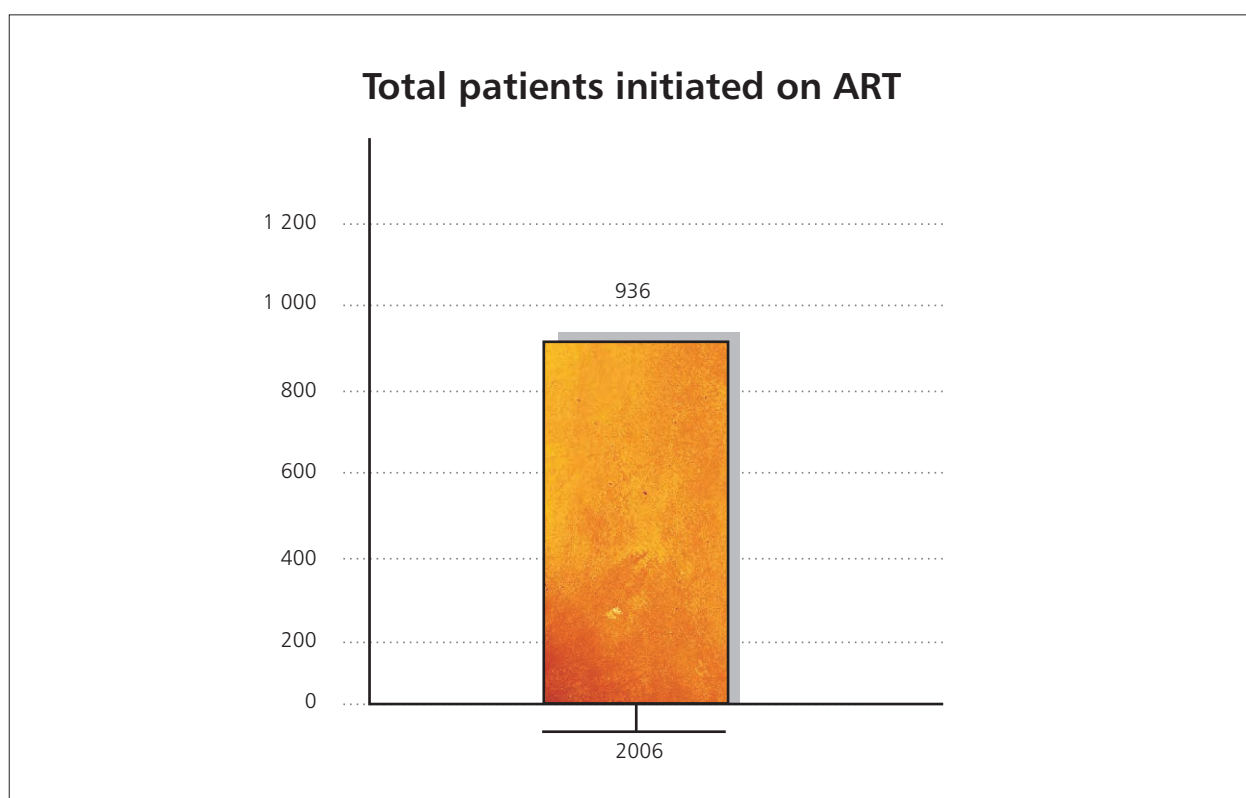
- Bophirima Health District Ganyesa hospital (70km north of Vryburg)
- Moses Kutane Health District George Stegmann Hospital

Both hospitals are accredited referral sites for surrounding clinics. In the Bophirima District, 3 satellite clinics will be involved in the decanting of ART's, i.e. Tlakgameng, Morokweng and Bray. The Moses Kutane district will concentrate on the 24hr clinics as satellite sites for FPD involvement while the delivery of health services via a mobile clinic is also considered to serve far away clinics near the Botswana border. HR appointments have been made in the Bophirima District as from 1 November 2006 and appointments in the Moses Kutane district are in process.

Physical infrastructure in the form of 3 stand alone mobile home units and IT infrastructure have been put in place and all the necessary forms, protocols, policies and procedures are being adapted and developed for application in the rural areas. Training of staff is planned for early 2007.

Due to the deep rural location of the project access to specialist services are non existent. To overcome this an agreement has been concluded with the Infectious Diseases Unit at the Internal Medicine Department of the University of Pretoria to provide onsite specialist support and the feasibility of telemedicine is being investigated.

Figure 10: Total Number of Patients Supported on ART at Clinics that 'Thats IT' Supports





5.3.3 Twinning Project

Introduction

This project is a joint initiative of the FPD and the American International Health Care Alliance (AIHA) working together to support increased access to antiretroviral (ART) treatment services. AIHA with funding from the President's Emergency Plan for AIDS Relief (PEPFAR), has partnered the Brits District Hospital, located in the North West Province, and FPD, to improve the quality of HIV/AIDS prevention, care and support services provided by the Brits HIV/AIDS Clinic and surrounding referral sites.

Activities

With the overall goal of improving the quality of HIV/AIDS prevention, care and support services provided by the Brits District Hospital HIV/AIDS Clinic and its referral sites, the partnership's objectives are to:

- strengthen the operational and managerial capacity of the Brits HIV/AIDS Clinic
- strengthen the capacity of the Brits HIV/AIDS Clinic to provide integrated HIV/AIDS-TB prevention, care and support services
- strengthen the referral system between the Brits HIV/AIDS Clinic and selected community-based treatment facilities

In the first year of the partnership a new standard operating system for the clinic was implemented, including newly designed computerised data collection systems and a down-referral model amongst clinics in the sub-district. These new systems were supplemented by a comprehensive human resource plan that included staff training and the development of new human resource policies, job descriptions and marketing strategies.

As a result of these efforts there was a rapid uptake of new HIV/AIDS patients, and between October 2005 and 31 December 2006, the clinic placed 1253 patients on ART achieving the targets set for the project far ahead of schedule.

Quality and productivity in the clinic is measured and tracked through questionnaire interviews to ensure efficiency without quality compromise. Patients evaluate services rendered at the clinic on an ongoing basis with a patient satisfaction questionnaire. TB screening and adherence questionnaires were implemented recently to increase tracking and testing of TB patients in an ART setting and to simplify adherence measurement of patients on ART. Staff productivity and DORA indicators are tracked monthly.

5.4 Operations Cluster

The operations cluster is tasked with running all FPD training and educational programmes and with maintaining all operational support services.



5.4.1 Teaching Programme Department

Introduction

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

Purpose

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

Activities

The total number of students enrolled on FPD courses since FPD was launched in 1998 increased with 9287 in 2006. That will bring the total number of students trained by FPD since its establishment to 46977.

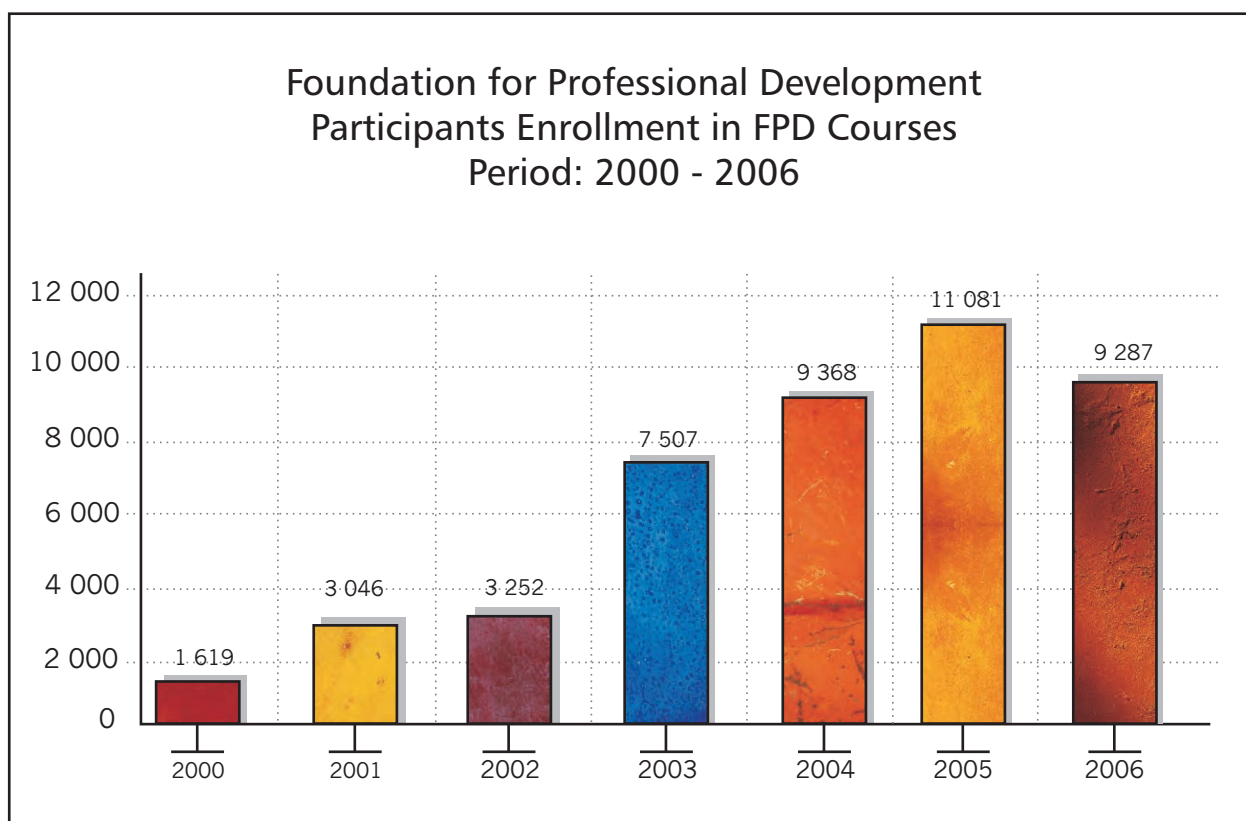
The largest number of registrations once again resulted from two large training programmes run by FPD namely the two short courses on the Clinical Management of HIV/AIDS for doctors and nurses, on which 4273 students were trained in 2006 and the Clinical Management of Tuberculosis on which 1191 participants were enrolled in 2006. Total student numbers in 2006 was down on those of 2005 predominantly due to a six months plus delay in receiving funding from our two largest donors. This delay will, however, translate in increased funding for training in 2007 and it is anticipated that the number of students to be trained in 2007 will increase to 14 000.

One of the highlights of the Department's work was the substantial expansion of the management training programmes during 2006. FPD firmly believes that management development in healthcare is a prerequisite to improving healthcare delivery and has been committed to such development since 1998. Currently FPD is involved with our strategic partner, Yale University, in the largest public sector management training programme in the country, focussing on managers working in the AIDS field. In 2006, 205 healthcare managers in the public or not-for-profit sector from 4 provinces (Gauteng, Western, Northern and Eastern Cape) completed a one-year intensive management development course with the FPD and another 337 healthcare managers from all 9 provinces were enrolled on the July intake of the course.

In an external evaluation done in 2006 by the School of Health Systems and Public Health of the University of Pretoria funded by JHPIEGO it was shown that this PEPFAR funded management training programme covers the majority of competencies identified by the National Department of Health as essential for managers in their programmes namely: management of self, communication, innovation and managing change, strategy and planning, decision-making, people management, information management, financial management (including budget negotiation) and managing service delivery and quality.

This course was rated highly by all participants in the survey who reported substantial improvement in their managerial abilities, a critical need given that 65% of these managers had never been exposed to any form of management training. The study also expressed the opinion that the positive influence of the training on the health sector at large will become more evident over time especially if it is considered that the 148 respondents in the study, in total manage 28 170 staff members over six managerial levels.

Figure 11: Total Number of Students Enrolled



5.4.2 Learning Support Services

In keeping with its virtual business model FPD has established a number of strategic partnerships that supports FPD teaching programmes through the provision of learning support services. In 2006 such partnerships were especially established with the objective of exploring alternative educational delivery mechanisms. FPD entered into contractual arrangements with a number of digital educational providers.

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

E-DocTM and the FPD provide relevant information regarding healthcare by means of seminars, meetings, discussion groups, surgical procedures and other healthcare events to medical practitioners through the medium of satellite TV. The hour-long CPD accredited programmes have been broadcasted on the following dates:

- | | |
|---------------|--------------------------------------------------------------------|
| ■ 2 March | ■ ICD-10 in Practice |
| ■ 6 April | ■ Treatment of Postmenopausal Osteoporosis: An Update |
| ■ 1 June | ■ Introducing the Profession's Regulator |
| ■ 6 July | ■ Glucose Control in Diabetes |
| ■ 3 August | ■ ADHD |
| ■ 7 September | ■ The Link between Erectile Dysfunction and Cardiovascular Disease |
| ■ 5 October | ■ CMS Annual Report: What does it tell us? |
| ■ 2 November | ■ ADHC |

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

● **Mindset Health**

- **www.mindset.co.za**

FPD has a collaborative agreement with Mindset Health to use television for educational programmes aimed at nursing practitioners.

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

● **Africa Online Scientific Information Systems: Learning for Africa (AOSIS)**

- **www.aosis.co.za**

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

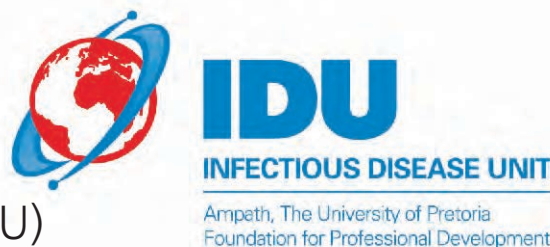
● **Therasim Inc**

- **www.therasim.com**

FPD has established a collaborative partnership with Therasim, a USA based information technology firm that allows FPD alumni and students access to cutting edge clinical simulation-based medical education, electronic medical record systems and medical decision support through computer-based systems.

5.5 Academic Cluster

The departments that form part of the Academic Cluster are aimed at developing capacity in specific areas that FPD has identified as high priority areas. Currently FPD has two academic departments focussing on nursing leadership and infectious diseases.



5.5.1 Infectious Diseases Unit (IDU)

Introduction

This unit operates as a collaborative venture between FPD, the Internal Medicine Department of the Medical School, University of Pretoria and AMPATH Laboratories.

Purpose

The purpose of this unit is to establish a centre of excellence in infectious diseases using a Public-Private-Initiative Model, that will have a regional reach and create a platform to mobilise and develop expertise in this field.

Activities

The focus area of the IDU is as follows:

- **Education**

Registrars in Internal Medicine at the University of Pretoria started rotating through this unit in 2006. Grand rounds in infectious diseases and HIV/AIDS management are now well established and take place on a weekly basis.

The department was also heavily involved in expanding FPD's in-service training programmes on TB, malaria and the rational use of antibiotics.

- **Service Delivery**

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

- Infectious diseases hospital consultation services at Pretoria Academic Hospital
- Support to infection control services at Pretoria Academic Hospital around outbreak investigation
- A clinic for complicated ART cases
- Consultant support for all FPD treatment projects
- Clinical mentoring services for ART sites supported by FPD

● Research

The Infectious Diseases Unit focuses its research activities on infectious diseases found in Africa. Currently the unit is establishing a number of strategic alliances in both the public as well as the private sector in order to expand its capacity to conduct research. The unit is part of the South African Malaria Initiative (SAMI), an initiative set up to identify new drugs and diagnostics for malaria. The IDU is also part of the expert group on XDR Tuberculosis that advises the MRC on tuberculosis.

The Infectious Diseases Unit and its partners are involved the following research:

- Antibodies against Mycolic acids as a sero-diagnostic test for Tuberculosis
- Interleukin 2 and ciprofloxacin labeled with radioactive iodine as new nuclear diagnostic tests for TB in HIV patients
- Gold labelling of IgY in malaria diagnostics
- Post exposure prophylaxis in Pretoria Academic Hospital
- Malaria resistance and the use of rapid diagnostic assays
- TB and HIV adherence field testing



Staff of the IDU and NLP

5.5.2 Nursing Leadership Programme (NLP)

Introduction

The Nursing Leadership Programme (NLP) has the goal of developing leadership in professional nursing through appropriate skills based training, support and research. The NLP develops tailored learning initiatives for nursing professionals in the form of skills-based short courses. The past year has seen the Nursing Programme reach maturity, in that it has become self sustainable through its activities through the selling of nursing courses and other services to employers both in the private and the public health services in South Africa and in other countries within the region.



Activities

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

● Education

The number of professional nurses trained have increased steadily since the inception of the NLP at the FPD to better represent the demographics of healthcare professionals in South Africa where approximately 60% of healthcare professionals are professional nurses. During 2006 the increase in the number of in-house courses offered to organisations reflected the growing awareness of FPD's services in the nursing sector. Such training took place in all nine provinces and also in 5 Southern African countries during this period namely, Tanzania, Swaziland, Zambia, Lesotho and Zimbabwe.

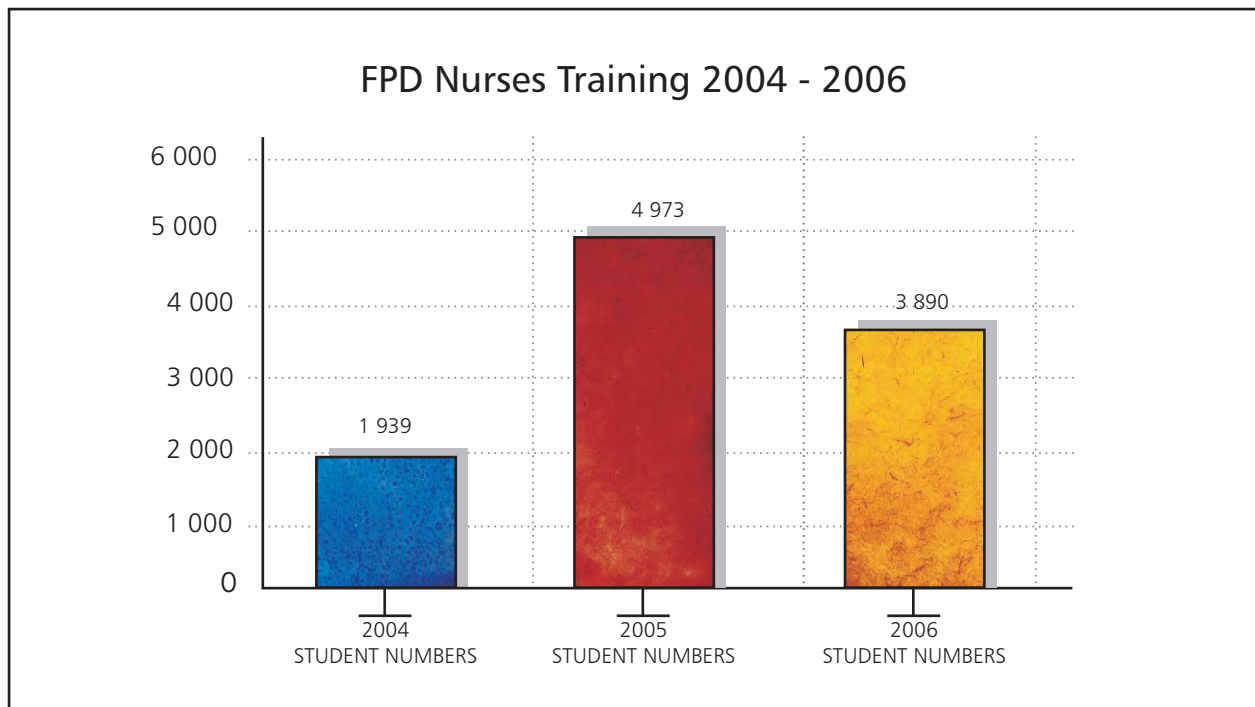
The following courses were updated in 2006:

- HIV and Aids Management for Professional Nurses
- Adherence Counselling

The following new courses were developed:

- Mentoring and Coaching Course
- Multi-sectoral HIV and AIDS Programme Management
- Tuberculosis Management for Registered Nurses

Figure 12: Total Number of Nursing Professionals Trained



The Programme also actively worked to ensure access by nursing professionals to the management courses offered by FPD. Due to these efforts 150 nurses were given scholarships to participate in either the Certificate in Advanced Management (CAM) or the Advanced Health Management Programme (AHMP).

To support professional nurses in practice all course attendees are given the status of FPD alumni and are included in all the benefits available to our students. In addition the NLP has developed a newsletter "Flo-time" which is distributed to them quarterly and which deals with issues within the profession, leadership enhancing ideas and identifies further opportunities for development. Planning for a nursing practice journal to be launched in 2007 was also completed.

During 2006 the Department, in collaboration with the International Orem Society and supported by the Conference Services Department, hosted the 9th World Nursing Congress on Self Care Deficit Nursing Theory. The Congress proved to be a time to reflect on the nursing profession while examining both the scholarship and practice components of nursing today. Speakers from 12 countries including Armenia, Canada, Germany, Ghana, Japan, Kenya, Lesotho, Malaysia, Netherlands, Nigeria, Thailand, Uganda and the USA participated in this 9th World Congress on Self-Care Deficit Nursing Theory. The Self Care Deficit Nursing Theory is a system of complimentary theories that guide nursing action in



a process thereby bringing together the knowing and doing of nursing which forms the basis of the philosophy of the NLP.

To ensure the development of potential nurse leaders, 50 scholarships were given to potential nurse leaders who would otherwise not have been able to attend. The scholarships were made possible through the generous funding of the EU and the FPD. More about the Conference and the papers presented can be found on the website of the IOS: <http://www.scdnt.com>.

The NLP has also represented FPD in the start up phase of a new partnership initiative called the Southern Africa Human Capacity Development Coalition (HCD-SA Coalition). It consists of 3 local and 3 international organisations lead by Intrahealth:

● **International partners**

- Intrahealth
- Management Sciences for Health (MSH)
- The training Resource Group (TRG)

● **Regional partners:**

- Foundation for Professional Development (FPD)
- Eastern, Central and Southern African Health Community (ECSA)
- Council of Health Service Accreditation of Southern Africa (COHASA)

The initiative will concentrate on Lesotho and Swaziland initially and then plans to move into other Southern African countries.

The main goal of the coalition is capacity strengthening in the region in a coordinated regional response to the management of HIV & AIDS in the region.

2006 has also been a time of consolidation and wide consultation with many major stakeholders and employers of professional nurses. As the public sector is the major employer of professional nurses, seven of the nine provinces in South Africa have been visited for discussions with both the provincial and district personnel. In addition six countries in Southern and Eastern Africa have been visited and training or other activities have taken place in these countries. The countries visited were Lesotho, Swaziland, Zambia, Tanzania, Kenya and Zimbabwe. Through this process the needs of the target group and of the service providers were identified and where necessary FPD products were adapted or appropriate new products were developed and offered to meet the specific needs.

5.6 Independent Business Units and Support Services Cluster



5.6.1 Conference Services Department

Introduction

FPD Conference Services (FPD-CS) is managed through a joint venture with Conference Consultancy South Africa. FPD-CS offers a comprehensive range of local and international professional conference planning and management services to organisations and institutions across all sectors.

In 2006, the CEO of FPD's joint venture partner, Mr. Pieter Swart, obtained the international distinction "Certified Meeting Professional" from the Convention Industry Council based in Washington DC to become the first and only Professional Conference Organiser in South Africa with the combined CMP qualification and International Professional Conference Organiser accreditation from the Southern African Association for the Conference Industry.

Purpose

FPD-CS provides a world-class conference planning and management service that focuses on the following activities:

- **Strategic support services:**
 - Strategic Conference Business Development
 - Conference Risk Analysis
 - International Conference Bid Production

● **Provision of a full range of conference planning and management services including:**

- Abstract and speaker management services
- Conference 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 coordination, including accommodation, audiovisual, catering, graphic design, document production and printing, information technology, security and transport
- Sponsorship recruitment and exhibition sales

The FPD-CS is a human resource-, knowledge- and technology intensive business unit supported by skilled people operating advanced information technology systems and database platforms. Planning and management of conferences are done through a process of risk analysis, determination and setting of policies, financial-, project-, human resources planning and management and the appointment and management of ancillary services or outsourced suppliers.

Operations are conducted in three phases namely planning (pre-conference), roll-out (during the conference) and closure (post conference). Operations are managed according to activities, costed in a master budget, 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

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

- XIII th 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)

● **In 2006 FPD organised the following conferences:**

- 2nd Conference of the South African Institute for Health Care Managers
- 8th World Conference on Injury Prevention and Safety Promotion
- 9th World Congress on Self-Care Deficit Nursing Theory
- I-TECH Conference of Clinical Mentoring of HIV/AIDS Care and Treatment in Resource Restrained Settings
- MRC Expert Consultation on Drug Resistant TB

The Unit also started work on organising the 3rd South African AIDS Conference, ICC Durban, from 5-8 June 2007. More information can be obtained from the website at www.sa-aidsconference.com.

5.6.2 Finance Department

This department provides two separate support functions namely Financial Services and Administrative Support.



5.6.2.1 Financial Services

Introduction

The Finance Department provides financial services to all FPD departments and projects, including all conferences managed by the FPD. The Finance Department is also responsible for all financial reporting to donors.

Purpose

To provide financial information which is interpreted and user friendly by generating reports which can be used in decision-making by the FPD Management and the Board of Directors. These activities take place in an environment which is 100% compliant with policies, procedures, legislation and statutory requirements.

Activities

During 2006 the Finance Department was re-structured to make provision for the continuous increase in donor funding, as each donor requires regular reports on the progress and utilisation of its funds.

Financial support was provided to all FPD departments and to Dira Sengwe Conferences, a section 21 Company, who owns the South African AIDS Conference. Such services cover the full range of routine financial services, coordination of external audits and reporting to donors.

The Finance Department focussed on developing user-friendly reports, to be able to provide interpreted financial information for both management and the Board of Directors. An external consultant was contracted during 2006 to assist in this process. Focus is also on developing standard reports, which can be developed in less time than the current reports.

The Finance Department also provide technical assistance to the finance department of Health Science Academy, a FPD affiliate.

5.6.2.2 Administrative Services



The Finance Department provides the following administrative services for FPD:

- Reception Services
- Information Technology Support
- Human Resource Administration
- Company Secretary Services for FPD and Dira Sengwe Conferences - Ms A Bosman

6 Strategic Partnerships and Alliances

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

6.1 International

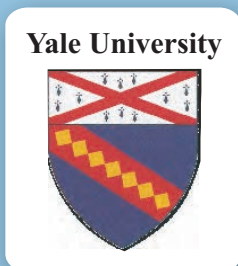
Manchester Business School



With an international reputation for top-rated teaching and research, Manchester Business School (www.mbs.ac.uk) is firmly positioned at the leading edge of dynamic business performance. Dedicated to developing effective managers for every sector and discipline, we invest in today's management the ideas and experience which will equip our graduates to become tomorrow's international elite.

FPD and MBS have been collaborating since 1998 in offering an international management short course for health managers in South Africa.

Yale School of Epidemiology and Public Health

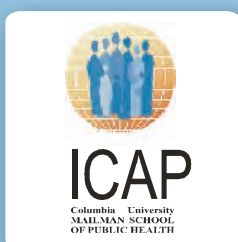


Founded in 1915, Yale's School of Public Health (www.yale.edu) is one of the oldest accredited schools of public health in the USA. In the 1960's it was decided to merge the Department of Public Health with the Section of Epidemiology and Preventive Medicine, a unit within the Department of Internal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

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

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

Columbia University (ICAP)



Columbia University Mailman School of Public Health's International Center for AIDS Care and Treatment Programs (ICAP) (www.columbia-icap.org) 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, monitoring and evaluation and training/mentoring.

In South Africa, the overall objective is to increase patients' access to antiretroviral therapy by supporting the Department of Health's HIV/AIDS Comprehensive Care and Treatment Program in Eastern Cape & KwaZulu Natal.

The FPD and Columbia collaboration extends to providing AIDS related training in the Eastern Cape and support by FPD seconded staff to Columbia's treatment sites in that province.

JHPIEGO



JHPIEGO (www.jhpiego.org) is an international health organisation affiliated with the John Hopkins University in Baltimore, Maryland, that builds global and local partnerships to enhance the quality of healthcare services for women and families through training and support for healthcare providers including doctors, nurses, midwives and health educators - working in limited-resource settings throughout Africa, Asia, the Middle East, Latin America, the Caribbean and Europe.

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

John Snow International (JSI)



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

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

University Research Co., LLC (URC)



University Research Co., LLC (www.urc-chs.com) is a professional services firm dedicated to helping clients use scientific methods and research findings to improve programme management, operations and outcomes. For 40 years, URC has helped government and private sector clients design, operate, and evaluate programmes that address health, social, and educational needs. With its non-profit affiliate, the Center for Human Services, URC works in the United States and abroad on projects that span five core practice areas.

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

International Association of Physicians in AIDS Care (IAPAC)



The International Association of Physicians in AIDS Care (**www.iapac.org**) is recognised under the law of the United States of America as a not-for-profit organisation. Working in partnership with the healthcare professions, business, government, academic and religious communities, IAPAC accomplishes its mission through a comprehensive programme of education, policy and advocacy, direct technical assistance and care provision initiatives spearheaded by physician members.

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

American International Health Alliances (AIHA)



The American International Health Alliance (**www.aiha.com**) advances global health through volunteer-driven, "twinning" partnerships and other programmes that mobilise communities to better address healthcare priorities, while improving productivity and quality of care.

With AIHA's support, FPD has established a twinning partnership with a rural hospital to develop a demonstration project on an integrated rural ART service.

International Organisation for Migration (IOM)



The International Organisation for Migration (IOM) (**www.iom.int**) is an intergovernmental 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 Mission with Regional Functions (MRF), located in Pretoria, is working with the Placement Project to facilitate the recruitment and placement of foreign healthcare professionals in the South African public healthcare sector.

IntraHealth International Inc.



IntraHealth (**www.intrahealth.org**) a USA based international health development company is the lead agency on the Southern Africa Human Capacity Development Coalition Project.

FPD is one of the coalition partners tasked with being the lead organisation for all training activities. The coalition which was formed in 2006 has funding for a 5-year period to engage in regional capacity development activities.

6.2 National

University of Pretoria



The University of Pretoria (www.up.ac.za) was established as an independent university in 1930. With approximately 40000 enrolled students on the Pretoria and Mamelodi campus in 2006, the university is a leader in higher education that is recognised internationally for academic excellence and a focus on quality. The University of Pretoria strives to be a university with an inclusive and enabling, value-driven organisational culture, that provides an intellectual home for the rich diversity of South African academic talent.

Collaboration between FPD and University of Pretoria takes place around the Infectious Diseases Unit, the campus ART Clinic, VCT campaigns for students and ART clinics at two of the University's teaching hospitals (Pretoria Academic Hospital and Kalafong Hospital) and the Anaesthesiology Refresher Course.

University of South Africa (UNISA)



UNISA is Africa's premier distance learning institution. UNISA (www.unisa.ac.za) is a reputable, comprehensive, flexible and accessible open distance learning institution. UNISA offers internationally accredited qualifications and have world-class resources that inspire learners to create meaningful futures on their own terms. UNISA's vision, "Towards the African university in the service of humanity, drives the institution to find answers to Africa's education and developmental problems.

By forming partnerships both in Africa and throughout the world, we are able to help the people of Africa achieve their dreams.

FPD and UNISA organised the 8th World Conference on Injury Prevention and Safety Promotion as a joint venture between the two organisations.

Medical Research Council (MRC)



The Medical Research Council (www.mrc.ac.za) 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 resulting in several Lead Programmes in the areas of Telemedicine, Crime, Violence and Injury, 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 around Tuberculosis on aspects relating to training and treatment.

Health Science Academy (HSA)



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

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

Southern African HIV Clinician Society (SAHCS)



The Southern African HIV Clinician Society (www.sahivcliniciansociety.org) 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. To date more than 15000 healthcare professionals across Southern Africa have been trained on this course.

Right to Care



Right to Care (www.righttocare.org) is a South African non-profit organisation established in 2001. The aim was to implement an Expert Treatment Programme that provides innovative chronic HIV care service which builds public and private sector capacity and facilitates access to affordable antiretroviral therapy.

FPD and Right to Care collaborated in 2006 to provide ART services to approximately 4000 patients

South African Institute for Health Care Managers (SAIHCM)



For a number of years health managers working in both the public and the private health sector have determined that South Africa has an urgent need for an Institute for Health Care Managers (www.saihcm.co.za).

The structure of the Institute is based on best practices, as identified in other international models but has been adapted to meet South Africa's specific needs in the field.

The Institute is dedicated to establishing healthcare management as a profession in South Africa where all managers will have appropriate management qualifications. The commitment is 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.

Conference Consultancy South Africa



Conference Consultancy South Africa (CCSA) was established in 1998 and is one of the leading South African conference organisers focussing on medium, large and macro conference project planning and management. CCSA has successfully managed more than 40 conferences, both local and international, ranging from 200 to 4000 people.

The FPD Conference Unit is a joint venture with CCSA

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 programs to the staff of this province.

North West Provincial Health Department



Various FPD projects are involved in Public-Private-Initiatives in the North West Province, these include the Positive Health Project, The That's IT Programme and the FPD/AIHA Twinning Centre. FPD also provides a variety of training programmes to the staff of this province.

7 Education and Training Programmes

FPD courses are customer needs orientated and designed to promote access to education, limit time away from work and reduce cost as a barrier to education.

7.1 Management and Business Courses

7.1.1 Formal Post Graduate Qualifications

- **Certificate in Advanced Management**

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

- **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.

- **Certificate in Risk Assessment and Management (available from 2007)**

This is a one year introductory course for administrative staff of hospitals to manage risks related to patient rights and service provider obligations.

- **Diploma in Risk Assessment and Management (available from 2007)**

This is an in-depth 2-year diploma for administrative staff of hospitals to manage risks related to patient rights and service provider obligations.

7.1.2 International Short Courses

- **Manchester Business School Advanced Management Programme**

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

- **The 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 management competencies.

7.1.3 Other Short Courses Business and Related Subjects

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

- **Foundation in Management**
This introductory course on management principles have been designed to introduce and prepare non-management staff that are being considered for entrance level managerial positions to various management disciplines.
- **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.
- **Legislative Update Seminars**
The 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.

7.2 Clinical Courses

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

7.2.1 Formal Post Graduate Qualifications (available from 2007)

- **Post Graduate Diploma in General Practice**
This is a part time distance education programme that has been designed to update the clinical skills of General Practitioners on the most common conditions that they deal with in their practices.

7.2.2 Short Courses for Clinicians

- Rheumatology Management
- HIV/AIDS Management
- Epilepsy Management
- Anaesthesiology Refresher
- Tuberculosis Management
- Cardiovascular Management
- Clinical Management of Allergies
- Management of Cardio-vascular Diseases
- Rational use of Antibiotics
- Clinical Management of Dermatology
- Mental Health
- Diabetes Mellitus Management
- Practice Pathology
- Severe Sepsis Management
- Irritable Bowel Syndrome
- Clinical Management of GORD
- Clinical Management of Asthma
- Clinical Management of Malaria
- Management of Urinary Incontinence
- Diagnostic Ultrasound

7.2.3 Courses for Registered Nurses

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

7.2.4 Multidisciplinary Courses

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

7.2.5 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

7.3 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

7.4 Health Educators Courses

Course on best evidence practices in education (train-the-trainers)

7.5 Distance Education Courses

Distance education courses have been developed on clinical and practice management subjects especially with a view to meeting the learning needs of healthcare professionals working in rural settings. **(E-Learning versions are marked with *)**

- 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 *

7.6 Annual events

- Summer Academy

7.7 Organisational Development (in-house) Courses

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

FPD has provided customised in-house training programmes for staff of the following organisations (2006 clients identified with *):

● **Public Sector Organisations**

- Departments of Health (Neighbouring countries) *
- South African National Department of Health*
- Various Provincial Departments of Health (South Africa)*
- Regional Training Centres Eastern Cape & Mpumalanga*
- Statistics South Africa
- South Africa - Correctional Services
- UNAIDS
- WHO (Afro)

● **Corporations**

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

● **Medical Schemes/Administrators**

- Igolide Health Networks
- Impilo Health
- Medihelp
- Medikredit
- MX Health
- Umed
- Thebe ya Bopele

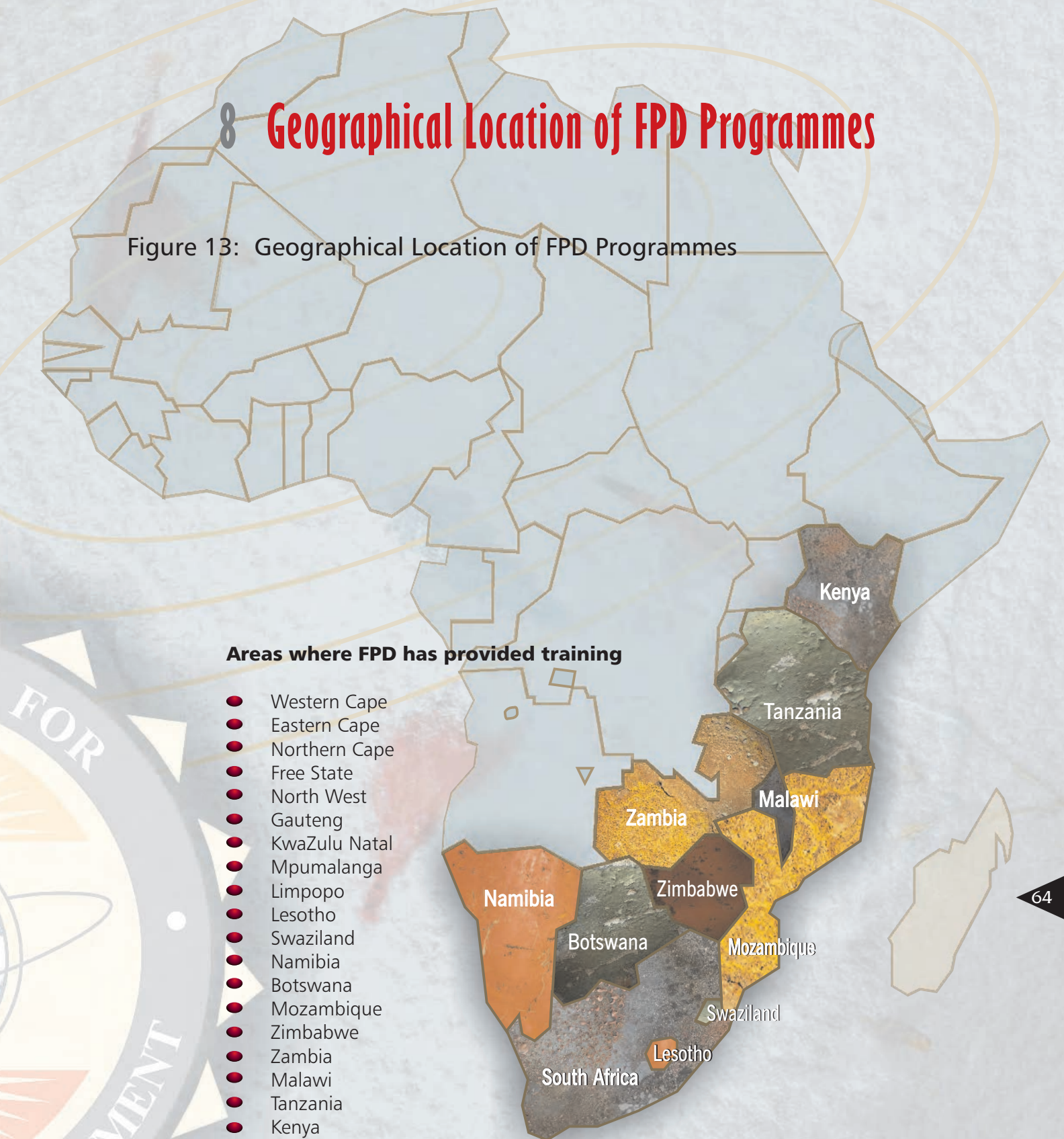
- **Hospital Groups**
 - Community Health Group*
 - Netcare
 - Networks
 - GP Net
 - Prime Cure
- **Pharmaceutical Industry**
 - AstraZeneca*
 - Bristol-Myers Squibb*
 - Aspen Pharmacare
 - MSD
- **Non Profit Organisations**
 - IPPF
 - Lutheran World Relief
 - South African Catholic Bishops Conference
- **Medical Equipment Suppliers**
 - Stryker South Africa

7.8 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

8 Geographical Location of FPD Programmes

Figure 13: Geographical Location of FPD Programmes



During 2006 FPD actively worked at expanding its activities in the Southern and Eastern African regions. To date FPD has provided training Programmes in the countries indicated above.

9

Faculty of the Foundation for Professional Development

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

The following graphs provide an overview of the qualifications and expertise of faculty who taught on programmes in 2006:

Figure 14: Qualifications Management Faculty

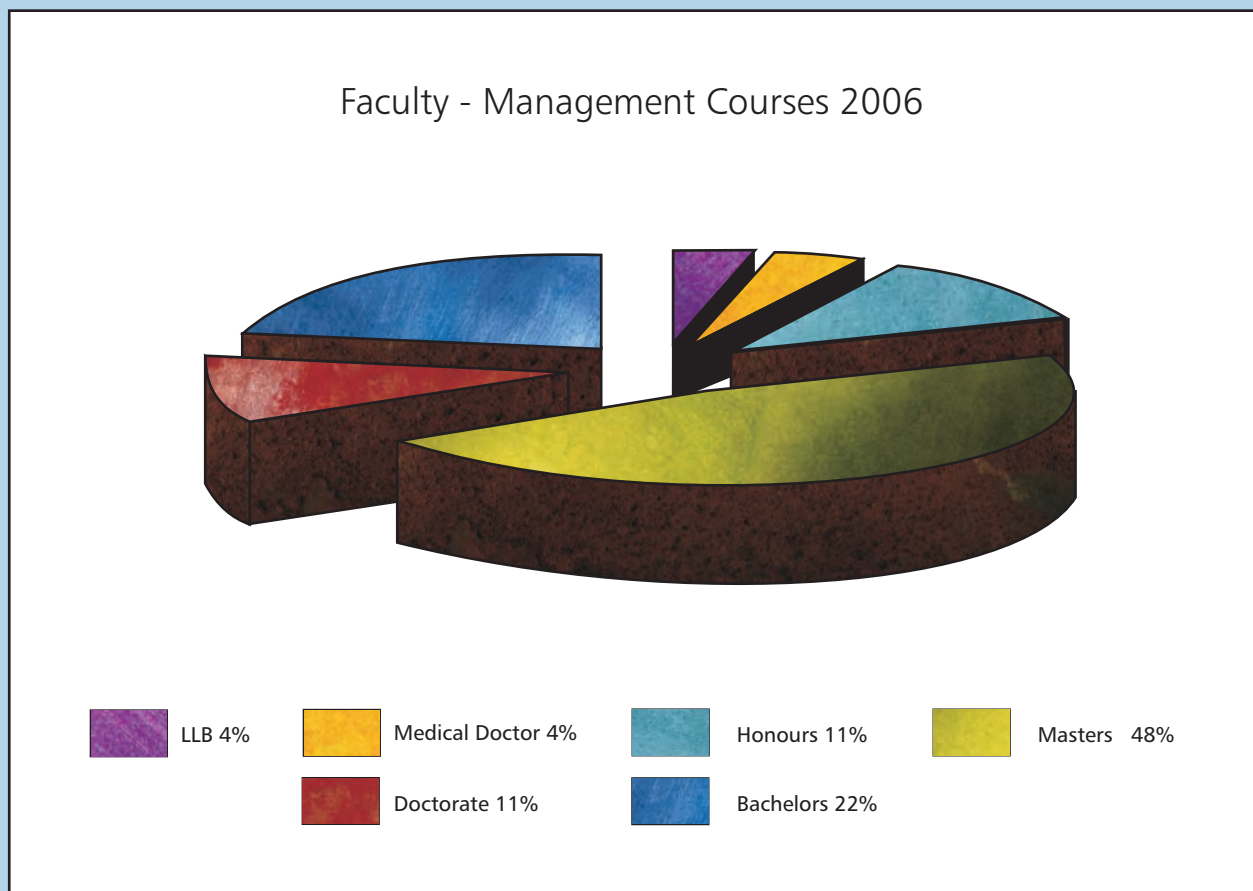
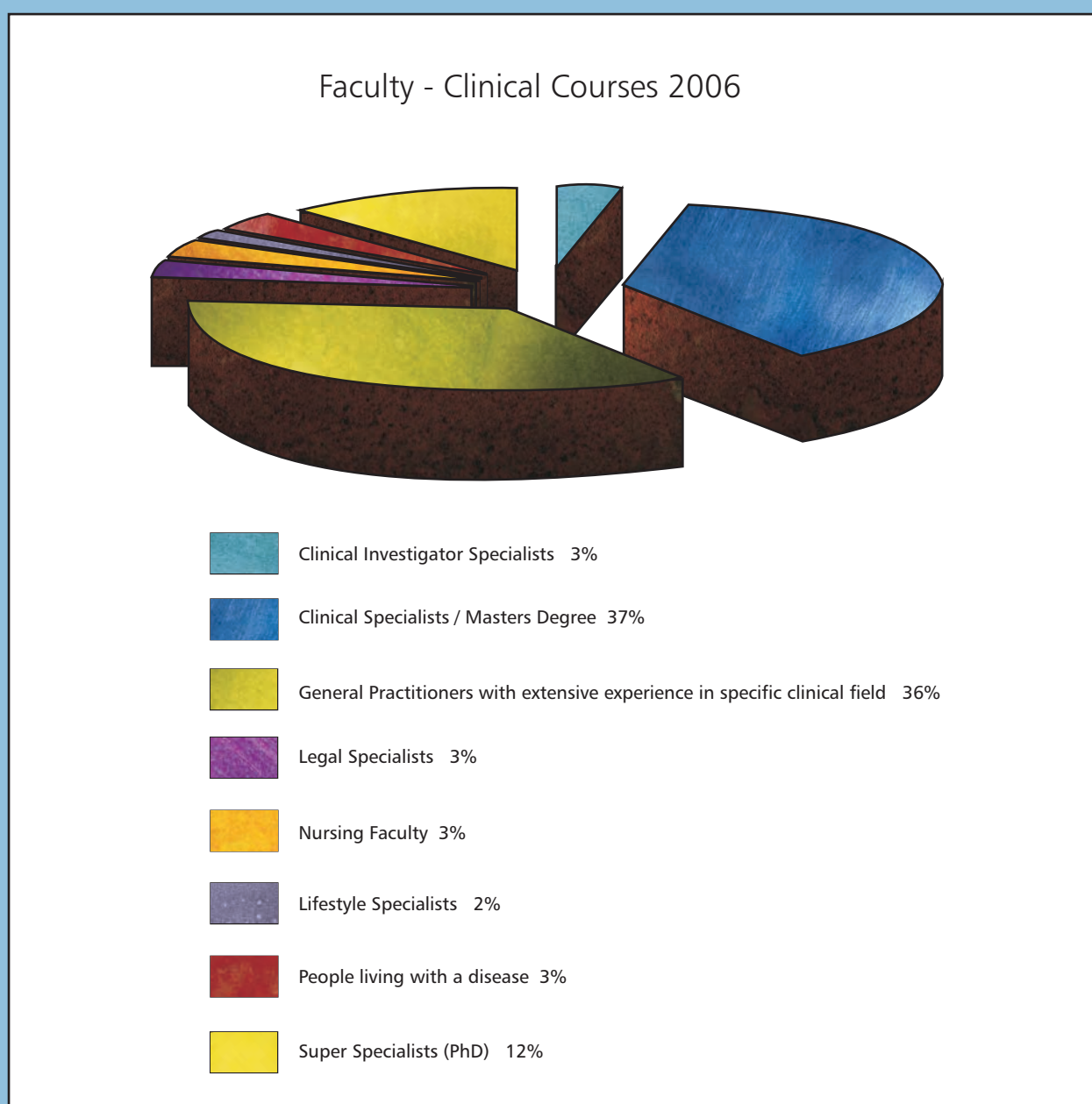


Figure 15: Qualifications/ Expertise Clinical Faculty



10 Research and Academic Output

Introduction

FPD as a registered institution of higher education is expected to contribute to the generation of new knowledge through research and academic activities. During 2006 FPD staff were involved in various research and academic activities.

10.1 Research Projects

- **Antibodies against Mycolic Acids as a Sero-diagnostic Test for Tuberculosis**

- Dr Anton Stoltz

Antibodies against mycolic acids after infection with tuberculosis is evaluated by using bio-membrane assays. This assay is evaluated as a next generation diagnostic tool for TB in HIV patients (ethics approved 17 patients on study).

- **Interleukin 2 Labeled with Radioactive Iodine as New Nuclear Medicine Test for TB in HIV Patients**

- Dr Anton Stoltz

This research evaluates IL2 as a labeling agent in TB of the lungs to diagnose TB in HIV infected patients (ethics board approved no patients yet - await labeled IL2).

- **HIV Enteropathy**

- Dr Anton Stoltz

This study evaluates patients with chronic diarrhea infected with HIV.

- **Gold Labeling of IgY in Malaria Diagnostics**

- Dr Anton Stoltz

This study aims at developing an improved diagnostic assay for malaria and is part of a larger study in the South African Malaria Initiative.

- **Enhanced Atherosclerosis in HIV and TB Co-infection**

- Dr Anton Stoltz

TB infection leads to foam cell formation which is an important step in atherosclerosis. By having co-infection with HIV increases atherosclerosis as well as treatment with certain ART drugs. This study will evaluate as a cohort the effect of TB and HIV infection in these patients.

● **Post Exposure Prophylaxis in Pretoria Academic Hospital**

■ Dr Anton Stoltz

Needle prick injuries are a common occurrence at PAH. The question is asked how effective are these patients given prophylaxis and is it important to evaluate the virus for resistance to evaluate efficacy of treatment.

● **Multidrug SA Infections in ICU's at Pretoria Academic Hospital**

■ Dr Anton Stoltz

A major effector for mortality and morbidity at PAH is the amount of MRSA found in the wards and ICU's in the hospital. This study will evaluate the genotype of these organisms to elucidate the origin as nosocomial or community acquired infection.

● **A Model to Manage CPD for the Alumni of a Private Higher Education Institute, Registered Title for a PhD thesis -**

■ Ms Elmie Castleman

This study is aimed at designing a model to deliver CPD to alumni of FPD.

● **Advanced Health Counselors Research Study - Mechanisms to Expand and Improve the Current Role of Counsellors -**

■ Ms Daniela Garcia Mintz - International Intern

This study evaluated the current roles of lay-counsellors in ART clinics and explored ways of increasing the scope of their activities.

● **Rapid Assessment to Determine the Roles of Professional Nurses in FPD Assisted Clinics -**

■ Ms Aneline Nielson - International Intern

This study looked at the roles of professional nurses in ART clinics.

● **The Second Update of the Tshwane Mapping Project**

■ Ms Ngwanamohube Phasha and Ms Idah Mulaudzi - Medical Students

This study serves to update a database of all AIDS service organisations, from both the public and private sector, that are active in the Tshwane district of Gauteng Province with a view to identifying their activities in support of a comprehensive national response to HIV/AIDS. During this update several gaps were identified as well as possible future areas to be explored/ mapped. One preliminary finding was a marked increase, since 2005, in the range of services that organisations are involved in. A significant finding was the marked increase in services to OVC's. Further analysis is currently underway.



10.2 Conference Participation

● **"The Way Forward"**

- Oral presentation
- **Dr Gustaaf Wolvaardt,**
- *2nd SAIHCM Conference, Sandton Convention Centre, 7 - 8 September 2006*
The talk focused on the forces that kill innovation in management and how South African health managers need to address these forces if they want to affect transformation.

● **"Strengthening Global Health Management Capacity"**

- Oral presentation
- **Dr Gustaaf Wolvaardt,**
- *3rd Biennial Conference of the Sustainable Management Development Program, Cape Town, 21- 26 May 2006*
The talk focussed on strategies to rapidly develop managers in Africa.

● **"Keeping Providers up to Date: What Happens after Formal Training"**

- Oral presentation
- **Dr Gustaaf Wolvaardt,**
- *Enhancing Quality of Care Meeting, Kopanong, 14 -16 February 2006*
This talk looked at the role of alumni support programmes in ensuring that primary care providers stay abreast of new developments after completing formal training sessions.

● **"Infection and Arthrosclerosis"**

- Oral presentation
- **Dr Anton Stoltz,**
- *International workshop on Tuberculosis, University of Pretoria, 2006*
This talk focussed on the effect of infection and inflammation and how these mechanisms might trigger the pathway to atherosclerosis. This is then related to tuberculosis and how this chronic infection in HIV patients may lead to increased atherosclerosis.

● **"Mycolic Acids in Health and Disease"**

- Oral presentation
- **Dr Anton Stoltz,**
- *SABMB International Conference, Pietermaritzburg, 2006*
In this talk the role of the immuno modulation induced by MA is discussed. In various experiments it was shown that cytokine profiles can lead to cure of arthritis, cure of allergic asthma in mice and the effect on the endothelium in atherosclerosis.

● **"Self-care to Improve Quality of Life for Patients in Under-resourced Areas"**

- Workshop conducted by Ms Kathy Dennill,
- *9th World Congress on Self-care Deficit Theory, 21 July 2006*
This workshop examined the application of self-care deficit nursing theory to people living with AIDS.

- **“Human Resource Capacity Development for Health in Sub-Saharan Africa”**
 - Oral Presentation
 - Ms Kathy Dennill,
 - *1st Multidisciplinary International Scientific Conference, Aga Kahn University, Nairobi, 5 September 2006*

The paper examined innovative ways to develop and use human capacity optimally in sub-Saharan Africa.
- **“Transforming Healthcare Through Leadership”**
 - Workshop conducted by Ms Kathy Dennill,
 - *2nd Annual Conference of the SAIHCM, Sandton, 7 September 2006*

The workshop examined the status of current healthcare professionals working in the health sector and looked at ways of dealing with under achievement, demotivation and frustration through the use of mentoring and coaching.
- **“Overview of the HIV & AIDS Epidemic and Successful Interventions Implemented in the Region”**
 - Oral presentation
 - Ms Kathy Dennill,
 - *Global HIV & AIDS Alliance Africa Region Planning Convention, Rosebank Hotel, Johannesburg, 2006*

This talk provided an overview of the current situation in healthcare in Africa and successful interventions were highlighted.
- **“HIV/AIDS Programme Implementation, Support and Sustainability; Using Twinning Partnerships to Facilitate Successful Skills and Knowledge Transfer”**
 - Oral presentation
 - Mrs Mariette Slabbert
 - *PEPFAR Partners meeting, Durban, South Africa, June 2006*
 - This talk reviewed the positive and negative experiences of the project to date in using a twinning methodology to develop ART services in a rural environment.
- **“The Impact of Large Scale, Short Course ART Training Programmes on the Knowledge and Clinical Behaviour of Primary Care Providers”**
 - Accepted abstract (Reference number A-011-0201-05041)
 - Dr Gustaaf Wolvaardt,
 - *XVI International AIDS Conference, Toronto, 13-18 August 2006*
 - This paper reported results of a study that had shown that utilising a methodology that combines self-study with limited contact time was sufficient to achieve measurable improvement in knowledge and resultant practice behaviour change. So it is not necessary to have clinical staff away from work for 5 to 10 day periods for training prior to starting ART programmes.

- **“The Role of Private Public Partnership in the Scale up Delivery of Antiretroviral Treatment in Tshwane District, Pretoria”**

Poster presentation

- Dr Nkhensani Nkhwashu,
- *PEPFAR Partners meeting, Durban, South Africa, June 2006*
- This talk looked at progress, successes and challenges inherent in scaling up ART delivery in public sector facilities through a P-P- model.

- **“Using Adult Learning Principals to Reduce Disruption of Training on the Workplace”**

Poster presentation

- Ms Elmie Castleman,
- *PEPFAR Partners meeting, Durban, South Africa, June 2006*
- Using adult learning principals, the classroom time on the clinical training programme, classroom time was reduced to only 25% of total study time where as on the management programme it only comprised 6%.

- **“Does Africa Need HIV/AIDS Training Conducted by Foreigners”**

- Accepted abstract (Reference number A 011-0201-14570)
- Mr Anton La Grange
- *XVI International AIDS Conference, Toronto, 13-18 August 2006*
- This paper reports a comparative study between foreign organisations and a local training institution involved in HIV/AIDS training in Southern Africa. The study showed that indigenous organisations have the ability to meet training needs and are able to comply with international quality norms.

10.3 Published Books, Chapters in Books and Articles

- **Tuberculosis,**

Stoltz A C, MIMS Disease Review, (2006), p 551

- **HIV Treatment in the Primary Healthcare Sector,**

- Stoltz A C, MIMS primary Healthcare Review, (2006), In print

- **Aspects of Primary Healthcare.**

- (Third Edition ISBN 019571871 2)
- Dennill K, King L & Swanepoel T, Submission November 2006

- **The Development of Healthcare Professionals in Africa: with Special Reference to Professional Nurses.**

- Dennill K, International Hospital Federation Journal, Accepted but not yet published

11 External Academic Collaboration

11.1 External Teaching

● **Dr Gustaaf Wolvaardt**

- External examiner at University of Pretoria Medical School

● **Dr Anton Stoltz**

- School for Health Systems and Public Health University of Pretoria, Tropical Disease Programme 2005, 2006
- Centre for the study on AIDS in Africa at the University of Pretoria
- Tshwane University of Technology
- Law Department at University of Pretoria
- External examiner at University of Pretoria Medical School

● **Ms Elmie Castleman**

- HELP (Health Emergencies in Large Populations) programme presented by the University of Pretoria's School of Health Systems and Public Health in collaboration with the International Committee of the Red Cross (ICRC)

● **Ms. Kathy Dennill**

- University of the Witwatersrand Masters in Public Health Programme
- University of Pretoria Masters in Public Health Programme

11.2 International Interns hosted at FPD

Anneline Neilson, University of California: San Francisco, USA was the first participant in an internship programme started in 2006. Ms. Anneline Neilson, a pre-masters nursing student visited FPD for a month. She undertook a research project titled: Rapid Assessment to Determine the Roles of Professional Nurses in FPD Assisted Clinics.

Daniela Garcia-Mintz, Uppsala University, Sweden is busy completing a Masters Degree in International Humanitarian Assistance at Uppsala University in Sweden under NOHA (Network on Humanitarian Action). Daniela spent ten weeks with FPD researching the current role of Lay-Counsellors in ART clinics, identifying the tasks that counsellors are performing and the impact that counselling has upon patient's adherence to Antiretroviral Therapy (ART).

11.3 Undergraduate Student Electives

Ms Ngwanamohube Phasha and Ms Idah Mulaudzi, both fourth year medical students at the University of Pretoria, spent four weeks as part of an elective module at FPD. They were jointly supervised by the School of Health Systems and Public Health, University of Pretoria and the FPD. After securing permission from the University's Ethical Committee they conducted telephonic interviews in order to update the HIV/AIDS mapping project database on services in the City of Tshwane.

12 Signature Initiatives

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

12.1 HIV/AIDS

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

- The "Positive Life Project", a PEPFAR funded initiative, which currently supports efforts at 11 ART clinics by providing expertise and expanding capacity. This project has supported ART treatment for 10968 adults and 1135 paediatric patients by the end of 2006. FPD support entails secondment of management and clinical staff, provision of operational systems, provision of equipment and renovation and refurbishment of clinics.
- The That's It Project between FPD and the MRC that focusses on improving diagnosis and treatment of individuals coinfectd with HIV and TB. In 2006 this project supported treatment for 936 patients on ART.
- The AIHA/FPD Twinning Project that supports ART treatment at the Brits Hospital in the North West Province provides treatment to 1 253.
- FPD has also been actively involved in human capacity development in Southern Africa in support of HIV care. Numerous training courses have been run, aimed at ensuring that all healthcare professionals in the public and private sector will have the required skills to provide comprehensive HIV/AIDS care. To date, approximately 22 000 healthcare professionals have been trained in the clinical management of HIV/AIDS since September 2001. This training programme is offered in partnership with the Southern African HIV Clinician Society and is the largest of its kind in the world.
- During 2006 FPD provided management training on an intensive management development programme for 337 HIV managers from the public and not-for-profit sector who were provided with full tuition scholarships courses that were offered across all provinces.
- The conference division in 2006 started work on the 3rd South African Aids Conference scheduled for June 2007. FPD also organised, on behalf of local and international partners, two AIDS related smaller conferences on "Clinical Mentoring" and on "MDR TB".
- The Placement Project has also given priority to recruiting healthcare professionals for ART programmes during 2006.
- The Internship programme recruits masters degree level interns and pays for their placement for a six month period in AIDS service organisations.

- The Infectious Diseases Unit provided specialist support to ART clinics located in the teaching hospitals of the University of Pretoria Medical School and all FPD clinics. This unit also provides clinical mentoring services.

12.2 Violence and Injury Prevention

In 2003 the FPD adopted Violence and Injury Prevention as a second signature initiative. FPD activities in 2006 with regard to this area was to co-organise the 8th World Conference on Injury Prevention and Safety Promotion in collaboration with UNISA and the MRC.

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

13 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 2006 FPD invested and supported substantial staff development. Support has ranged from supporting formal post graduate studies at doctoral and masters level to conference participation and short courses attendance. In total 35 staff members participated in a total of 51 educational activities. Emphasis was placed on developing managerial competence and 8 staff members were enrolled on management development programmes. Staff participation in educational activities stretched from senior management to support staff. 88% of staff supported by FPD was from previously disadvantaged groups. FPD is also rapidly achieving its goal of ensuring that all managers have formal post graduate management qualifications.

14 Corporate Social Responsibility

Given the nature of FPD as a cause driven health educational and development organisation, most of what FPD is involved in, can be classified a corporate social responsibility. However each year the FPD staff identifies a specific project activity that the organisation will support. In 2006 the FPD secured a donation of 70 containers that were equipped as offices from Vodacom South Africa. These containers were distributed to a number of Government ART sites and to the Catholic Relief Services where they are used as AIDS treatment sites.

15 Broad Based Black Economic Empowerment (BBBEE)

FPD in its strategic plan has embraced diversity since its inception. As such the organisation is well positioned to engage with the Health Charter when it is introduced in 2007/2008. The Health Charter will be a set of specific BBBEE targets set for health sector organisations to achieve by 2017.

The Black Economic Empowerment system is, ultimately, aimed at **broadening economic growth** by increasing participation in the economy of previously disadvantaged groups in the South African Society. Seven pillars are set in response to specific challenges relating to broadening and democratising the economic base in South Africa.

These pillars are:

- Ownership
- Management Control
- Employment Equity
- Skills Development
- Procurement
- Enterprise Development
- Residual

The pillars of Employment Equity and Residual (Corporate Social Investment) aims to overcome the poverty barrier. The constituency to benefit includes the black unemployed and rural poor. The Skills Development pillar aims to address the lack-of-skills barrier and is aimed at black workers, professionals and graduates. Business barriers are addressed by promoting the use of and development of black entrepreneurs by business by means of the provisions in the Enterprise Development and Procurement pillars. The Opportunity barrier is overcome by the provisions in the Ownership and Management Control pillars that should assist the emerging black middle class and investors in gaining access to the mainstream formalised economy.

External rating of a company's compliance with the targets set out in each pillar should be in place by early 2007 and FPD is planning to have such a rating done early in 2007. Internal audit of these targets indicate that FPD is most likely already between 75 to 84% compliant with the targets set for 2017.

16 Facts & Figures

This section provides an overview of student demographics pertaining to students who were enrolled on FPD courses during 2006.

Figure 16: Course Enrolment: 2006

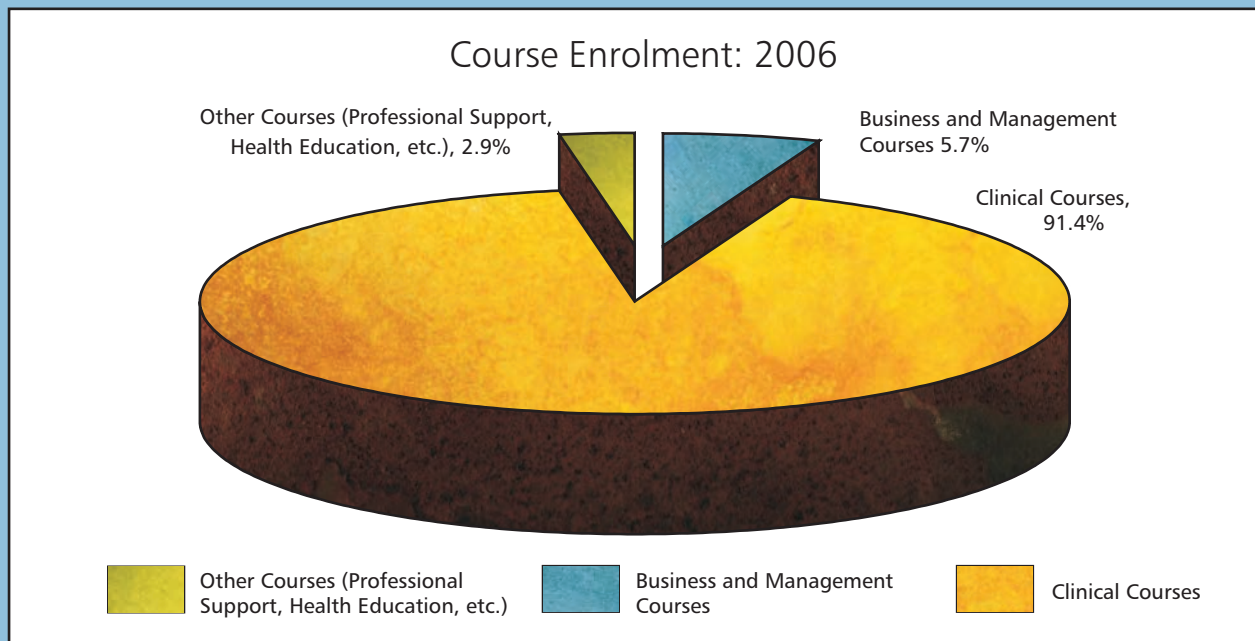


Figure 17: Clinical Course Enrolment: 2006

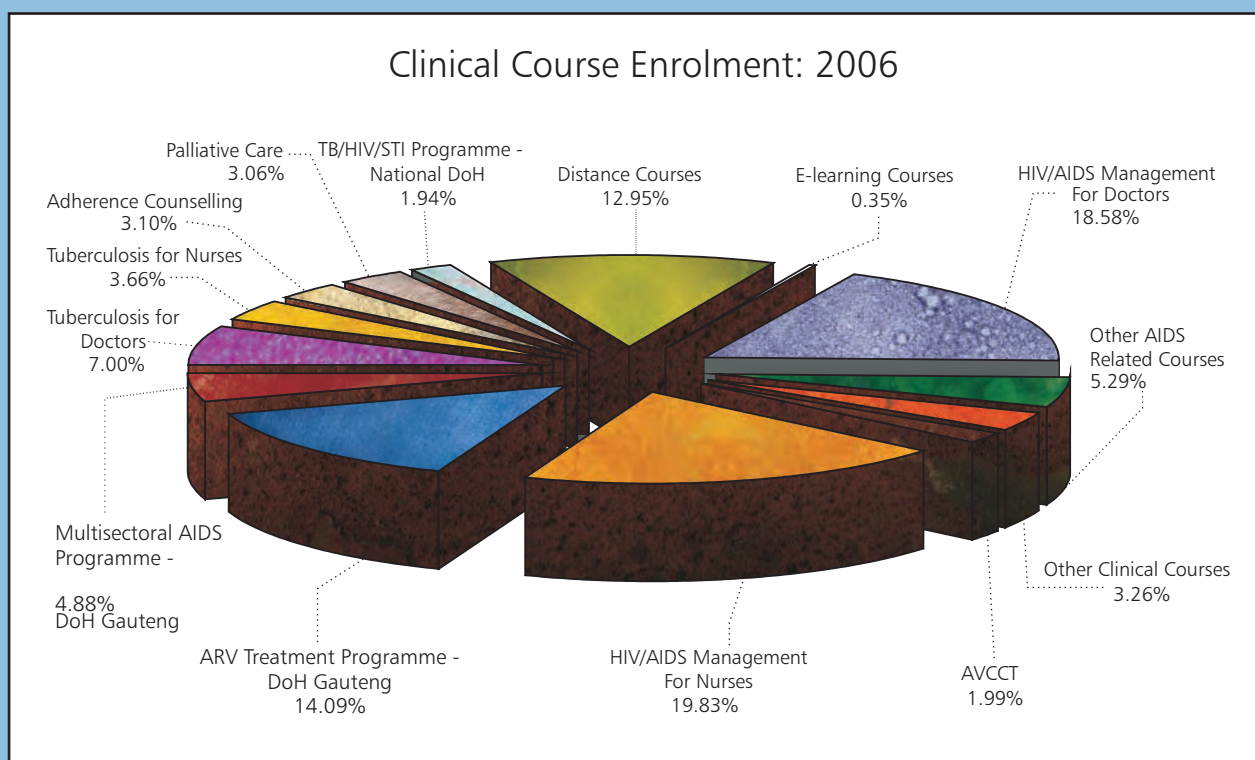


Figure 18: South Africa / Southern Africa Breakdown 2006

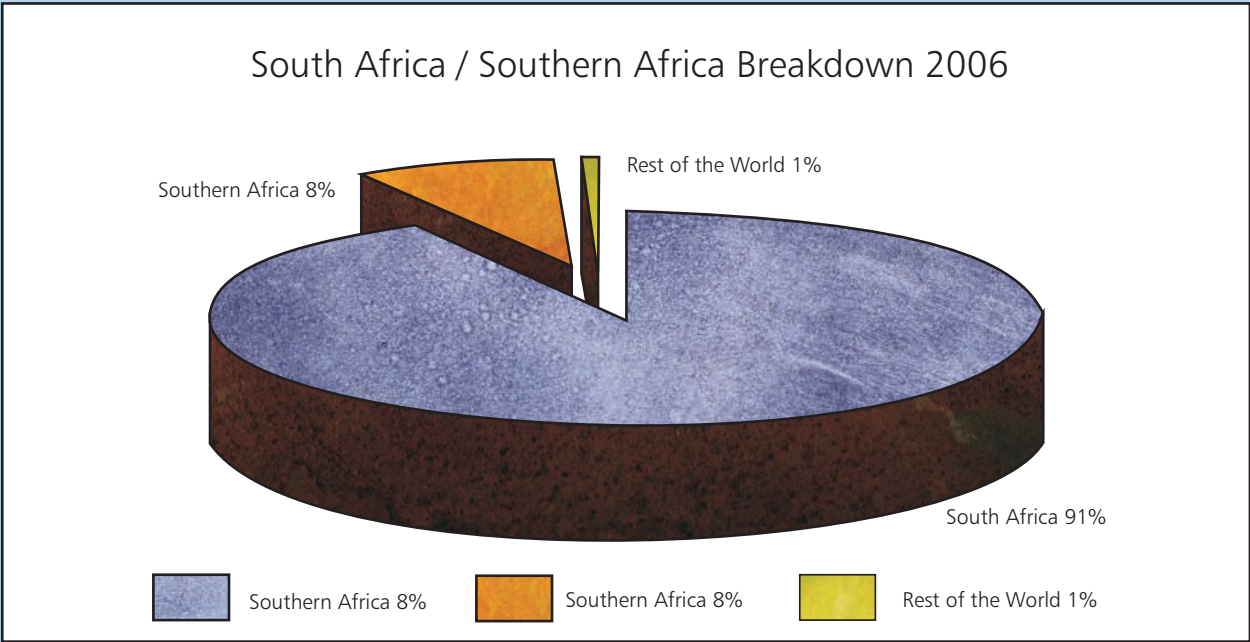


Figure 19: Students Trained in each Province 2006

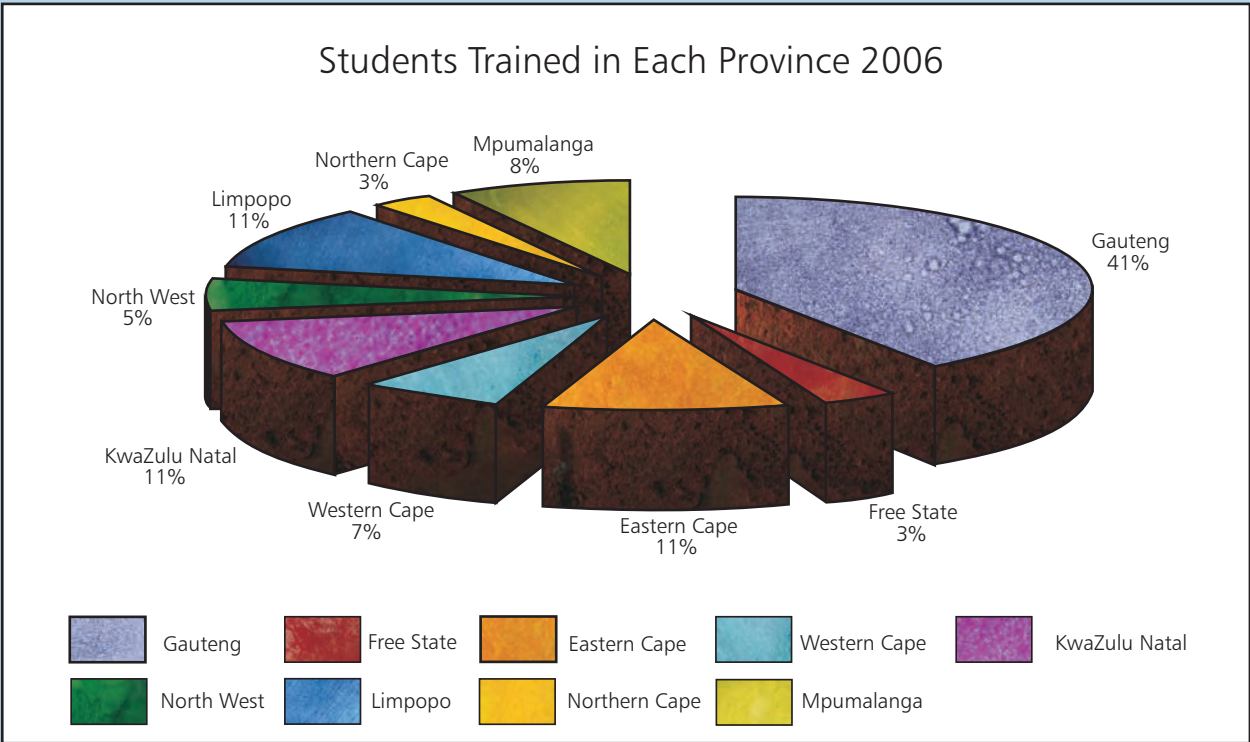


Figure 21: Urban / Rural Breakdown 2006

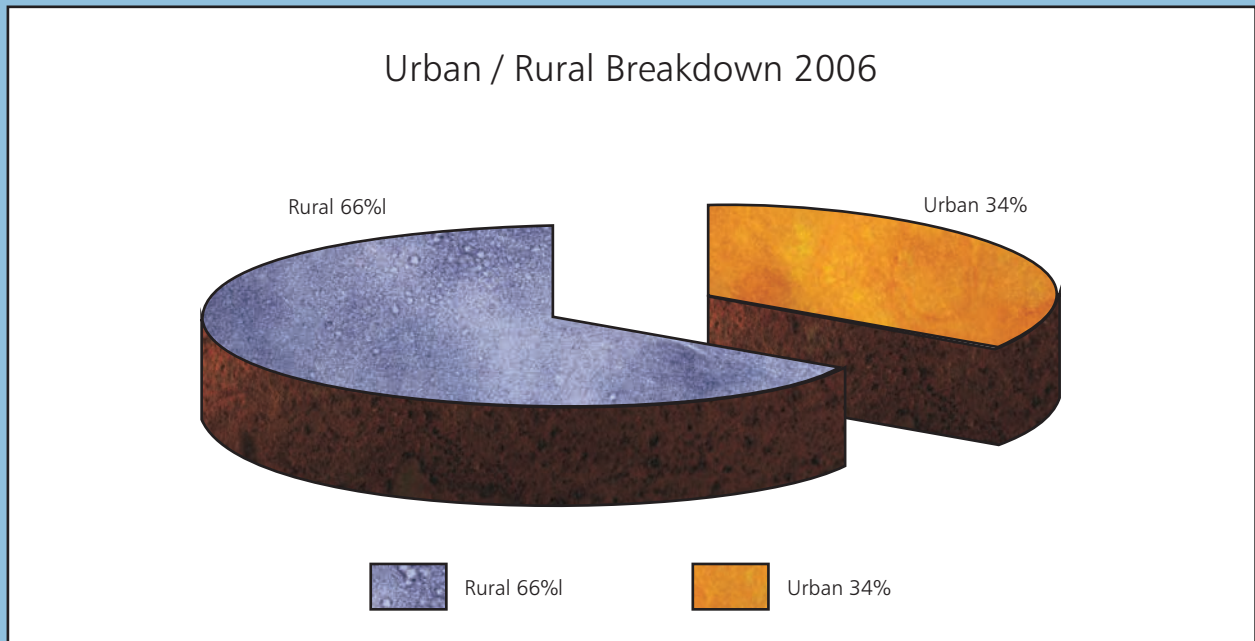


Figure 22: Professional Breakdown

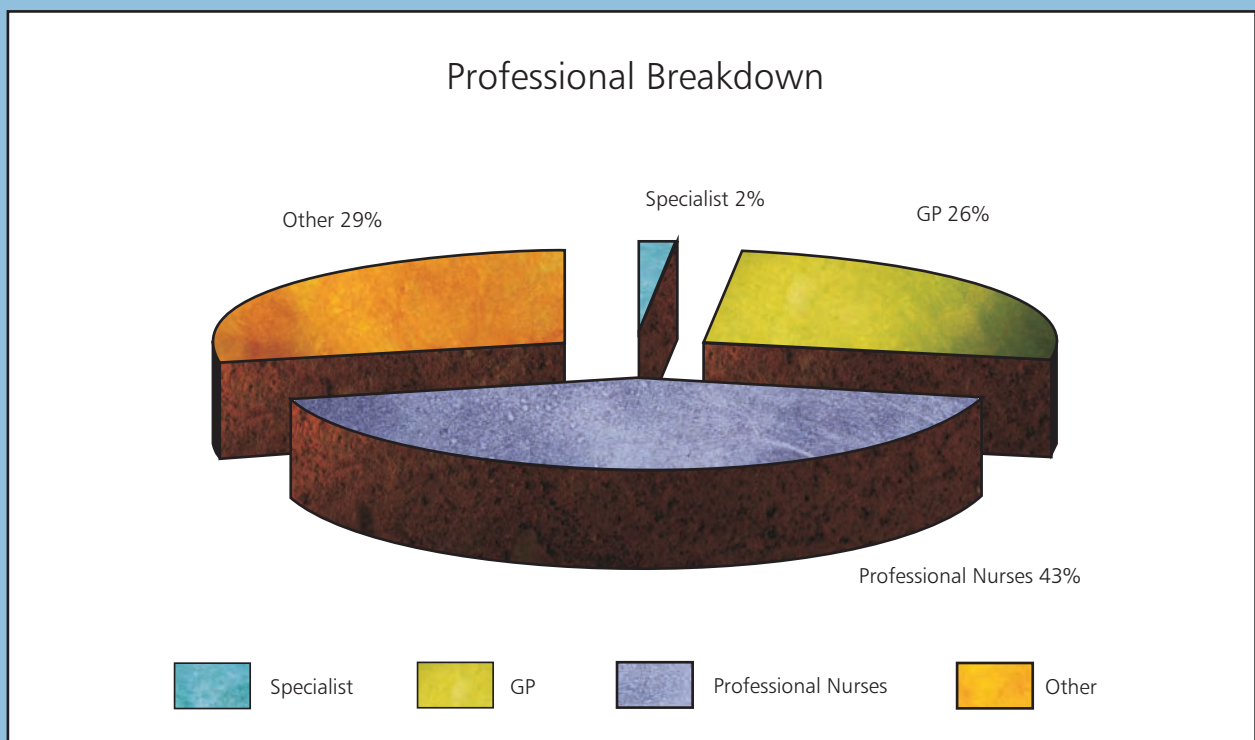


Figure 23:
Racial Breakdown 2006

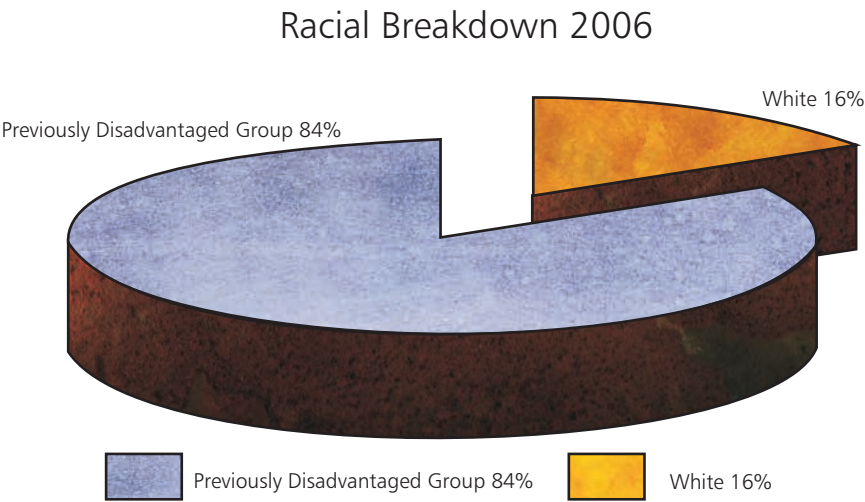


Figure 24:
Public / Private Sector 2006

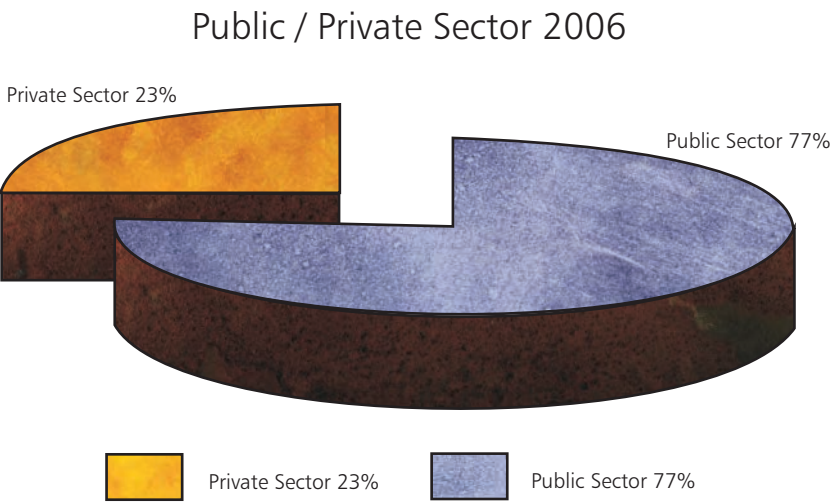


Figure 25:
Gender Breakdown 2006



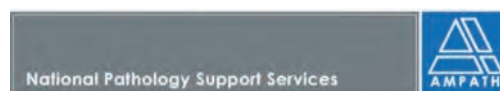


17 Sponsors and Donors

During 2006 various organisations supported the work done by FPD.

17.1 Institutional Sponsors

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



17.2 Educational Sponsors

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



Janssen - Cilag



Diabetes South Africa

17.3 Project Sponsors

Project sponsors provide funding or infrastructure/equipment for specific FPD projects.





18 Contact Details

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 ● +27 (0) 12 460 2658



19 The People at FPD

Top and Senior Management



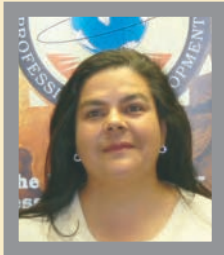
Dr Gustaaf Wolvaardt



Mrs Marié de Wet



Dr Nkhensani Nkwashu



Ms Elmie Castleman

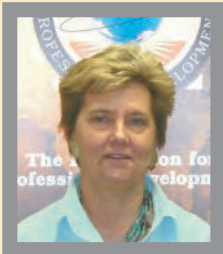


Mrs Veena Pillay

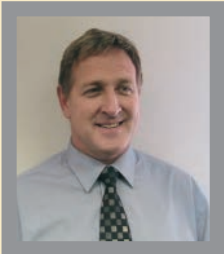
Professionally Qualified and Experienced Specialists, Middle Management and Full Time Consultants



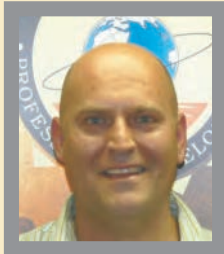
Mrs Alet Bosman



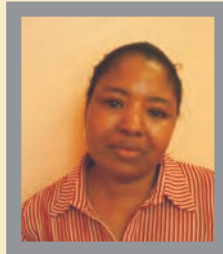
Mrs Kathy Dennill



Dr Etienne Kruger



Mr Anton la Grange



Dr Mammule Legoale



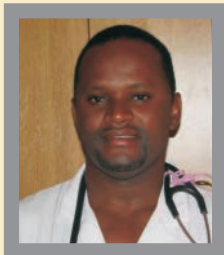
Ms Maria Lekalakala



Dr Ribone Mabua



Mrs Tlou Mabunda



Dr Stanley Maebane



Mr Rhulani Maluleke



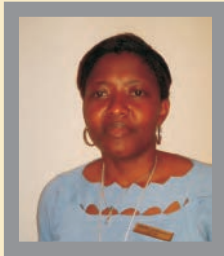
Dr Manganyi Manganyi



Dr Joseph Mangwane



Dr Sewela Manthata



Dr Difuro Masemola



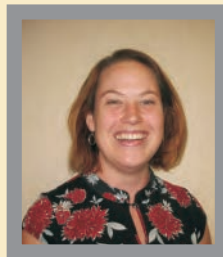
Mr Johnson Masenya



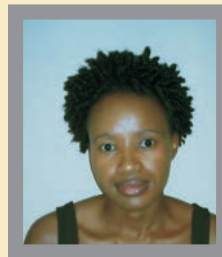
Dr Maureen Masha



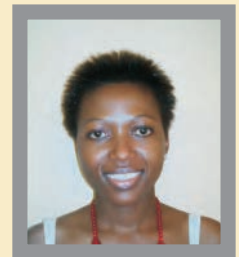
Mrs Patience Matizda



Ms Janine Mitchell



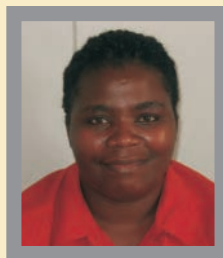
Dr Salphy Monashoa



Dr Mantsoelengwe
Morolo



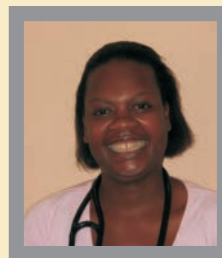
Ms Jessie Mthimunye



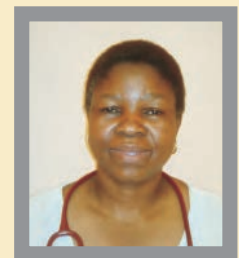
Dr Sylvia Pieter



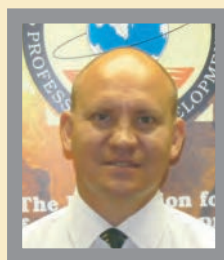
Dr Anna-Marie Radloff



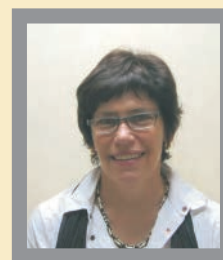
Dr Lufuno Rikhotso



Dr Makatso Skhosana



Dr Anton Stolz

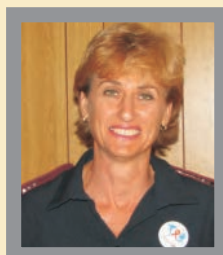


Dr Margot Uys

Junior Management & Skilled Technical Academically Qualified Staff



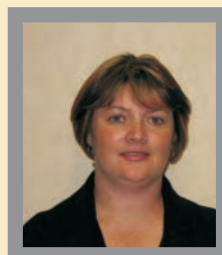
Mrs Schamilla Akoo



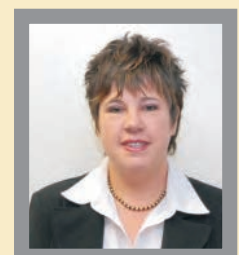
Sr Ezette Barnard



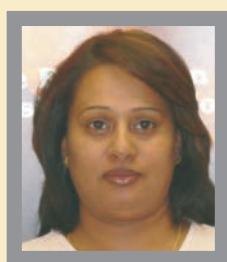
Ms Chantal du Plessis



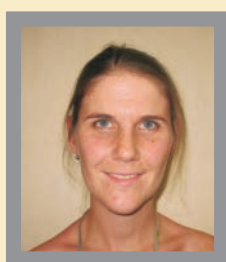
Mrs Madelene Engelbrecht



Ms Charlene Gerber



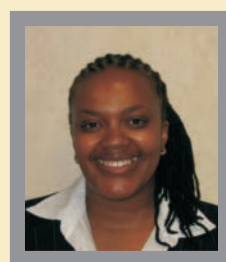
Ms Marlene Govender



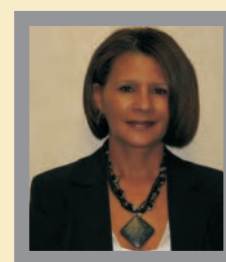
Ms Suzanne Johnson



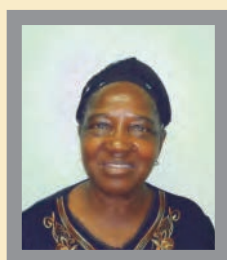
Ms Sinnah Lebogo



Ms Zukie Luwaca



Mrs Annaline Maasdorp



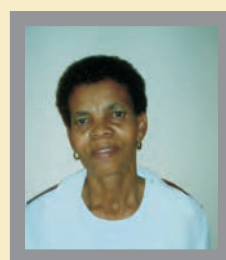
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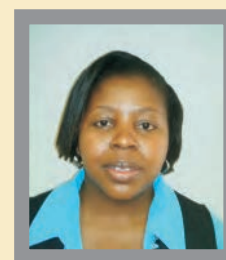
Ms Lynette Mahlangu



Ms Melany Manoharum



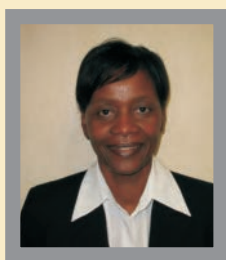
Ms Johanna Masanabo



Mrs Hilda Mauzana



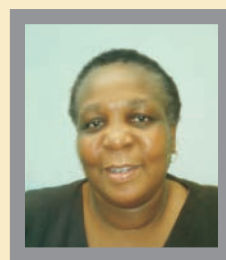
Ms Sheril Mbangata



Mrs Joyce McGarry



Ms Pepe Mchiza



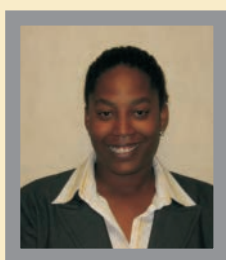
Ms Lindiwe Mlangeni



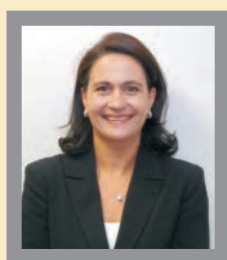
Ms Ldimakatso Moatshe



Mr Mafa Motloutsi



Ms Motsilisi Motsoane

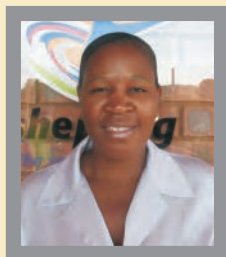


Ms Lizl Schutte

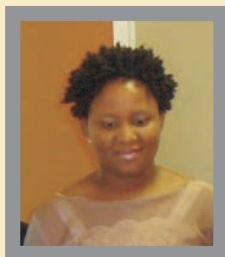


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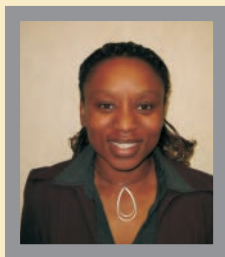
Skilled Technically and Academically Qualified Workers



Mrs Angelina Baloyi



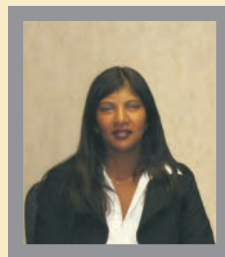
Ms Shara Biloane



Ms Lebo Bodibe



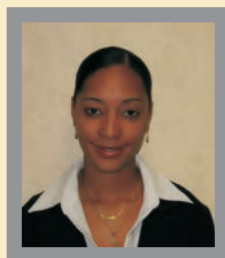
Mr James Chauke



Mrs Ronel Chickory



Ms Lashika Chinsamy



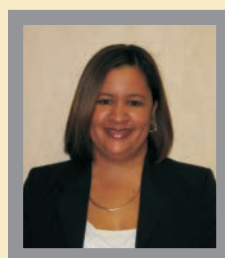
Ms Danielle Daniels



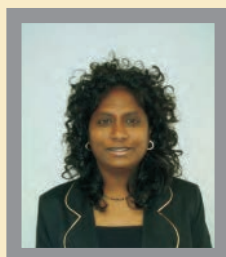
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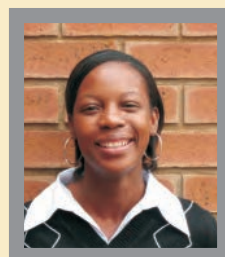
Mrs Lilian Goosen



Ms Sinovia Hannam



Mrs Esther Josiah



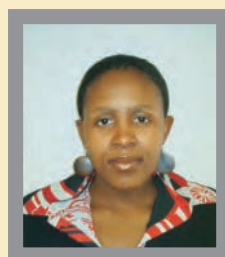
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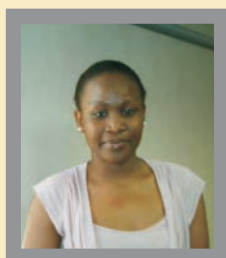
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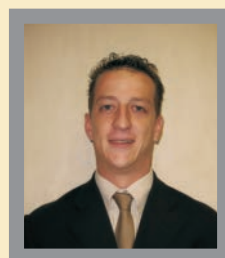
Ms Vuyisile Khumalo



Ms Palesa Lempe



Ms Mapula Letsie



Mr Fanie Lindeque



Ms Emely Machoga



Ms Maggie Mahlaule



Mrs Pertunia Maleka



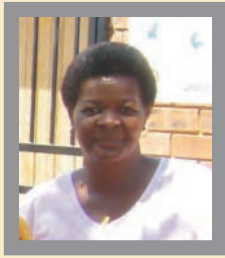
Ms Diselwand Mashilane



Mr Enrock Matekga



Ms Muriel Matlou



Ms Miriam Moetanalo



Ms Ruth Modingwana



Ms Prudence Molosi



Ms Rethabile Monare



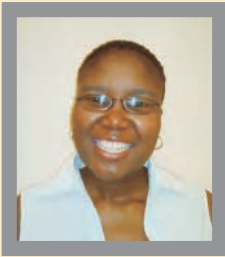
Mr Nero Mvimbi



Mr Bongani Ngobeni



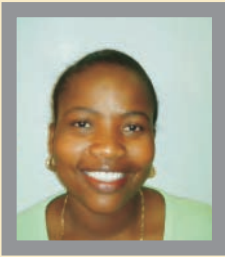
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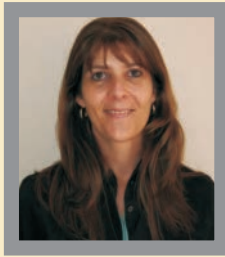
Ms Victoria Ntambo



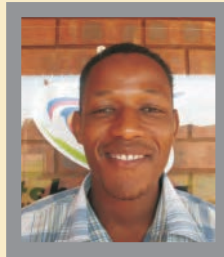
Mrs Zandi Pule



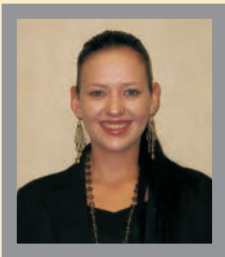
Ms Joyce Ntsumele



Mrs Leonie Pullen



Mr Thabiso Rafedile



Ms Lucy Rossouw



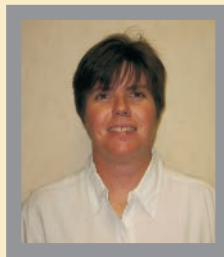
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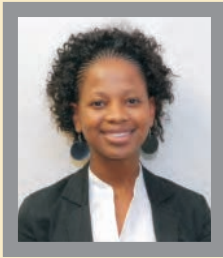
Ms Neo Sithole



Ms Rose Skhosana



Ms Helga Swart



Ms Thabitha Tjatji



Ms Kubeshni Vadivel

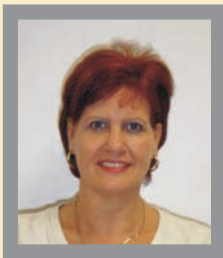


Mrs Reneé Vanggatsamy



Mr Marcus Wolvaardt

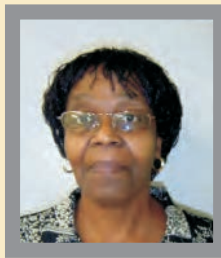
Staff Who Left FPD During 2006



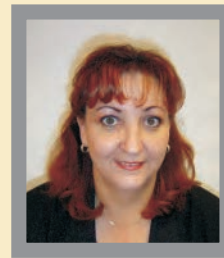
Mrs Amanda Brand



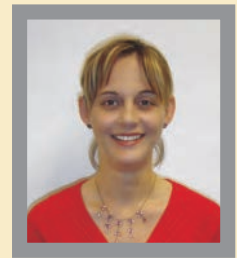
Mrs Bashie Mansoor



Mrs Elsie Etsane



Ms Christa
Janse van Rensburg



Ms Daleen Maas



20 Enquiries at FPD

GENERAL

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Foundation for Professional Development



Foundation for Professional Development (Pty) Ltd
(Registration number 2000/002641/07) FPD is provisionally registered with the Department of Education until 31 December 2007 as a private institution of higher education to offer the Certificate in Practice Management, the Certificate in Advanced Management, the Post Graduate Diploma in General Practice, the Certificate in Risk Assessment and Management and the Diploma in Risk Assessment and Management.
(Registration Certificate number 02HB13).



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