



Building a better Society through
Education & Capacity Development.

ANNUAL REPORT 2019 | 2020

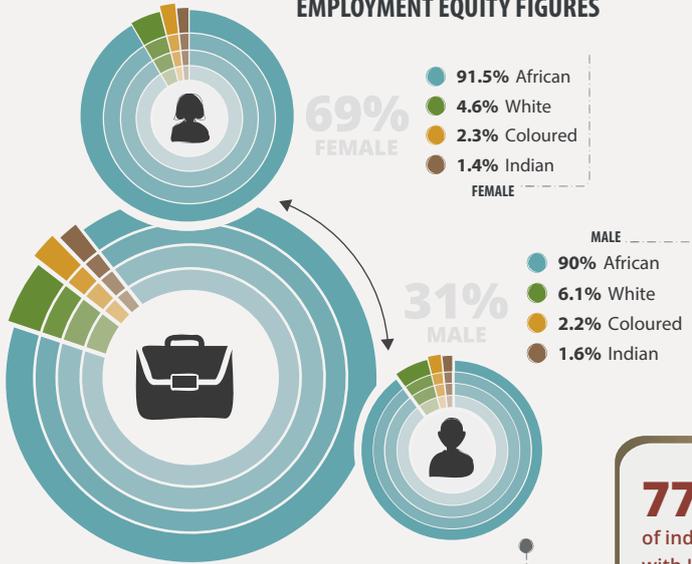




Annual Overview 2019

THE VISION OF FPD IS TO BUILD A BETTER SOCIETY THROUGH EDUCATION & CAPACITY DEVELOPMENT.

EMPLOYMENT EQUITY FIGURES



MORE than **R650 Million** in educational support has been provided to FPD students since 1999



Enrolled **436,113** students on its courses since 1998

Employment Equity Results for 2019



772 838

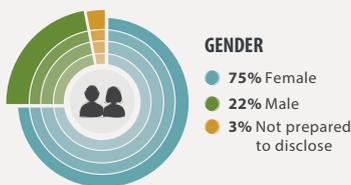
of individuals infected with HIV were successfully linked to treatment and care in 5 years

11 855 833

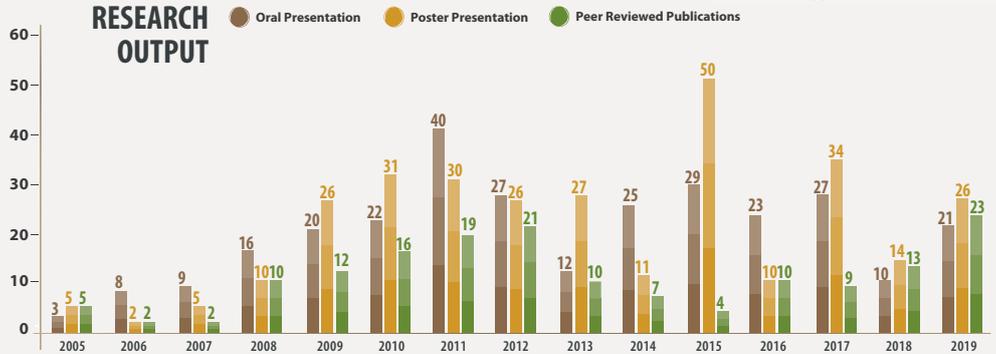
individuals received free HIV testing



STUDENT DEMOGRAPHICS



RESEARCH OUTPUT



CONFERENCES HOSTED

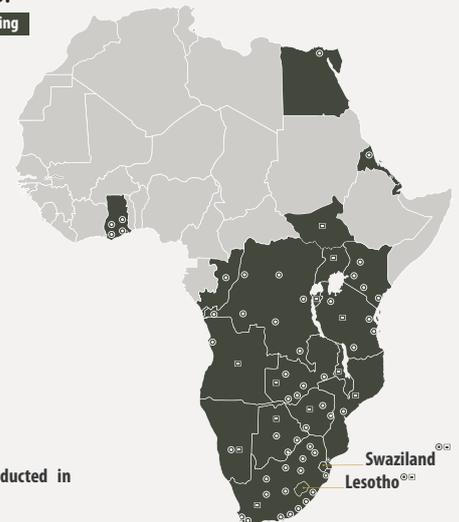


FPD believes in bringing training as close to participants as possible, FPD courses have been provided in the following countries:

TRAINING CONDUCTED:

Class Room E-Learning

- Angola
 - Botswana
 - Burundi
 - DRC (all provinces)
 - Egypt
 - Eritrea
 - Ghana
 - Kenya
 - Lesotho
 - Malawi
 - Mozambique
 - Namibia
 - South Africa
 - South Sudan
 - Swaziland
 - Tanzania
 - Uganda
 - Zambia
 - Zimbabwe
- Training was also conducted in Canada



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OVERVIEW



Vision, Mission, Values and Strategic Direction

Building a better society through Education and Capacity Development.

Vision

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

Mission Statement

FPD's mission is to catalyse social change through developing people, strengthening systems and providing innovative solutions.

Values

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

- **Innovation**
FPD strives to be an innovator in society by challenging the status quo and by actively identifying opportunities to effect positive change with a view of building a better society. This is achieved by aggressively embracing growth opportunities and committing ourselves to producing leadership.
- **Integrity**
FPD and its staff adhere to moral and ethical principles in all their activities. This is reflected in honest and professional conduct, personal accountability and a commitment to not abuse the resources of the organisation or its sponsors. Most of all, FPD will not compromise its institutional principles for the sake of political expedience.
- **Quality**
FPD strives to guarantee the excellence of all its products and services. All such services are designed to meet the current needs of its clients. Underlying this commitment to quality is a continuous drive to achieve excellence and develop the systems to reward such achievements.

- **Freedom to challenge**
FPD encourages an environment where staff can voice their opinion without fear of victimisation. Constructive critique and creative debate between stakeholders and staff are encouraged.
- **Respect**
Consideration for the rights of individuals and groups is integral to FPD as an organisation. FPD honors the personal beliefs of its clients, its staff and its service beneficiaries.
- **Service to society**
All of FPD's activities are dedicated to serving the best interest of society. FPD's focus is underpinned by a strong sense of social responsibility.

Strategic Direction

The FPD strategic direction focuses on rapidly expanding FPD's educational offering (both formal qualifications at under- and postgraduate level and professional development courses). This will involve expanding the number of FPD schools, curricular development and instructional design capacity and leveraging FPD Group ICT capacity to enter into strategic partnerships with international e-learning providers and expand FPD's offering of blended and e-learning courses. In designing curricula FPD will embrace a user-centric design and incorporate ethical decision making in curricular design during this strategic cycle. The massive shortage of healthcare professionals in Africa, has been highlighted respectively, by the World Health Organisation and the Academy of Sciences of South Africa's report on Reconceptualising Health Professional Education. The latter report on the potential role that the private sector could play in alleviating such shortages. FPD is responding to this challenge by entering the undergraduate health professional education market through its Nursing School. FPD will also counter weak local economic growth by exploring opportunities in the sub-Saharan Africa region by actively expanding FPD's products and services in the region.

Leveraging FPD's registration as a higher education institution is strategically important as there are substantial opportunities linked to the increasing emphasis government is placing on addressing youth unemployment, as well as middle class aspirations around formal qualifications as entry to the job market. In response to this opportunity FPD will expand the number of learnerships offered via the SHIPS Department and



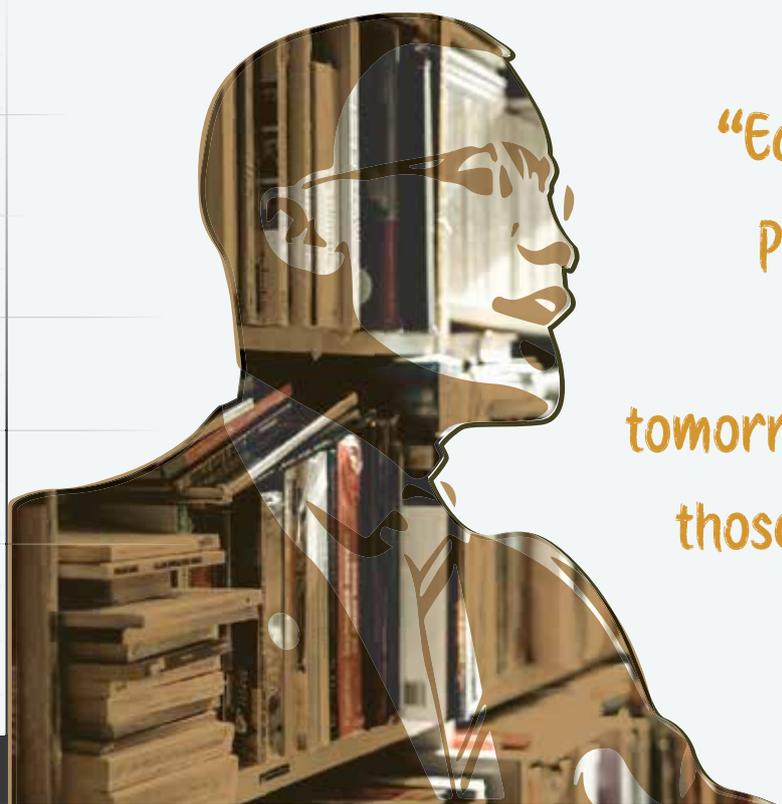
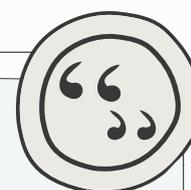
focus on registering higher certificate courses that could act as bridging programmes for entry to university for students who did not achieve “matric exemption”.

FPD will actively compete for donor funded projects to support our systems strengthening and innovation-focused activities focusing on grants that allow piloting of innovative solutions and address neglected public health areas.

Under our Innovation focus we will explore opportunities to expand the Think Tank model that FPD has developed to support evidence-based strategy development and keeping the organisation focused on innovation through emphasising product leadership in education, leveraging the digital insights

of Group Companies (Artificial intelligence, apps, digital systems and e-learning), implementing pilot projects within the NHI domain, responding to innovation grant funding opportunities, securing research grants from the National Institutes of Health and partnering with international universities.

A key component of the FPD strategy over the past year and continuing for the next two years is a focus on investing in future growth of the company rather than pursuing aggressive profit growth. As such FPD will have to be prudent in striking a balance between investing in new product development and containing costs to ensure that the company remains profitable.



“Education is the passport to the future, for tomorrow belongs to those who prepare for it today.”

Malcolm X

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



Background

FPD is registered as a Private Higher Education Institution in terms of Section 54(1) (c) of the Higher Education Act, 1997 (Act No. 101 of 1997) and Regulation 16(4)(a) of the Regulations for the Registration of Private Higher Education Institutions, 2002 (Registration Certificate Number: 2002/HE07/013).

Focus Areas

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

- **Developing People**
FPD provides a comprehensive curriculum of courses in management and professional skills development that are customised to the needs of students in sectors such as: management, health and education. Educational products are presented through formal qualifications, postgraduate qualifications, short courses, in-house courses and conferences.
- **Innovation**
FPD's Research Unit, located in East London, Eastern Cape Province, is tasked to apply epidemiological, qualitative and implementation science methods to study, advance, and inform public health programs and policy development.
- **Strengthening Systems**
FPD does not follow the narrower definition of community engagement that is solely focused on the role of students in the community. We believe that as an institution that attracts highly skilled social entrepreneurs, we are in a position to effect positive transformation in society. The work we do, in supporting NGOs, working with the public sector on health and education systems strengthening, gender-based violence and learnerships speaks to this commitment.

FPD is based on a virtual business model that places a high premium on strategic alliances with national and international organisations to increase the scope and reach of our programmes.

Formal Qualifications

Higher Certificate in Early Childhood Care and Education

HCert (Early Childhood Care & Education)

Higher Certificate in Risk Assessment and Management

HCert (Risk Assessment and Management)

Higher Certificate in Management

HCert (Management)

Higher Certificate in Practice Management

HCert (Practice Management)

Advanced Certificate in Management

AdvCert (Management)

Advanced Certificate in Monitoring and Evaluation

AdvCert (Monitoring and Evaluation)

Advanced Diploma in Aesthetic Medicine

AdvDip (Aesthetic Medicine)

Postgraduate Diploma in General Practice

PGDip (General Practice)

Postgraduate Diploma in Health Professions Education and Leadership

PGDip (Health Professions Education and Leadership)

Postgraduate Diploma in Distance Higher Education

PGDip (Distance Higher Education)

FPD also offers a variety of interactive, distance-based and e-learning short courses through our Business School, School of Health Sciences, School of Education, Nursing School, School of Occupational Health Wellness and Safety, School of Natural Sciences, School of Child Forensic Studies and School of Information Technology. The majority of these programmes are targeted towards enabling continuing professional development and improving management competencies of our alumni.

The short courses offered slot into existing mechanisms of continuing professional development accreditation, such as the Health Professions Council of South Africa (HPCSA), the South African Council for Educators (SACE) and the South African Nursing Council (SANC).



Affiliations

- FPD is an institutional member of the South African Institute of Healthcare Managers (SAIHCM)
- FPD is a member of the Swiss South African Chamber of Commerce
- FPD is a member of the Consortium of Universities for Global Health

Ownership

The Foundation for Professional Development (FPD) was established in 1997 as a department in the South African Medical Association (SAMA). In 2000, FPD was registered as a separate legal entity (Registration Number: 2000/002641/07). The South African Medical Association, a non-profit company, has a 90% shareholding, while the remainder of the shares are employee-owned.

The FPD Group

The FPD Group Includes



Foundation for Professional Development (Pty) Ltd
(Reg. No. 2000/002641/07)



FPD Property (Pty) Ltd
(Reg. No. 2005/014826/07)



Health Science Academy (Pty) Ltd
(Reg. No. 1994/006219/07)



Pioneer Solutions Studio (Pty) Ltd
(Reg. No. 2008/024971/07)



Africa Health Placement (Pty) Ltd
(Reg. No. 2011/128026/07)



Brighter Futures Tuition (Pty) Ltd
(Reg. No. 2014/235180/07)



Professional Provider Organisation Services (Pty) Ltd
(Reg No. 2015/070045/07)



Glue Plus Africa (Pty) Ltd
(Reg No. 2012/224654/07)



Maurice Kerrigan Africa (Pty)Ltd
(Reg No. 2008/025706/07)



Skills Panda (Pty)Ltd
2018/261398/07

FPD additionally manages the following NGOs



Foundation for Professional Development Fund
(Reg. No. 2004/002765/08)



Dira Sengwe Conferences
(Reg. No. 2003/002398/08)



South African Institute of Healthcare Managers (SAIHCM)
(Reg. No. 2004/004290/08)

B-BBEE STATUS

FPD's commitment to transformation is reflected in its rating as a **Level 1 Broad Based Black Economic Empowerment** organisation.

FPD ACADEMIC CODE OF CONDUCT

FPD endorses the principles of non-racialism, nonsexism and non-discrimination. It believes that education should be accessible, affordable and relevant to the country or centre in which it occurs. FPD students are expected to treat fellow students, faculty and administrative staff with dignity and respect. As FPD offers quality educational products, it believes that its students should act with integrity and honesty when participating in and completing programmes. By registering for any FPD programme, a student subscribes to this **Code of Conduct**.



Governance and Quality Assurance Structures

FPD Board of Directors

FPD governance structures are dictated by the relevant South African legislation that applies to registered legal entities and private institutions of higher education. Currently the role of FPD's Board of Directors is modelled as closely as possible to the **King IV Report** and recommendations on corporate governance.

Non-Executive Directors



MR DOUW VAN DER WALT

Chairperson

B.Com, CAIB (SA), MBL, AEP
(UNISA), TGM (INSEAD)



DR ANGELIQUE COETZEE

Non-Executive Director

B.MedSci, MBChB, CAHM,
H.Cert in Criminal Justice



DR MOHAMED ABBAS

Non-Executive Director

MBChB (UCT), FCFP (SA), Dip Palliative
Medicine (UCT), C.I.M.E. (A.B.J.M.E.)



MS IDA ASIA

Non-Executive Director

B.Cur (Hons), MA (Nursing), MBL

Executive Directors



DR GUSTAAF WOLVAARDT

Managing Director

MBChB, M.Med (Int), FCP (SA),
AMP, PGCHE



MS VEENA SHAIK

Sales Executive

MBA, PGCHE

Company Secretary



SEKRETARI (PTY) LTD



Programme Advisory and Quality Assurance Committee 2018/2019

School of Education

Academic Management Representatives

- Dr Gustaaf Wolvaardt
- Dr Cynthia Henley-Smith
- Ms Alet Bosman
- Dr Elize Venter

Administrative Coordinator

- Ms Ilana van der Merwe

Faculty Representatives

- Dr Liz Wolvaardt
- Dr Jacqueline van Wyk

Students and Alumni

- Ms Laetitia Crause
- Dr Paula Barnard-Ashton

School of Health Sciences

Academic Management Representatives

- Dr Margot Uys
- Dr Elize Venter
- Mrs Alet Bosman
- Ms Marolien Grobler

Programme Evaluator

- Ms Frances Slaven

Administrative Coordinator

- Ms Madelene Engelbrecht

Industry Representatives

- Dr DA Norval
- Mrs Karin Nel

Faculty Representatives

- Dr Riekie Smit

Students And Alumni

- Dr C Visser

Business School

Academic Management Representatives

- Dr Elize Venter
- Ms Alet Bosman
- Ms Suzanne Mabaso
- Dr Gustaaf Wolvaardt
- Dr Margot Uys
- Ms Hanlie Kapp

Administrative Coordinators

- Ms Tshogofatso Mathabathe
- Ms Stacey Smalberger

Industry Representatives

- Mr Werner Swanepoel
- Mr Dylan Newham
- Ms Bontle Mogakane
- Prof Frank Peters
- Mr Angus Westley

Faculty Representatives

- Ms Amor Gerber
- Ms Sheila Zondo
- Ms Zandile Nkabinde
- Dr Chris Visser
- Ms Sunet Jordaan

Students and Alumni

- Ms Natasha Witbooi
- Mr Jay Gounder
- Ms Tiyane Armstrong
- Ms Cheryl Walters
- Ms Loren Rabie

Nursing and Occupational Health Schools Advisory Committee

- Ms Annatjie Peters (FPD)
- Ms Alta Kruger (FPD)
- Dr Elize Venter (FPD)
- Ms Helene Hattingh (Zuid Afrikaans Hospital)
- Mr Pinkie Lesolang (Tshwane DOH)
- Ms Rebecca Moema (Gauteng DOH)
- Prof Rebecca Risenga (UNISA)
- Prof Yvonne Havenga (Tshwane University of Technology)
- Ms Laetitia Kruger (Vista Psychiatric hospital)
- Ms Isabel Benninghoff (V&A Placement)
- Ms Marinda van Niekerk (Gauteng DOH)
- Ms Louwna Pretorius (Corobrik)
- Ms Kim Davies (South African Defence Force)
- Ms Nadia Landman (Student Experience)
- Ms Patricia Tjale (SG Lourens Nursing School)

Foundation for Professional Development Research Ethics Committee (FPDREC)

After all the recommendations of the National Health Research Ethics Council Audit Committee had been complied with the registration of the FPDREC was extended until 30 November 2023. The aim of the FPDREC is to promote the conduct of ethical research. The Committee is guided by relevant South African law, ethics guidelines, professional standards, international standards and guidelines as well as codes of practice. The FPDREC is scheduled to meet once a month to assess research proposals. During 2019 (January to November) 13 research proposals were reviewed of which 5 were approved and 7 referred back for clarification and corrections. One proposal was discontinued.

The following persons serve on the FPD REC

Mr Braam Volschenk

Chair: Legal and Management
Private Sector

Dr Mitch Besser

Medical Education and Clinical Practice
mothers2mothers

Ms Zimasa Sobuza
Representative: Community
Sarima

Prof Pieter du Toit
Education Specialist
University of Pretoria

Dr Margot Uys
TB and Education Specialist
Foundation for Professional Development

Dr Jude Igumbor
Research and Epidemiology
mother2mothers

Dr David Kalombo
Medical Coordinator: HIV
Foundation for Professional Development: IHSS

Mr Phuti Ngwepe
Bio- Statistician – Research Unit
Foundation for Professional Development

Mr Henry Teverah
Lay member
Independent

Ms Faith Nxumalo
Site Coordinator
Independent

Participation of FPD Senior Managers in External Governance Structures

FPD encourages Senior Managers to participate in governance and advisory structures of other organisations that have a shared mission with FPD.

Dr Gustaaf Wolvaardt
Managing Director

FPD Property (Pty) Ltd
Member of the Board of Directors

Foundation for Professional Development Fund (Non-Profit Company)
Member of the Board of Directors

Dira Sengwe Conferences (Non-Profit Company)
Member of the Board of Directors

Africa Health Placements (Pty) Ltd
Member of the Board of Directors

Africa Health Placements (Non-Profit Company)
Member of the Board of Directors

Brighter Futures Tuition (Pty) Ltd
Chairman of the Board of Directors

Health Sciences Academy (Pty) Ltd
Member of the Board of Directors

PPO Serve (Pty) Ltd
Chairman of the Board of Directors

Glue Plus Africa (Pty) Ltd
Member of the Board of Directors

Qode Health Solutions (Pty) Ltd
Member of the Board of Directors

Sub-Sahara FAIMER Regional Institute (Non-Profit Company)
Member of the Board of Directors

Ms Veena Shaik
Sales Executive

Foundation for Professional Development (Pty) Ltd
Member of the Board of Directors

FPD Property (Pty) Ltd
Member of the Board of Directors

Foundation for Professional Development Fund (Non-Profit Company)
Member of the Board of Directors

Pioneering Solutions Studio (Pty) Ltd
Member of the Board of Directors

Maurice Kerrigan Africa (Pty) Ltd
Member of the Board of Directors

Mr Henk Reeder
Chief Operations Officer

South African Institute of Healthcare Managers (Non-Profit Company)
Voluntary Chief Executive Officer

Brighter Futures Tuition (Pty) Ltd
Member of the Board of Directors

Astrocyte (Pty) Ltd
Member of the Board of Directors

Participation of FPD Senior Managers in Advisory Structures

Dr Gustaaf Wolvaardt
Managing Director

National HIV Think Tank 2017 to date
Co-Chairperson

Dr Andrew Medina Marino
Head of Research

National TB Think Tank
Member

National PrEP TWG
Member

National HIV Think Tank
Member



Mental Health and TB Working Group
International Union Against Tuberculosis and Lung Disease
Member

International Society for Sexually Transmitted Diseases Research
Board Member

Dr Margot Uys
Head of Department: School of Health Sciences

National HIV Think Tank
Member

National TB Think Tank
Member

National Mental Health Think Tank
Member

National PMTCT TWG
Member

Mr Faith Dube
Project Manager Adherence Clubs GF

Adherence Clubs TWG in Free State, Gauteng & Limpopo
Member

Mr Barend Botha
Technical Advisor

CCMDD TWG at District, Province & National
Member

Dr Nkhensani Nkhwashu
Head of Department: Systems Strengthening

National HIV Self Testing TWG
Member

National HIV Think Tank
Member

National HIV prevention technical working group
Member

National HIV Nerve Centre
Member

Ms Thato Farirai
HTS Specialist

National HIV Self Testing TWG
Member

National HIV prevention technical working group
Member

National HIV Nerve Centre
Member



Coming together is a
BEGINNING,
staying together is
PROGRESS,
and working
together is
SUCCESS.

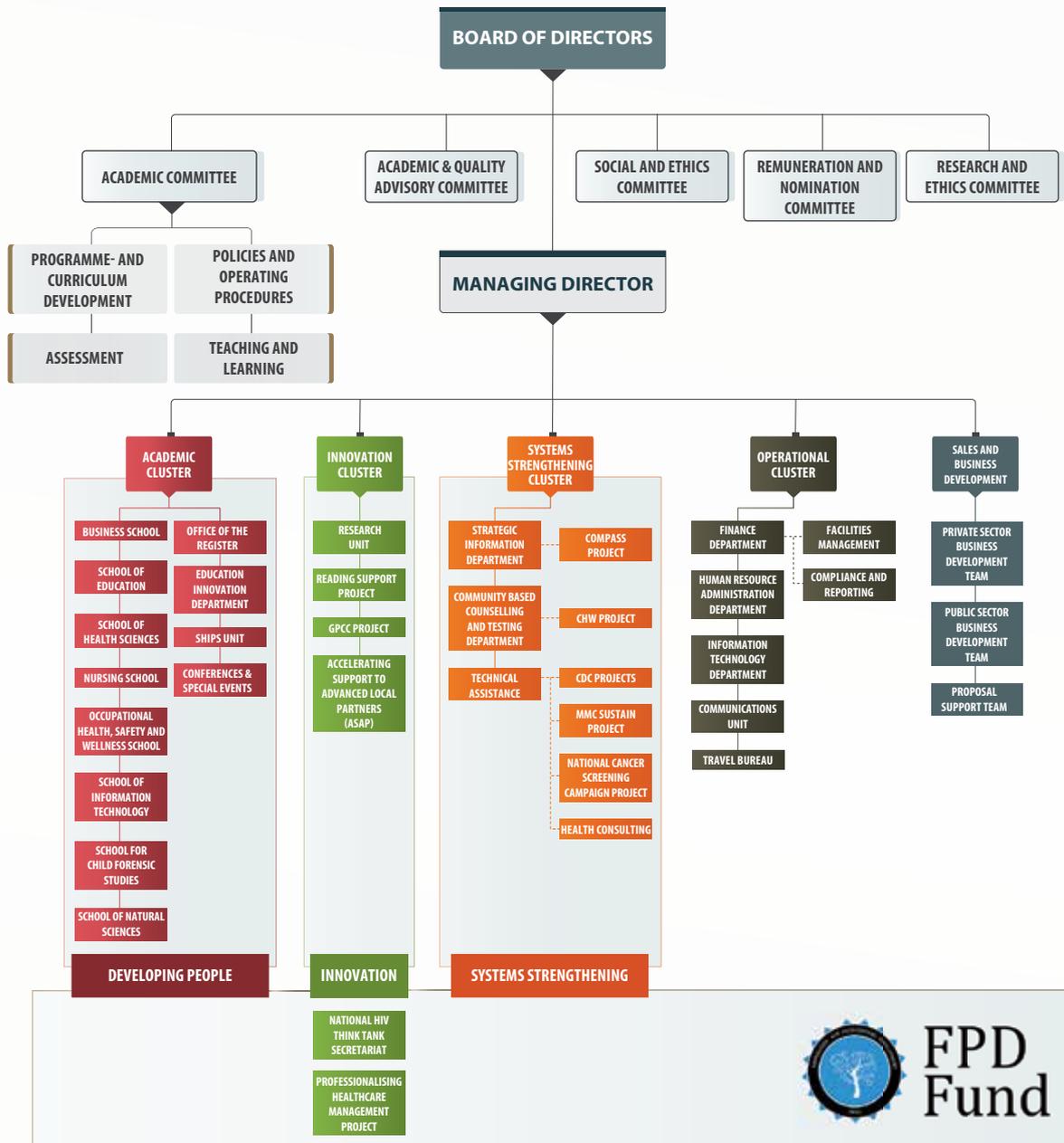
- Henry Ford



Organisational and Management Structure

FPD consists of a number of functional departments organised into clusters. All departments report via their Head of Cluster to the Managing Director.

The structure below will be applicable in **2020**.



OVERVIEW



MANAGING DIRECTOR'S OFFICE

The Managing Director has the overall responsibility for managing FPD in accordance with the strategic direction provided by the FPD Board of Directors. Additionally, the Managing Director acts as Head of the Academic Cluster.

Academic Cluster

This Cluster houses FPD's educational activities and is made up of the following schools:

Business School

This school offers a wide range of management courses, including formal qualifications, short courses and in-house training programmes. The Business School has longstanding relationships with international academic partners such as Yale School of Public Health and the Alliance Manchester Business School.

School of Education

The School of Education strives to enhance the professional development of educators across the educational spectrum. From early childhood care and education to postgraduate studies the FPD School of Education offers a wide range of educational courses that incorporates technology enhanced learning and leadership. Qualifications and courses designed to meet the need to educators within the basic and higher education environment are offered as e-learning, blended learning and/or workshops.

School of Health Sciences

The FPD School of Health Sciences prides itself in being the leader in training healthcare professionals for many years. The portfolio of Health Sciences courses includes a wide range of clinical courses, including formal qualifications and short courses and is specifically designed to enhance the clinical skills of healthcare professionals. Most of our courses are accredited for CEU points by the Health Professions Council of South Africa. FPD is also an institutional member of the South African Institute of Healthcare and a member of the SAMA Group.

Nursing School

To address the challenges faced in nursing in South Africa, the FPD Nursing School will offer the SANC accredited three-year Nursing Diploma and the four-year bachelor's degree in Nursing and Midwifery. FPD is in the process of developing postgraduate courses for nurses. FPD also offer a range of short courses where nurses can obtain CPD points. The aim of the school is to ensure nurses meet the dynamic health needs of the South African community through developing clinical knowledge and practical skills. Through innovation, sound educational principles and evidence-based practice, FPD Nursing School aims to positively impact the health environment of South Africa. The School is committed to ensure that the standard of nursing education and practice for nurses and midwives will result in knowledgeable, competent, safe and ethical nursing care.

Occupational Health, Safety & Wellness School

The Occupational Health Safety & Wellness School attains product leadership by focusing on developments in legislation and the economy. Focus is placed on e-learning and blended

learning with a strong practical component to ensure competency. A modular format is followed to build career paths, working towards full qualifications in occupational health, safety and wellness. Development in Africa the mining sector and government departments will be targeted to ensure alignment with legislation and preparation for NHI.

School of Information Technology

The School of Information Technology has been established in partnership with the Foundation for Sustainable Innovation (FSI), a member of the FPD Group IT affiliate companies and is a certified Microsoft Training Academy that offers a wide range of Microsoft certified information technology courses.

School for Child Forensic Studies

The school will develop specialisation in the field of child forensics, in particular, cases of violence against children. This specialisation will lead to improved response to cases of violence against children by providing all roleplayers with the knowledge and skills to implement the rights of children to freedom and protection from abuse.

School of Natural Sciences

The School of Natural Sciences is a newly established school and will offer short learning programmes in the various disciplines of the Natural Sciences.

Office of the Registrar

The Office of the Registrar is a highly organised efficient team that provides quality, timely and courteous service to our stakeholders in academic success namely: our students, faculty, staff, alumni and the educational community. As we maintain student academic records and uphold academic policies, we strive to assist our customers in achieving their goals, thus making us an asset to those we serve.

The Education Innovation Department (EID)

The EID is a support department and delivers a comprehensive, coordinated and integrated academic development service. EID is tasked to create innovative, high quality educational programmes and to position FPD as a leading provider of higher education and training.

The four critical performance areas for EID are:

- Curriculum and course design
- Instructional design
- Evaluation of educational programmes
- Professional Development of Academic Staff

The EID also provides the following services to external clients:

- Evaluation of educational programmes for public and private organisations
- Evaluation of projects for public and private organisations
- Teaching and learning material development
- Instructional design for e-learning

SHIPS Unit

The SHIPS Unit houses a number of work-place learning opportunities to allow participants to gain work-based experience. These programmes accommodate students at various qualification levels ranging from programmes designed to hone the skills of university graduates by placing them in the health service, to programmes that support formal learnerships, TVET undergraduate service learning and apprenticeships.





Conferences & Special Events Department

The Conferences & Special Events Department provide a macro meeting and events management service with skilled and experienced staff working on state-of-the-art project management systems. They offer their clients a solid partnership on all aspects of events and conference management, guaranteeing the successful roll-out of projects.

Innovation Cluster

The Innovation Cluster houses a number of FPD innovation projects and loosely functions as a health think tank with the ability to pilot, evaluate and create awareness around innovative ideas. These include:

Research Department

The FPD Research Unit (FPD-RU) continues to build on previous years' experiences by increasing its research output, growing its national and international collaborations and implementing a number of large, cutting-edge research projects.

The FPD-RU has a diverse portfolio of evidence demonstrating its capacity to conduct rigorous research (observational and experimental; quantitative and qualitative) and programme evaluations. Although the research unit is only five years old, its senior researchers have already been awarded, as Primary Investigators, five U.S. NIH grants (three R21s and two R01) and a National HIV Think Tank/ Gates Foundation Innovation grant, are co-investigators on a multi-country NIH U19 award, and are the primary South African site investigators on a USAID-funded SPIRES study. FPD's Research Unit is also the University of California Global Health Institute's NIH-Fogarty International Center's Collaborating Site in South Africa. In addition, The Unit has strong and on-going collaborations with researchers at Columbia University, University of Pennsylvania, University of California Los Angeles, Charles R. Drew University of Medicine and Science, University of Washington, East Carolina University, and the Desmond Tutu HIV Centre at University of Cape Town. In 2020, the Research Unit will build upon these success to further increase its outputs of peer reviewed manuscripts, submit NIH research grants, and enhance its visibility at local and international conferences.

Reading Support Project

This project, funded by United States Agency for International Development in Southern Africa (USAID/SA), was launched on 1 November 2016 and focuses on improving language literacy skills at foundation phase level in South Africa's North West province. This system-strengthening project is being implemented in partnership with a number of leading literacy organisations: The Molteno Language Institute (MOLTENO), the South African Institute for Distance Education (SAIDE), Oxford University Press of South Africa (OXFORD SA) and an international partner, Voluntary Services Overseas (VSO). The ultimate aim of this project is to improve Foundation Phase learners' reading skills in African Home Languages (AHLs) as well as in English as a First Additional Language (EFAL).

GP Care Cell (GPCC) Project

This project is a product of collaboration and co-design between National Department of Health (DoH), Gauteng Provincial DoH, FPD and PPO Serve and is co-funded by DoH and PEPFAR through CDC. Under the GPCC model FPD and PPO Serve contract, manage and quality assure general practitioners (GPs) within their private practices to provide HTS and to initiate and manage ART patients in Gauteng Province.

National HIV Think Tank Secretariat

The NHIV TT is funded by the Bill and Melinda Gates Foundation and provides a central place for all stakeholders (government, academia, NGOs, private sector, donors, community and implementers), under the chairmanship of the NDoH, to review epidemiological, routine monitoring and economic evidence related to the HIV epidemic, identify priority gaps, and establish consensus on appropriate next steps, including research projects and pilots of new programmes and policies.

Professionalising Healthcare Management

During 2019, the Bill and Melinda Gates Foundation funded a planning grant to work with UNICEF East and Southern African Regional Office (ESARO) to determine how best to synergize investments to strengthen healthcare management under UNICEF's District Health Systems Strengthening Initiative in East and Southern Africa (DHSSI). Subsequent to this work, FPD was awarded a three year sub-grant under UNICEF to support UNICEF and local institutional partners to develop and professionalise district healthcare management in support of improved district health governance and management performance in target districts in Kenya, Malawi, Tanzania and Uganda.

Accelerating Support to Advanced Local Partners (ASAP)

ASAP is a three-year Task Order contract for USAID that is implemented by a Consortium led by IntraHealth. Under ASAP, the Consortium will focus on rapidly preparing local organisations, and in some cases national government entities, to have the capabilities and resources to serve as prime Organisations for USAID/PEPFAR programming, in compliance with USAID and PEPFAR procedures, for PEPFAR program implementation in FY20 and FY21. ASAP focuses on the 23 PEPFAR long-term strategy support countries and 28 Strategic and Technical Alignment for Results (STAR) countries in sub-Saharan Africa over three years.

Systems Strengthening Cluster

The Systems Strengthening Cluster has a focus on strengthening South African Government (SAG) capacity for leadership, management and delivery of health services in the district health system.

The following Departments form the Cluster:

Strategic Information Department

TASI provides technical support and expertise to District Health Information Management and other programmes to strengthen collection, collation, reporting and use of data from routine



health information systems and other relevant sources. The aim is to foster a culture of evidence-based decision making from the facility to district management team level.

Community Based Counselling and Testing

Department (CBCT)

CBCT implements community-based HIV prevention, counselling and testing programmes for reduced HIV incidence in high incidence communities in South Africa. The CBCT project under the KFW funding is a consortium of five partners with three implementing partners, namely KI, HPPSA and FPD) the other two partners namely SEAD and CCI provide technical assistance on quality assurance and BCC respectively. The CBCT department also implements HIV testing services targeting adolescent girls and young women in Tshwane and Bojanala through funding from SCI. Lastly, through funding from USAID CBCT manages two sub-grantees (HPPSA and SFH) on the Communities Forward grant, to implement community based testing in six provinces covering 13 priority districts.

Technical Assistance

HSS provides facility-level training, coaching, mentorship, quality improvement, and where applicable, direct services support through a roving mentor team and programme champion model. The aim is to ensure improved service delivery and quality of care with key focus on: identifying HIV positive patients and initiating them on ARTs, retention, and ongoing care for People Living with HIV/AIDS (PLHIV); TB/HIV/STI integration; provider-initiated counselling and testing (PICT); maternal and child health and reproductive health; ensuring community linkages and establishing "ideal clinics". Additionally, HSS provides technical, clinical and programmatic expertise to the above priority health programmes through programme champions with the aim of promoting a cycle of total quality management and inculcation of best practice.

The (Integrated) Health Systems Strengthening (IHSS) department is providing comprehensive support to three districts, i.e. Tshwane, Nkangala, Capricorn and, since October 2017, Buffalo City Metro has been added to the support mix. Comprehensive support reaches out to Primary Care Clinics and Health Centres through roving mentor teams consisting of a medical doctor mentor, a nurse mentor, programmatic nurse champions, a health information coordinator, and a pharmacy coordinator (pharmacist assistant). The lack of Department of Health (DoH) data capturers and HIV counsellors have necessitated a large component of these two cadres of staff employed by FPD to support and enhance services at facility level. The support is further enhanced by programmatic experts at head office. ART Adherence Club activities, to support adherence to ART medication and care, is part of the service offering in the IHSS department. These adherence clubs operate at facility and community level. Furthermore, the decongestion of the clinics has been promoted and supported by FPD by the implementation of the Chronic Centralised Medicines Dispensing and Distribution (CCMDD) project.

CDC Funded Programmes

The CDC funded HIV Testing Services, Priority Population Prevention, Adherence communication Strategy and PHC modelling programmes form part of the Innovation Cluster. Funding started in September 2016 and is implemented with support of the following sub award grantees: CareWorks, CCI, PPO Serve and OUT Wellness.

Operations Cluster

The Operations Cluster provides cross-cutting operational support to all FPD Departments and includes:

Finance Department

This department facilitates all financial functions for the FPD Group of Companies and ensures compliance with international and local donor and statutory requirements for both FPD and outsourced clients.

Facilities Management

Facilities Management is responsible for ensuring a well maintained infrastructure as well as managing the FPD asset register and day-to-day office management.

HRA Administration Department

The HR Administration Department facilitates and coordinates the functions related to human resource administration.

IT Department

This department facilitates and coordinates all functions related to information technology.

Communications Unit

The Communications Department focuses on brand promotion and strategic communication mainly using social media and press releases.

Travel Bureau

FPD established a commercial Travel Bureau that manages all travel arrangements for FPD staff, faculty, conference delegates and outside clients.

FPD Tree-planting Project

The Tree-Planting Project is an initiative by FPD staff to counter FPD's carbon footprint and to help combatting climate change by planting trees and raising environmental awareness campaigns.

Sales and New Business Development

FPD has a sales team that provides customised training solutions to both government and corporate South Africa. Sales team members engage with various organisations on implementing training interventions utilising a wide range of training methodologies.

Proposal Support Team

The Proposal Team coordinates all new grant, proposal and tender opportunities to expand outreach and growth opportunities and ensure sustainability for the future of FPD.

FPD Management Team

Senior Management

Managing Director

Dr Gustaaf Wolvaardt

MBChB, M.Med (Int), FCP, AMP (MBS), PGCHE

Innovation Executive

Mrs Suzanne Mabaso

BSLA, MPH

Systems Strengthening Executive

Dr. Nkhensani Nkhwashu

BSc, MSc, PhD, MBA

Chief Operations Officer

Mr Henk Reeder
BCompt

Sales Executive

Ms Veena Shaik
MBA, PGCHE

Department, Programme and Project Heads

Academic Cluster

Business School

Mr Pie-Pacifique Kabalira-Uwase
BSc Physics

School of Health Sciences

Dr Margot Uys
MB.BCh (Rand); BA(Mus) Hons(Afr); HED; AHMP

School of Education

Dr C.J. Henley-Smith
PhD (Pret.), PGCert (Higher Education) (Pret.)

Nursing School

Mrs Annatjie Peters
BCur (UP); BACur (UNISA); MSocSc (UFS); Diploma in Clinical Nursing, Diagnosis, Treatment and Care (UFS). RN, RM, CHN, PN, NEd, NA

Occupational Health, Safety & Wellness School

Ms Alta Kruger
BCur Ed et Adm, RN, RM, CHN, OHN

School of Information Technology

Mr Roelof de Bruyn
MASP: Microsoft Accredited Service Provider

School for Child Forensic Studies

Dr Karen Muller
B.A. (Hons) LLB PhD

School of Natural Sciences

Dr Elize Venter (Acting Head)
D.Ed. (Didactics), M.Ed. (Environmental Education), B.Sc., H.E.D.

Office of the Registrar

Ms Alet Bosman
BCom (Fin Man), HED, BCom Hons (ACC), ACHM

Education Innovation Department

Dr Elize Venter
DEd (Didactics), MEd (Environmental Education), BSc, HED

SHIPS Unit

Mrs Tiyani Armstrong
LLB, HCM

Conferences and Special Events Department

Mrs Amor Gerber
BCOM, DTE

Innovation Cluster

Research Department

Dr Andrew Medina-Marino
BA (Biology; Swarthmore), MS (Developmental Biology; Caltech), PhD (Molecular Neuroscience; Caltech)

Reading Support Project

Dr Mponana Seakamela
BA, H.Dip.ED, B Ed, M Ed, PhD

GP Care Cell Project

Mrs Suzanne Mabaso
BSLA, MPH

National HIV Think Tank Secretariat

Ms Priya Reddy (Project Manager)
BA (Hons) SocWork (UDW), Senior Leadership Management (USB)
Dip Business Management (UNISA), Adv Dip Project Management (Damelin)

Professionalising Healthcare Management

Ms Ernesha Webb Mazinyo
BS (Microbiology and Chemistry)
MPH (Health Policy and Management)

Accelerating Support to Advanced Local Partners

Mrs Suzanne Mabaso
BSLA, MPH

Systems Strengthening Cluster

Head of Cluster

Dr Nkhensani Nkhwashu
BSc (Medical Science), MSc (Anatomy), PhD (Microbiology)

Strategic Information Department (SI)

Ms Bontle Zuze Mogakane
BSc Maths & Stats, HCM and AHMP Masters in Public Health

Community Based Counselling and Testing (CBCT)

Ms Thato Farirai
BSW, Hon.Soc.Sc

Health Systems Strengthening Support

Ms Ernesha Webb Mazinyo
BS (Microbiology and Chemistry), MPH (Health Policy and Management)

CDC Projects

Mrs Hanlie Kapp
BCur, CAHM, ACME

Operations Cluster

Finance Department

Mr Henk Reeder
BCompt

Human Resource Administration Department

Ms Maureen Fourie
BMil (Human Science)

Information Technology Department

Mr Keith Pullen
A+ N+

Communications Unit

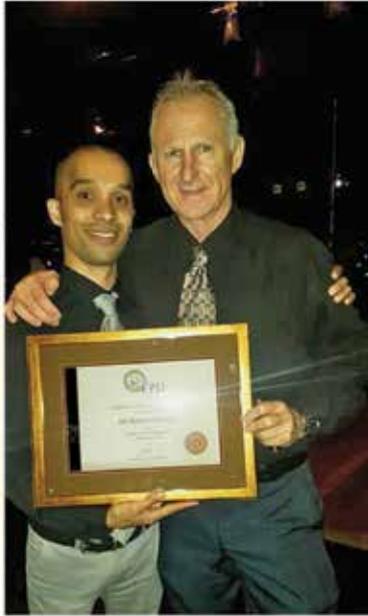
Ms Helga Swart
ACHM, HCM

Travel Bureau

Ms L Rossouw
H. Cert (Management) (FPD), B.B.A (UNISA)



Start of the year Function 2020





2

DEVELOPING PEOPLE

- Academic Cluster
- Educational Offerings
- Customised organisation Specific (In House) Course
- Programme Evaluation
- SHIPS Unit
- Conferences and Special Events



Academic Cluster

FPD's educational programmes are designed to be cutting edge and customised to the specific needs of our students. Both formal qualifications and short learning programmes are developed within the regulatory requirements of the Department of Higher Education and Training (DHET), Council on Higher Education (CHE) and the South African Qualifications Authority (SAQA). In the case of training programmes for professionals, the relevant programmes adhere to the requirements of the relevant statutory council where applicable.



Education Innovation Department

The following programmes were accredited with the CHE during 2019:

- **Higher Certificate in Early Childhood Care and Education**
HCert (Early Childhood Care and Education)
- **Postgraduate Diploma in Distance Higher Education**
PG Dip (Distance Higher Education)

The following new qualifications were submitted to DHET, CHE and SAQA for accreditation and registration during 2019:

- **Masters in Public Health**
MPH

- **Masters of Science in Climate Change and Sustainable Development**
MSc (Climate Change & Sustainable Development)
- **Masters of Arts in Human Resources for Health**
MA (Human Resources for Health)

During the past year, the following new short courses were developed, customised or updated:

Short Courses

- Short Course in Medical Billing
- Short Course in Integrated Adherence for Health Workers
- Short Course in Case Management
- Short Course in Wound Care
- Short Course in Noise Induced Hearing Loss and Regulations
- Short Course in Lead and Regulations
- Short Course in HIV Self Testing
- Short Course in HIV Testing Services
- Short Course in the Clinical Management of Hypertension
- Short Course in Index Trailing
- Short Course in the Clinical Management of Paediatric HIV/AIDS
- Short Course in ICD 10 Coding
- Short Course in Nurse Initiated Management of ART
- Short Course in Multi Drug Resistant TB Management
- Short Course in Training of Trainer
- Short Course in Spirometry Screening for the Occupational Health Setting (Refresher)
- Short Course in Audiometric Techniques for the Occupational setting (Refresher)
- Short Course in Vision Screening for the Industry
- Short Course in the Adjudication of Permanent Medical Impairment Rating
- Alliance Manchester Business School Advanced Management Programme
- Short Course in Monitoring and Evaluation

e-Learning Courses

- CPD/CME compliance package for Healthcare Professionals
- CPD/CME package for Physiotherapists and Biokineticists
- CPD/CME package in International Public Health
- Short course in Pre Exposure Prophylaxis for Clinical Associates
- Short course in Basic TB Infection Prevention and Control in Healthcare Facilities
- Short course in Scientific Peer Review
- Work Readiness Programme
- Pest Management Officer Programme
- Independent Certified Examiner Examination



Blended Learning

- Short Course in Clinical Management of Mental Health



STUDENT ENROLMENT

In 2019, FPD enrolled **18 920** students, bringing the total number of students who have studied with FPD to **436 113**.



Since its inception, the **Academic Cluster** has successfully overcome barriers that prevent students from accessing opportunities to further their studies. **These include:** sourcing valuable scholarships for disadvantaged groups, taking programmes to various towns and districts where the need is across Africa and offering blended learning approaches that limits time away from work.

Alumni Support Services

Resource Centre

FPD maintains a Resource Centre at its registered Head Office. Apart from literature associated with its programmes and courses, Internet access is also provided at the centre. Students receive the support they require from faculty and may request additional assistance from FPD if needed.

Online Support

FPD has established an Internet-based Student Support Site (SSS) to support all its enrolled students to achieve formal registered qualifications. SSS is a server programme that allows invited users to collaborate on the website by editing and downloading content from the site from their own computer and in their own time. Visitors can view the web pages and interact with fellow students and facilitators. SSS allows facilitators and assessors to mentor students online and allows students to form student assistance through the provision of assessments and assignment guidelines.

Continuing Education and Professional Support

FPD compliments its own alumni services with strategic alliances with various industry associations allowing alumni access to a wide variety of mentorship and continuing educational products such as journals and newsletters.

Scholarships

During 2019, FPD continued to support efforts to promote access to education through securing educational grants from sponsors and donors for all potential FPD students. The funding from grants and sponsorships are utilised in the form of a subsidy to enroll potential students.

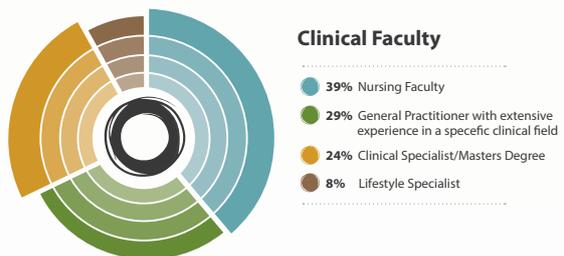
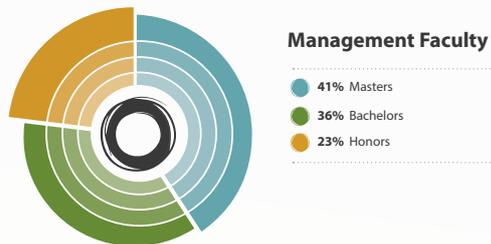
This reduces costs as a barrier to education. During 2019, educational grants and sponsorships to the value of R5,536,739 million were received. The total monetary value of scholarships awarded since 1998 is R650,954,730 million.

Faculty

FPD employs a model of using a contracted faculty panel, which ensures access to faculty with deep contextual subject matter expertise. Most senior FPD managers also act as faculty. The following graphs provide an overview of the qualifications and expertise of FPD staff who taught on programmes in 2019.



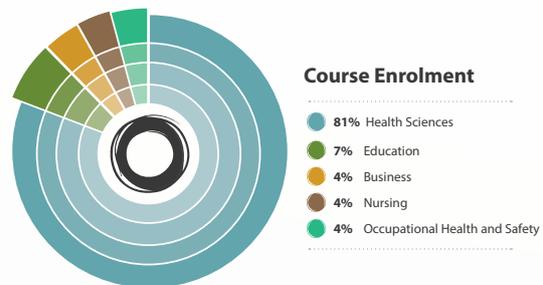
FACULTY QUALIFICATIONS



FACTS AND FIGURES

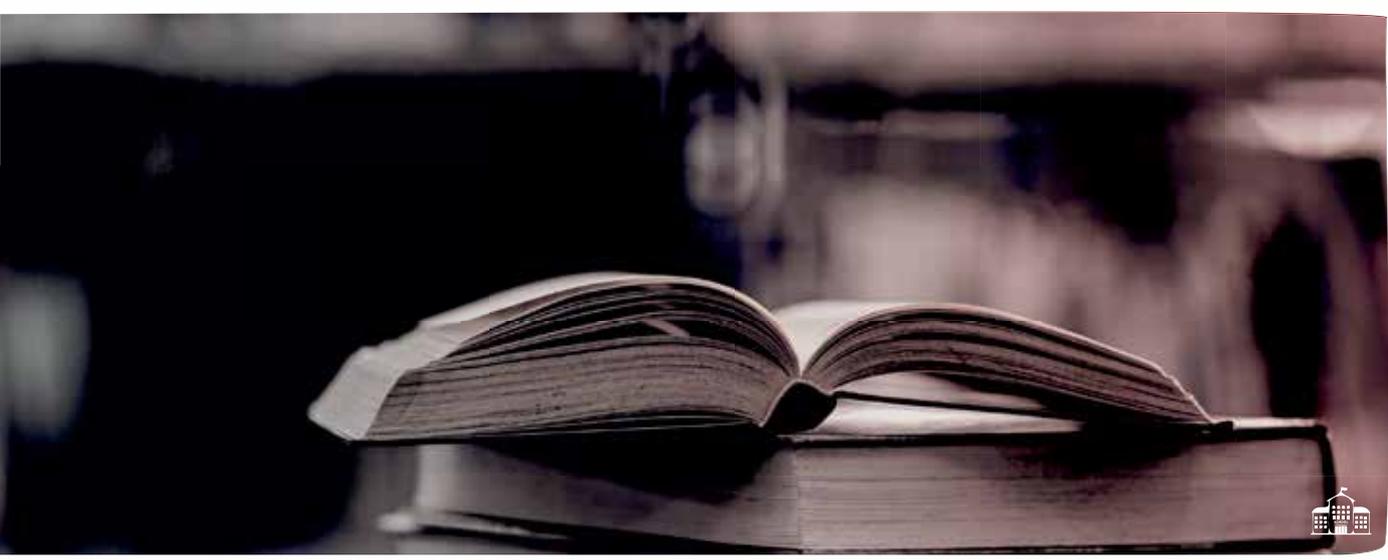
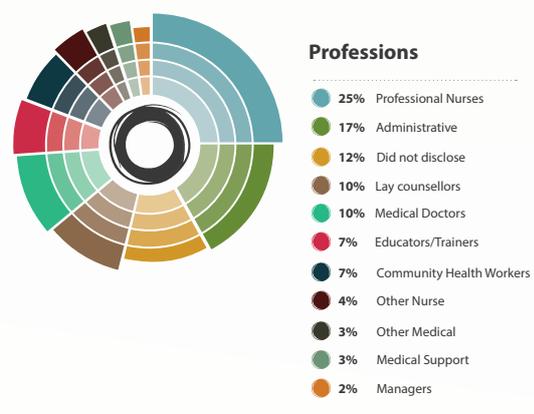
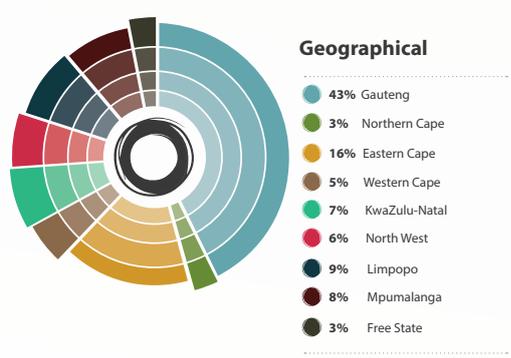
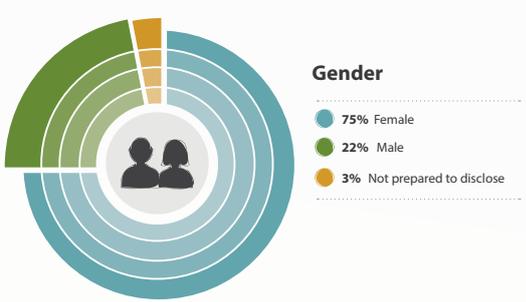
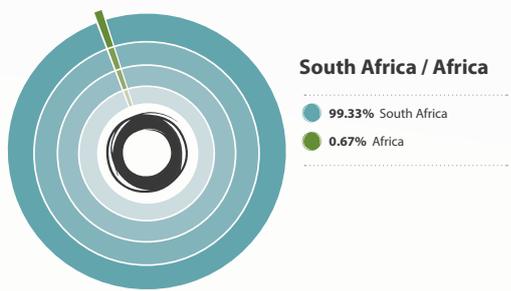
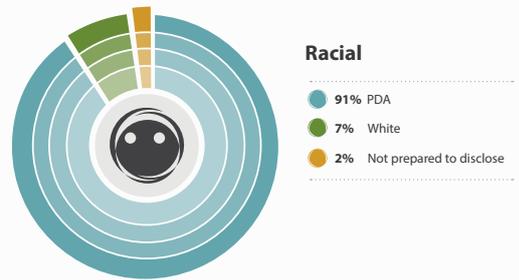
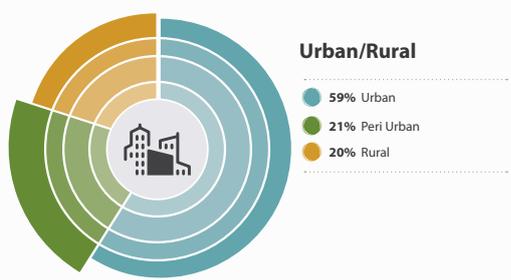
This section provides a graphic overview of the demographics of students who were enrolled on FPD courses in 2019.

■ Students Breakdown





STUDENTS BREAKDOWN continued





Educational Offerings

FPD's educational model is designed to reduce barriers to quality education. The majority of our students are subsidised while a blended distance learning model provides contact sessions close to where students live and work, reducing geographical barriers and limiting time away from work.



FPD Business School

Aligned to FPD's vision of building a better society through education and capacity development, the FPD Business School focuses on developing transformational leaders.

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

Our emphasis is on translating management theory into practical workplace skills. This is ensured through our educational approach, our panel of national and international subject matter experts on faculty, our alumni support programmes and the integration of action research into our curricula.

CHE Accredited Qualifications

Advanced Certificate in Health Management

This qualification is an intensive management development programme, tailored to the needs of healthcare managers and professionals. This course has been specifically customised

for the South African healthcare environment and focuses on developing in-depth strategic and functional management competencies.

Higher Certificate in Practice Management

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

Higher Certificate in Risk Assessment and Management

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

Higher Certificate in Management

This qualification is targeted at addressing the management training needs of participants currently in junior management positions. To provide them with knowledge and skills that will enable them to progress into middle management positions.

The Higher Certificate in Management is structured in such a way that it gives learners exposure to apply organisational management principles on an operational, functional and strategic level.

Advanced Certificate in Management

The purpose of this qualification is to equip participants in managerial positions across various sectors with the knowledge and skills to adapt and prosper in the continuously changing management environment. It aims to develop participants' managerial capacity by broadening their view of business, their specific industry and wider global forces that impact on the management environment. Managers are motivated to develop an increased appreciation of their role as a manager and a leader, while also developing the knowledge and skills required to assess and have an increased understanding of themselves as individuals.

Advanced Certificate in Monitoring and Evaluation

The Advanced Certificate in Monitoring and Evaluation has been developed to address the need of a specific target population, such as managers and subject matter experts who have identified a need to further develop their monitoring and



evaluation knowledge and skills. For example, a manager at middle management level whose job includes data management functions and oversight.

International Short Courses

Alliance Manchester Business School Advanced Management Programme (AMBS AMP)

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

FPD/Yale Advanced Health Management Programme (AHMP)

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

Other Business Short Courses

- Short Course in Strategic Planning
- Short Course in Project Management
- Short Course in Finance for Public Sector Managers
- Short Course in Practice Finance for Private Practitioners
- Short Course in Resources Mobilisation and Donor Relations
- Short Course in Case Management
- Short Course in Monitoring and Evaluation
- Short Course in Advanced Project Management
- Short Course in Primary Healthcare Toolkit
- Short Course in Strategic Planning
- Short Course in Problem-Based Selling
- Short Course in Systems Thinking

Distance Learning Courses

- **Advanced Certificate in Health Management**
(AdvCert Health Management)
- **Higher Certificate in Management**
(HCert Management)
- **Higher Certificate in Practice Management**
(HCert Practice Management)
- **Short Course in Programme Evaluation for Management**

e-Learning

- Short Course in Financial Management (Investec)
- Free Management courses for Registered Medical Students
- Higher Certificate in Management [HCert (Management)]
- Advanced Certificate in Health Management [AdvCert (Health Management)]
- Fraud Risk Management for Medical Doctors



FPD School of Education

The FPD School of Education focuses on developing and supporting educators in basic and higher education environment.

CHE Accredited Qualifications

Post Graduate Diploma in Health Professions Education and Leadership

The Postgraduate Diploma in Health Professions Education and Leadership aims to develop suitably qualified leaders in Health Professions Education (HPE) to meet the increasing complexity of HPE in a fast and continuously changing educational landscape. This qualification is in response to the increasing demand for individuals with specialised knowledge and leadership skills in order to best educate 21st century health professionals and ensure the quality of healthcare in sub-Saharan Africa. The PGDip (Health Professions Education and Leadership) has been developed in partnership with sub-Saharan Africa-FAIMER Regional Institute (SAFRI).

Post Graduate Diploma in Distance Higher Education

The offering of the PGDip (Distance Higher Education) accords with a broad move towards online and distance learning at both public and private tertiary institutions in South Africa. Lecturers at distance education institutions need to acquaint themselves with the most recent developments in the field of distance education theory and practice. Furthermore, there is a broad tendency at residential institutions to supplement their face-to-face programme offerings with a range of distance and online teaching technologies. Thus, public and private tertiary institutions need to develop critical, reflective teaching practitioners and specialists in the higher education sector especially in distance and online teaching. Such lecturers will be able to contribute to the academic delivery of distance higher education in an innovative way. Against this background, the PGDip (Distance Higher Education) meets the need in the entire higher education sector in South African for the offering of postgraduate qualifications in the field of higher education studies with a specific focus on distance education theory and practice.

Higher Certificate in Early Childhood Care and Education

This programme is intended to develop educators who can support and promote early learning and development for babies, toddlers and young children up to and including four years of age. By enrolling for the HCert (ECCE) participants can gain an entry level qualification that will afford them recognition as an early childhood development (ECD) educator. Furthermore, graduates who successfully complete the HCert (ECCE), and who want to become professionally qualified, can then enrol for a Diploma (Dip) in ECCE or a Bachelor of Education (BEEd) in ECCE. The way to improve the quality of care during the first years of life lies in the quality of training of caregivers that will enter the field of ECD or those that are already in the field of ECD.



Short Courses

Contact Tuition

- Short Course in HIV, STIs, TB, Comprehensive Sexuality Education and Life Skills Co-Curricular Programme
- Short Course in Managing HIV and AIDS in Schools
- Short Course in the Integrated Management of Gender Based Violence
- Short Course in Gender Based Violence for University Campuses
- School Management Team Programme (from the RSP)
- Short Course for Event Organizers
- Technology Champions in Schools
- Peer Educator Short Course in HIV, STIs, TB, Comprehensive Sexuality Education

e-Learning

- Short Course in In-service Training on Comprehensive Sexuality Education for Educators
- Short Course in Scientific Peer Review
- Work Readiness Short Course
- Foundations of Education Short Course
- Technical writing Short Course

Short Courses: Offered as e-learning or workshop based

- Short Course on the Best Evidence Practices in Education and Training of Adults (How to Teach)
- Curriculum Development Short Course
- Assessment and Moderation Short Course
- Cultivating 21st Century School Leadership



FPD SCHOOL OF HEALTH SCIENCES

FPD School of Health Sciences

The FPD School of Health Sciences has been the leader in training healthcare professionals for many years and takes pride in being recognised as pinnacle product leaders and innovators in the healthcare industry.

CHE Accredited Qualifications

Postgraduate Diploma in General Practice

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

Advanced Diploma in Aesthetic Medicine

The Advanced Diploma in Aesthetic Medicine [Adv. Dip. (Aesthetic Medicine)] has been specifically developed for healthcare practitioners working in the aesthetic and anti-aging field. The course is tailored to take into account the time and financial constraint of practitioners working full time in a private practice. The range of course modules have been designed to develop and expand the participants' extensive knowledge and advanced skills in this rapidly evolving and sophisticated field of medicine.

Clinical Short Courses

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

Courses for Healthcare Practitioners (Contact Tuition)

- Short Course in the Clinical Management of Allergies
- Short Course in Clinical Management of Cardiovascular Disease
- Short Course in the Clinical Management of Dermatology
- Short Course in Emergency Medicine
- Short Course in the Clinical Management of Mental Health
- Short Course in the Clinical Management of Multi-drug-resistant Tuberculosis
- Short Course in the Clinical Management of Paediatric HIV and AIDS
- Short Course in the Clinical Management of Rheumatology
- Short Course in the Clinical Management of HIV and AIDS for Healthcare Professionals
- Short Course in the Clinical Management of Metabolic Syndrome
- Short Course in the Clinical Management of Respiratory Disease
- Clinical Forensic Medical Aspects of Gender Based Violence for Healthcare Professionals
- Short Course in HIV in the Workplace
- Short Course in the Integrated Management of Sexual and Gender Based Violence
- Short Course in Integrated Management of HIV/STI/TB
- Short Course in ICD Coding
- Short Course in Emergency Toxicology and Venemology
- Short Course in Rational use of Antibiotics
- Short Course Toolkit - Starting a Successful Private Specialist Practice
- Short Course in Medical Ethics
- Short Course in Clinical Management of Sexually Transmitted Infections

Blended Learning Courses

- Ultrasound Course:
 - o Short Course Obstetrics and Gynaecology (Level 1)
 - o Short Course in Diagnostic Abdominal, Pelvic and Obstetric Ultrasound
 - o Short Course in General Practitioner (GP) Focused Ultrasound
- Short Course in Management of Diabetes: Optimising Patient Outcomes



Distance Learning Courses

- Short Course in the Clinical Management of HIV/AIDS for Healthcare Professionals
- Short Course in ICD 10 Coding
- Short Course in Medical Ethics (3 modules)
- Short Course in the Clinical Management of Mental Health
- Short Course in Clinical Management of Tuberculosis for Healthcare Professionals
- Short Course in Dispensing for Doctors
- Short Course in the Clinical Management of Rheumatology
- Short Course in Ethics in the Healthcare Environment
- Short Course in the Ethics of Relationships in Healthcare
- Short Course in Policy, Governance and Ethics
- Short Course in Clinical Management of Respiratory Diseases

e-Learning

- Short Course in Ethics in the Healthcare Environment
- Short Course in the Clinical Management of Sexually Transmitted Infections
- Short Course in the Clinical Management of Cardiovascular Disease
- Short Course in the Clinical Management of Tuberculosis for Healthcare Professionals
- Short Course in the Clinical Management of Mental Health
- Short Course in the Clinical Management of Respiratory Diseases
- Short Course in the Clinical Management of HIV and AIDS for Healthcare Professionals
- Short Course in Death Certification
- Short Course in the Clinical Management of Hypertension
- Short Course in Practical Stress Management
- Short Course in Clinical Management of Fertility
- Short Course in Breast Cancer for Healthcare Professionals
- FPD Unlimited CPD package for Medical Practitioners
- FPD SAMA Unlimited CPD compliance package
- FPD unlimited CPD Package for Community Service Medical Practitioners (Sponsorships offered)
- FPD Unlimited CPD package for Dieticians
- FPD Unlimited CPD Package for Oral Healthcare Practitioners
- Motivational Interviewing - Principles and Practical Applications
- Gastrointestinal Pathology - Masters of Pathology
- Breast Pathology - Masters of Pathology
- Orthopaedic Surgery Board Interview
- Neuro-Ophthalmology Clinical Review
- Pancreatobiliary Pathology - A Comprehensive Review
- Bone Pathology - A Comprehensive Review
- Advanced Thoracic Pathology

The School of Health Sciences also implements the following system strengthening projects that have predominantly an educational focus.



MSD for Mothers

Strengthening South African Public Sector Obstetric Emergency Medical Services (EMS) Systems

At the successful conclusion of this project in April 2019, 692 people - amongst others, EMS personnel and Call centre

operators – were trained in obstetric emergencies with a knowledge increase of at least 16-20% as documented in the formal evaluation of the project. It was observed that there was a positive impact on maternal morbidity and mortality rates in four of the five respective districts during the course of the project. The Foundation for Professional Development (FPD), in partnership with the National Department of Health (NDoH) and MSD for Mothers led the MSD for Mothers project: Strengthening South African Public Sector Obstetric EMS Systems. The aim of this project was to improve maternal and infant survival by improving the quality of emergency care for pregnant mothers and/or new born babies during ambulance transit to and in between healthcare facilities. The three-year project commenced in April 2016 and was implemented in five health districts in South Africa, namely Amathole in the Eastern Cape, Capricorn in Limpopo, and in Mpumalanga in the districts of Ehlanzeni, Gert Sibande and Nkangala.

FPD developed standardised EMS protocols, Standard Operating Procedures (SOPs) and monitoring data collection tools for all emergency call centres to ensure that obstetric emergencies are prioritised and correctly triaged during transit. In addition to this, FPD developed an online course for call centre staff which was made available to all call centre staff nationally (Short Course in EMS Call Centre Communications - Obstetric Emergencies). To ensure that EMS personnel are adequately prepared for obstetric emergencies. FPD developed training material for Advanced Life Support (ALS), Intermediate Life Support (ILS) and Basic Life Support (BLS) personnel in identifying and managing obstetric emergencies in-transit. The training courses developed and implemented by FPD include the Essential Steps in Managing Obstetric Emergencies (ESMOE) In-transit (ESMOE-IT) Master Training Course and the Short Course in the Management of Obstetric Emergencies (ESMOE) in Transit - BLS Cadre. The training included interactive workshops that combined theoretical concepts and in-depth practical drills on managing such emergencies. As the project has drawn to a close in April 2019, an evaluation was conducted to determine if it had resulted in the intended objectives and outcomes.

As of December 2018, 692 people had been trained under the MSD programme. In total, 182 people were trained by FPD on the advanced ESMOE-IT Master Training course, far exceeding the target of 100. In addition, FPD trained 50 other National Department of Health personnel, including doctors, nurses and midwives. They were included as a result of specific requests from the districts, to ensure that there is adequate understanding between all sectors on the realities of the EMS sector and the challenges they face. The ESMOE-IT Master Training Course was implemented with the main aim of ensuring that the delegates who attended the training be declared competent to cascade the training to their own districts, ensuring that the training intervention is sustainable. The cascaded training in Amathole district and the rest of the Eastern Cape was very successful, with 868 EMS personnel being trained by the master trainers. The number of BLS personnel trained on the ESMOE_IT Short Course was 332. In addition, a total of 101 Call Centre operators were trained on the Short Course in EMS Call Centre Communications, five times more than the target of 20. An additional 27 healthcare professionals completed this course online.



People trained under MSD Programme:



232 ESMOE-IT Master Training Course



332 Short Course in the Management of Obstetric Emergencies in transit - BLS Cadre



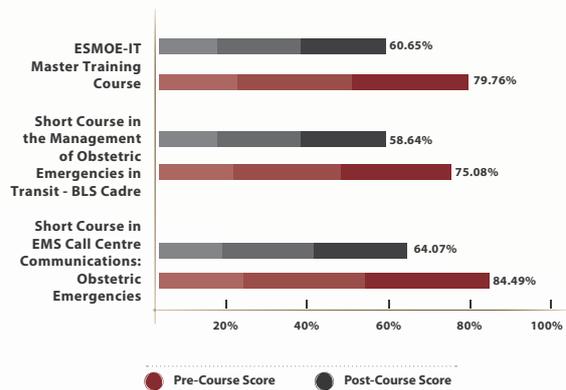
128 Short Course in EMS Call Centre Communications



692 people trained in total

Participants who completed the training, were asked to complete a pre- and post-course questionnaire before and after the courses to determine if the training was successful in transferring knowledge. From Figure 1 we can see that the post-course average scores increased by 16% to 20% in all three courses.

Figure 1: Pre- and post-course questionnaire average scores



Participants who were trained, found the training to be extremely valuable to improve the care they were able to provide to obstetrics patients. One of the major improvements was in the ability of EMS personnel to ask patients the right questions, obtain a full history and hand over the patient to medical staff at the referral site with a full history and treatment interventions. It gave them the knowledge and confidence to discuss the patients' treatment and care with the healthcare workers in the transferring and receiving facilities. Trainees highlighted that they now were more knowledgeable about obstetrics and the responsibilities of the various role-players during the transport of an obstetrics patient.

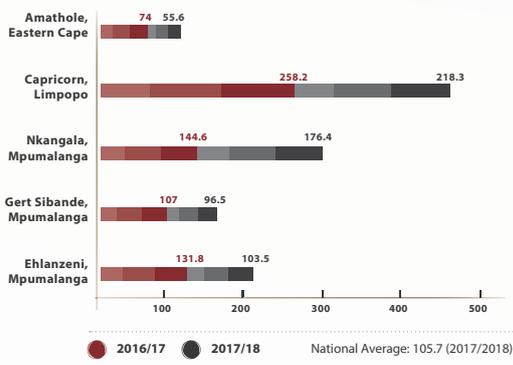
In total 7 EMS facilities (in the five districts) were surveyed, 43 EMS Stations and four Communication Centres, an 88% response rate. The survey found that the EMS system is still faced with a number of challenges, including a shortage of obstetric ambulances, as well as essential obstetrics equipment. There



was a severe shortage of obstetric ambulances in the districts surveyed, with 74% of the EMS stations having no functioning obstetric ambulance. Obstetric patients in these cases are transported in general ambulances, which do not have the equipment needed to respond to an obstetric emergency. A total of 80% of the EMS stations reported that their ambulances are not sufficiently equipped to respond to medical emergencies. Interviewed respondents reported that EMS personnel often bring their own equipment (e.g. blood pressure machines) to work in order to do their job.

Data from the District Health Barometer¹ show that the Maternal Mortality Rate decreased over the last three years in four of the five districts where the project was implemented (Figure 2). While this cannot be directly attributed to the project, it is an interesting observation. The national early neonatal mortality rate remained relatively stable between 2016/17 and 2017/18, at around 10 deaths per 1 000 live births.

Figure 2: South African Maternal Mortality Rate District level (deaths / 100 000 live births)



The evaluation of the MSD for Mothers Programme found that the programme met its objective to train communication centre and EMS personnel so that they can provide high-quality, standardised care and management of obstetric emergencies in-transit. The potential for this programme to have a significantly positive impact on maternal and infant mortality was highlighted by the beneficiaries and stakeholders, provided that the challenges still faced by the EMS system are also addressed. It was recommended that the National Department of Health explore strategies to expand this training to all provinces in South Africa and provide EMS personnel with the equipment and resources they need to provide high-quality emergency medical services. The full evaluation report has been released and disseminated in April 2019.



Mental Health Project to Improve Mental Health Skills Among Healthcare Practitioners

Mental Health services for uninsured South Africans are under severe pressure due to numerous factors including a severe national shortages of psychiatrists and psychologists, maldistribution of services and lack of skilled professionals at the coalface to manage and treat common psychiatric disorders. FPD, in collaboration with the National and Provincial Departments of Health and various other private stakeholders (i.e. Sanofi, Janssen, Vula) have embarked on a project to improve the patient journey

in accessing mental health services in the public sector. During 2019 FPD organised a series of 36 workshops across all nine provinces of South Africa and trained almost 1200 Mental Health Practitioners from primary care facilities. The training included staff from Correctional Services, the National Defense Force and representatives from Higher Education Institutes. The curriculum consisted of a combination of teaching methods, facilitated by subject matter experts with years of experience in the field, i.e. online learning combined with face to face practical sessions with a focus on the dissection of the Mental Health Care Act and its Regulations to provide the necessary knowledge and skills to encourage and empower participants to manage mental health disorders effectively at the first level of health services contact.



FPD and the International Training and Education Centre for Health (I-TECH): Community Healthcare Worker Training Project

FPD, in collaboration with I-TECH funded through the CDC, trained a total of 5936 Community Health Workers (CHWs), 349 Outreach Team Leaders (OTLs), 71 Master trainers and 797 facility managers in two provinces namely Eastern Cape and Free State in several priority districts in the NDOH curriculum specially developed to enhance the administrative, clinical and communication skills of CHWs.. In this initiative to ensure that CHWs are able to manage common conditions while surveying households, relevant and accessible knowledge and skills is a core requirement. The curriculum covered the primary health care package inclusive of how to access households, conduct surveys, implement referral networks and streamline communication skills.

The teaching approach was a cascade approach. Master Trainers from the Department of Health, and from District Support Partners were trained and supported by project funded FPD Master Trainers and mentors during the lifespan of the project. This initiative provided much needed support to the Department of Health in the various districts to ensure successful implementation of the Community Worker Healthcare Programme, an essential building block in the primary care package.. Ongoing Support was provided to OTLs during the project lifespan. All trained CHWs were required to complete a skills assessment at the end of the 8-week ongoing support period. The project started in October 2018 and was concluded at the end of September 2019.



Clinical Associate PrEP Project

In partnership with AIHIA, GILEAD and PACASA, FPD successfully developed and conducted the first ever training specifically aimed for Clinical Associates with PrEP as the topic. The material was piloted during two workshops and the valuable feedback from each workshop incorporated into the study material. The course was then offered to 50 Clinical associates to complete online. The course will be available online for all healthcare professionals going forward.



Wits Reproductive Health Institute

As part of the support provided to WRHI FPD trained 510 Health Care Workers in the new updated HIV ART guidelines during August to October 2019. In addition 621 Health Care Workers were trained on HIV Counselling and Testing.



National Institute of Communicable Diseases

As part of a national survey into the effectiveness of the Expanded Programme of Immunization (EPI), FPD was responsible for organising workshops in 59 sites in all the provinces of South Africa to train field staff in conducting the survey. 645 field staff were trained to conduct household surveys. The results of the study will inform public health policy on the childhood vaccination and prevention programme.



FPD Nursing School

FPD School of Nursing's overall aim is to prepare nurses to meet the dynamic health needs of the South African community through developing clinical knowledge and practical skills among nursing students and practitioners. Through innovation, sound educational principles and evidence-based practice, the FPD School of Nursing aims to positively impact the health environment of South Africa. The School is committed to professionalism, caring for the needs of people, improving the healthcare quality and patient safety.

Contact Tuition

- Short Course in HIV Nurse Case Management
- Short Course in Case Management and ISD 10
- Short Course in Nurse Initiated Management of Anti-Retroviral Therapy (NIMART)
- Short Course in Adherence Counselling
- Short Course in HIV Rapid Testing Quality Improvement Initiative (RTQII)
- Short Course in Integrated Management of HIV/STI/TB
- Short Course in the Clinical Management of Tuberculosis
- Short Course in the Integrated Management of Sexual and Gender Based Violence
- Clinical Forensic Medical Aspects of Gender Based Violence for Professional Nurses

- TB Clinicians Course
- Short Course in the Clinical Management of Prevention of Mother to Child Transmission
- Short Course in Integrated Management of Childhood Illness
- Short Course in Mental Health
- Short Course in Mentorship
- Short Course in Personal Protection Equipment
- Short Course in Waste Management
- Short Course in Ultraviolet Germicidal Irradiation (UVGI) Management
- Short Course in Ventilation Management in Infection Control
- Short Course in Wound Care (basic)

Distance Courses

- Short Course in the Clinical Management of Tuberculosis
- Short Course in Adherence Counselling
- Short Course in Mental Health

e-Learning Courses

- Short Course in the Clinical Management of Tuberculosis
- Short Course in Law and Ethics for Nurses
- Short Course in Infection Control (basic)



Occupational Health, Safety & Wellness School

The FPD Occupational Health, Safety and Wellness School courses are designed to prepare Healthcare Professionals to face the challenges of Occupational Health and Wellness in the workplace.

Occupational health and wellness aims to prevent and mitigate all occupational health risks to ensure healthy, motivated people; and employees who are productive at work and who have a sense of wellbeing.

This can only be achieved by focusing on the training of Healthcare Professionals to identify and manage the risks.

Our courses are designed to enhance the theoretical and clinical skills of healthcare professionals and are taught through e-learning, blended learning and facilitated workshops.

Courses for Clinicians

- Short Course in Physical Examination & Health Assessment Skills
- Short Course in Physical Examination & Health Assessment Refresher
- Short Course in Evaluation for Professional Drivers



- Short course in Health Risk Assessment
- Short Course in HIV in the Workplace
- Short Course in HIV Testing Services for Nurses
- Short Course in Adherence Counselling for Nurses
- HIV Rapid Testing Quality Improvement Initiative (RTQII)
- Short Course in the Clinical Management of Tuberculosis for Nurses
- Short Course in Basic Epidemiology and Disease Surveillance
- Short course in Clinical Epidemiology
- Short Course in the Evaluation of Permanent Medical Impairing Rating (based on AMA – 6th edition)
- Short Course in Dispensing
- Short course in Dispensing Refresher

Multidisciplinary Courses

- Short Course in Audiometric Testing Techniques
- Short Course in Audiometry Refresher
- Short Course in Spirometry Testing Techniques
- Short Course in Spirometry Refresher
- Short Course in Vision Screening
- Short Course in the Adjudication of Permanent Medical Impairing Rating Claims (based on AMA – 6th edition)
- Short Course in Introduction to Occupational Health
- Short Course in Occupational Health Risk Assessment
- Short course in Anatomy and Physiology
- Short course in Ethics and Professionalism in Nursing
- Short course in HIV in the Workplace

Distance

- Short Course in the Medical Evaluation for Professional Drivers
- Short Course in Medical Terminology and Anatomy for Non-Healthcare Professionals



FPD SCHOOL OF INFORMATION TECHNOLOGY

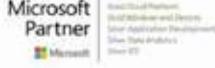
FPD School of Information Technology

The FPD School of Information Technology has been established in partnership with the Foundation for Sustainable Innovation (FSI) and is an Education Technology company within the FPD Group that specialises in lecturing, interactive courseware, certifications, software licensing, and educator services in the Microsoft technology space.

The FPD/FSI School of Information Technology

- Empowers students to achieve industry recognised skills and reach their career potential through high-quality training and certification.
- Provides a high quality, low cost and effective training solution that provides relevant programmes and skills to students to address skills gaps in the market.
- Helps students gain 21st Century skills and certifications that are globally recognised which position and differentiate them for great jobs in the future.
- Technology develops very fast, we are aimed towards keeping professionals up to date via CPD allocation of the popular Microsoft courses

The FPD/FSI School of Information Technology offers the following Certifications:

- Microsoft Imagine Training Academy 
- Microsoft Authorised Education Partner 
- Microsoft Silver Cloud Partner 

Courses

- FSI - Computer Literacy
- MOS - Microsoft Excel 2016
- MOS - Microsoft Excel Expert 2016
- MOS - Microsoft PowerPoint 2016
- MOS - Microsoft Word 2016
- MOS - Microsoft Word Expert 2016
- MTA - Cloud Fundamentals
- MTA - Database Fundamentals
- MTA - Mobility and Device Fundamentals
- MTA - Networking Fundamentals
- MTA - Operating System Fundamentals
- MTA - Security Fundamentals
- MTA - Software Development Fundamentals
- MTA - Windows Server Fundamentals



FPD SCHOOL OF CHILD FORENSIC STUDIES

School of Child Forensic Studies

Violence against children has reached epidemic proportions globally. In many parts of the world, a history of conflict or civil war has left scars on the social fabric. In many households violence has become normalised as a way of dealing with conflict. The abuse of children is underpinned by various factors, chief amongst which are the unequal relations between men and women. Despite the plethora of international instruments, such as the Convention on the Rights of the Child, the child's right to be free from violence and abuse is violated in numerous ways, including in their interaction with legal systems. Research has shown that children who enter the legal system are further traumatised as a result of the treatment they receive in the system. A lack of specialisation on the part of legal system role-players contributes significantly to the manner in which children are treated. To address the gaps and challenges in statutory responses and the lack of specialisation in cases of violence against children, the FPD School for Child Forensic Studies will offer specialised short courses and qualifications to professionals working with child forensic cases, including those in the legal, medical and welfare response professions.

Specifically, the school will focus on the interface between the child and the law.

The short courses will be linked to relevant professional CPD point systems. The qualifications will be structured to respond to the expertise needs of each professional group involved with cases of violence against children, and will accommodate different admission requirements.



The following role-players are listed as professionals to whom the Courses and qualifications will apply

- child and victim advocates and support persons
- child protection service practitioners
- child welfare agency staff
- prosecutors and where appropriate defence lawyers
- diplomatic and consular staff
- domestic violence programme staff
- presiding officers
- court staff
- law enforcement officials

- medical and mental health professionals,
- Educators and
- Social workers

The overarching aim of the school is to develop specialisation in the field of child forensics, in particular, cases of violence against children. This specialisation will lead to improved response to cases of violence against children by providing all roleplayers with the knowledge and skills to implement the rights of children to freedom and protection from abuse.



ABOUT THE SCHOOLS



FPD BUSINESS SCHOOL

The **FPD Business School** has a wide selection of management and business courses that caters for all levels of students, from entry-level managers to highly-experienced executive management.



FPD OCCUPATIONAL HEALTH, SAFETY & WELLNESS SCHOOL

The **FPD Occupational Health, Safety and Wellness School** courses are designed to prepare Healthcare Professionals to face the challenges of Occupational Health and Wellness in the workplace.



FPD SCHOOL OF HEALTH SCIENCES

The **FPD School of Health Sciences** has been the leader in training healthcare professionals for many years and takes pride in being recognised as pinnacle product leaders and innovators in the healthcare industry.



FPD SCHOOL OF INFORMATION TECHNOLOGY

The **FPD School of Information Technology**, in partnership with the Foundation for Sustainable Innovation (FSI), specialises in lecturing, interactive courseware, certifications, software licencing, and educator services in the Microsoft technology space.



FPD SCHOOL OF EDUCATION

The **FPD School of Education** focuses on developing and supporting educators in the school and Higher Education environment.



FPD SCHOOL OF CHILD FORENSIC STUDIES

The **FPD School of Child Forensic Studies** will offer specialised short courses and qualifications to professionals working with child forensic cases, including those in the legal, medical and welfare response professions. Specifically, the school will focus on the interface between the child and the law.



FPD NURSING SCHOOL

FPD School of Nursing's overall aim is to prepare nurses to meet the dynamic health needs of the South African community through the developing of clinical knowledge and practical skills of nursing students and practitioners.



FPD SCHOOL OF NATURAL SCIENCES

The **School of Natural Sciences** is a newly established school and will offer short learning programmes in the various disciplines of the natural sciences.



Customised organisation Specific (In House) Course



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

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



Public Sector Organisations

- City of Cape Town Metropolitan Municipality
- Council for Scientific and Industrial Research (CSIR)
- Gauteng Department of Health
- Gauteng Provincial Treasury
- Matthew Goniwe School of Leadership and Governance
- Ministry of Health from neighbouring countries
- National Institute for Communicable Diseases (NICD)
- Rand Water
- Rural Development Department
- South African Agency for Science and Technology
- South African Department of Correctional Services
- South African Department of Labour
- South African Local Government Association
- South African Medical Research Council
- South African National Defence Force
- South African National Space Agency
- Statistics South Africa
- The South African National Roads Agency
- Various South African Local Municipalities
- Various South African Provincial Departments of Health



Multilateral Organisations

- Joint United Nations Programme on HIV/AIDS (UNAIDS)
- United Nations Children's Fund (UNICEF)
- World Health Organisation (WHO African Region)



Industry

- Anglo Gold
- Anglo Gold Ashanti
- Anglo Platinum
- AVIS Fleet
- BMW
- Cell C
- Clicks Group
- De Beers
- Eskom
- Kumba Resources

- LifeLine
- Microsoft
- Oracle
- Rand Mutual
- Renaissance Capital
- SASOL
- Spar



Medical Schemes/Administrators

- Bestmed
- CareWorks
- Igolide Health Networks
- Impilo Health
- Medihelp
- Medikredit
- Medscheme
- MXHealth
- SASOL Med
- Thebe Ya Bophelo
- Umed Medical Scheme



Hospital Groups

- Netcare



Networks

- Environmental Assessment Practitioners Association of South Africa
- GP Net
- Medicross
- NACOSA
- Prime Cure
- Spesnet



Pharmaceutical and Medical Equipment Industry

- Abbott Laboratories
- Acelity
- Adcock Ingram
- Alcon
- Alere
- AMPATH
- Aspen Pharmacare
- AstraZeneca (Middle Eastern Region)
- AstraZeneca (South Africa)
- Bristol-Myers Squibb
- Eli Lilly
- Innovative Medicines South Africa (IMSA)
- iNova
- Janssen Pharmaceutica



- Mylan
- Novartis
- PIASA
- Quintiles
- Reckitt Benckiser
- Roche
- Sanofi
- SSEM Mthembu Medical
- Stryker South Africa

NGO'S and Development Organisations

- Africa Centre (KZN)
- Africare
- American International Health Alliance (AIHA)
- Aurum Institute
- Broadreach Healthcare
- CHAPS
- Community-Based Prevention and Empowerment Strategies in South Africa (COPEs SA)
- Corridor Empowerment Project
- FHI360
- Health Systems Trust
- Healthi Choices
- HSM Consulting
- Impilo Medical Equipment Suppliers
- info4africa
- John Snow International
- LifeLine
- Lutheran World Relief
- Marie Stopes
- Medical Protection Society (MPS)
- MSF

- Red Cross
- Right to Care
- Royal Bafokeng Administration
- Save the Children UK
- Sizanani Outreach Center
- South African Catholic Bishops Conference (SACBC)
- St Mary's Hospital
- The Click Foundation
- The Soul City Institute
- Thohoyandou Victim Empowerment Program
- Trucking Wellness
- Tshepang Trust
- Ulysses Gogi Modise Wellness (UGM Wellness)
- Youth Care Givers

Contracted Training Provided on Behalf of Other Academic and Research Institutions

- Centre for Infectious Disease Research in Zambia (CIDRZ)
- Columbia University – ICAP
- Health Science Academy (HSA)
- Medical Research Council (MRC)
- Regional Training Centre Eastern Cape
- Regional Training Centre Limpopo
- Regional Training Centre Mpumalanga
- Southern African Human Capacity Development (SAHCD)
- Tshwane University of Technology
- University of KwaZulu-Natal (UKZN)
- University of Pretoria
- University Research Company (URC)
- University of the Western Cape
- Walter Sisulu University







Programme Evaluation

The Education Innovation Department (EID) is responsible for the monitoring and evaluation (M&E) of donor-funded and commercial academic programmes, including short learning programmes and qualifications. M&E forms part of the programme development and quality assurance processes of this Department.

M&E of academic programmes and training interventions is a systematic process of collecting information about teaching and learning activities and their outcomes to assess the effectiveness of various educational components and guide decision making. M&E enables programme developers and implementers to ensure that they are doing things right, to improve the programme for future students and to prove that their educational programme is adding value or having the intended impact.



M&E SERVICES OFFERED

- M&E of academic programmes and training interventions (including short courses and qualifications)
- M&E of academic and training innovations
- M&E of educational interventions and campaigns
- Rapid assessments and gap analyses
- Training needs assessments and skills audits
- Customer and Employee Satisfaction Surveys



2019/2020 PROJECTS



Janssen

- **Type of Project**
M&E of Training Intervention.
- **Name of Project**
Evaluation of the Janssen Short Course in Mental Health Guidelines.



National Department of Health

- **Type of project**
M&E of Training intervention.
- **Name of Project**
Evaluation of the SA-EPI Coverage Survey Fieldworker Training.



Triple Eight

- **Type of Project**
M&E of Educational campaign.
- **Name of project**
Evaluation of the educational component of the Johnson's Baby Healthy Skin Project.



Council for Scientific and Industrial Research

- **Type of project**
Rapid assessments and gap analysis.
- **Name of Project:**
Development of implementation guidelines for TB Screening among Healthcare Workers.



Sanofi

- **Type of Project**
M&E of academic programmes and training intervention.
- **Name of Project**
Evaluation of the Short Course in the Management of Mental Health (South African Mental Health Education Programme).



Foundation for Professional Development

- **Type of Project**
M&E of Educational Intervention.
- **Name of Project**
Evaluation of the SHIPs internship and learnership programmes.



Limpopo Department of Health

- **Type of Project**
M&E of Training Intervention.
- **Name of Project**
Evaluation of the NIMART Course.



Limpopo Department of Health

- **Type of Project**
M&E of Training intervention.
- **Name of Project**
Evaluation of the Paediatric HIV Course.



UNICEF

- **Type of Project**
M&E of training intervention.
- **Name of Project**
Evaluation of the Unicef Evidence Based Planning Training.



American International Health Alliance

- **Type of Project**
M&E of Training Intervention.
- **Name of Project**
Evaluation of the Pre-exposure Prophylaxis for Clinical Associates Pilot Course.



Gauteng Department of Basic Education

- **Type of Project**
M&E of Training Intervention.
- **Name of Project**
Evaluation of the HIV, STIs, TB, Comprehensive Sexuality Education and Life Skills Co-Curricular Programme.



MSD

- **Type of Project**
Programme Evaluation.
- **Name of project**
Evaluation of the MSD for Mothers Programme to Strengthen Emergency Medical Services for Obstetric Emergencies.



Foundation for Professional Development

- **Type of Project**
Programme Evaluation.
- **Name of Project**
Evaluation of FPD's Blended Learning Model.



SHIPS Unit

The FPD SHIPS Unit was established in 2012 to draw from the expertise developed by FPD through the PEPFAR Fellowship Programme in successfully transitioning students from academia to the workplace.



SHIPS Unit

The Department has designed a number of programmes designed to hone the skills of school-leavers, graduate students and postgraduate students, to enhance their employability through workplace experience opportunities by placing them with public and private sector institutions. The purpose of these programmes is to bridge the gap between theoretical knowledge and workplace experience.

Current Projects

Learnership Programmes

Pharmacy Assistant

The Pharmacy Assistant Learnership Programme was established in 2009, to date this programme has supported over 3 085 learners at both basic and post basic level. Currently the post-learnership employment rate is at 65 % for the Pharmacy Assistant programme, with demand for qualified students at Post-Basic level exceeding the number of trained students.

Business Administration

In 2017, SHIPS introduced a new Learnership for disabled learners in Business Administration. Various private sector partners fund this learnership that aims to alleviate poverty among our disabled youth, by improving their employability through learnership opportunities. To date we have successfully trained 567 learners, and currently have more than 86 learners' enrolled in the business administration learnership.

Pharmacy Assistant Learnership Programme



Since established in 2009, this programme has supported over **3 085** learners at both basic and post basic level



Post-learnership employment rate is at **65%** with demand for qualified students at Post-Basic level exceeding the number of trained students



Internship Programmes

- HWSETA University Graduate Internship
- HWSETA FET/TVET Graduate Internship

The SHIPS Unit also rolled out two Internship Programmes funded by the Health and Welfare SETA. The objective of these programmes is to help students to gain valuable work experience that is needed to complete their qualification and also to improve their chances of employment.

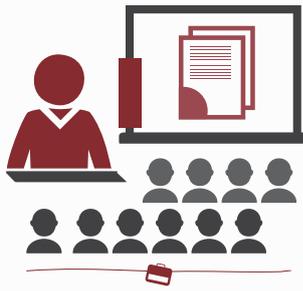
In 2019 the placements for these two programmes were as follows

- University Graduate Internship – 27 interns placed
- FET/TVET Graduate Internship – 15 interns placed

These two programmes aim to bridge the theoretical and practical aspects of newly qualified graduates, thus making the transition from classroom to workplace easier through supervised work environment exposure. These two programmes cater for youth candidates who have completed either a University degree or a registered FET/TVET qualification.



Business Administration Learnership

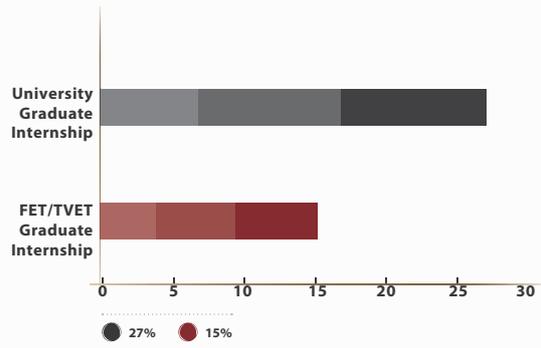


We have successfully trained **567** learners to date

We currently have more than **86** Learners enrolled in the business administration learnership



Total Placements 2019: Internship Programmes





Conferences and Special Events

FPD Conferences and Special Events Department is a business unit supported by skilled people operating advanced information technology systems and database platforms.



Conferences & Special Events

Conferences play an essential role in the advancement of local and international responses to challenges faced by local, regional and global societies. They serve as a catalyst for education and professional development, motivation, behavioural changes and the conceptualisation and implementation of concrete actions. This is achieved through the establishment of numerous platforms, such as information sharing, training initiatives and development of business relationships to further the promotion of products as well as planning projects.

FPD's involvement in conferences dates back to the XIIIth International AIDS Conference, which took place in Durban in 2000. The organisation was instrumental in the management of the bid to host this conference and proceeded to organise the conference as the first macro international conference hosted in South Africa. This conference was a watershed event and catalysed the global movement to make AIDS treatment affordable. Today, millions of people in developing countries are able to access this life-saving treatment. The success of the XIIIth International AIDS Conference launched South Africa into the international convention market.

Building on this heritage, the Conferences and Special Events Department annually organise a number of top-level conferences on themes that resonate with the FPD vision of creating a better society. These conferences shape public perception on important health, economic and social issues.

Core Capabilities

Our comprehensive range of local and international professional conference planning and management services include:

- Strategic support services
- Strategic conference business development
- Conference risk analysis
- International conference bid production
- Conference secretariat functions
- Abstract and speaker management services
- Conference project planning and management services
- Delegate administration service (including registration)
- Exhibition management services
- Financial management
- Conference IT support services and equipment
- Event monitoring and evaluation
- Protocol services
- Scholarship management services
- Destination and tour management
- Sponsorships recruitment and exhibition sales

The FPD Conference Organising Model

The FPD Conference Service model differs substantially from traditional Professional Conference Organiser (PCO) services and is uniquely South African. We support clients in organising their conferences at various levels. This support is aimed at ensuring the success of the conference on a commercial and strategic level. All of this is performed in close collaboration with the governance committee of the conference.

FPD plays a major regional development role, as one of the premier private higher education institutions, which confers the Conference Department with a unique advantage providing access to a team of highly qualified strategic thinkers and entrepreneurs, the Conference Department is thus able to provide clients with strategic and business development advice. FPD is also in a position to underwrite new conferences through joint ventures and risk sharing models.



OUTCOMES AND HIGHLIGHTS

To date, the Department has organised more than **70** major conferences and events, attended by over **200 000** people collectively.

These events contributed in excess of **R830 million** to South Africa's economy and generated direct employment for more than **7 000** people.



IN 2018/2019 FPD ORGANISED THE FOLLOWING EVENTS

Bonitas

Bonitas UP-Skilling Seminar for GP's

The theme of the two-day upskilling seminar was: To **"Gain a Professional Edge"**. The objectives of these seminars were to support and update GPs on the latest advances in patient care, helping doctors to optimise the good health outcomes of patients and providing GPs with information on evidence-based guidelines and care pathways. The seminars took place in Durban, Rustenburg and Polokwane.



9th SA AIDS Conference

The 9th SA AIDS Conference took place 11 - 14 June 2019 in Durban. The 9th AIDS conference focused on the unprecedented scientific, social and digital innovations/technologies that could expand possibilities and opportunities towards controlling the HIV & AIDS epidemic.

Conference Tracks

- Track 1:** Basic and clinical sciences: research and implementation.
- Track 2:** Epidemiology, bio-medicine, public health and community successes.
- Track 3:** Society, race, class and culture: diversity and challenges for effective HIV prevention.
- Track 4:** Relationships and power: community, human rights, donor agencies and the State.



OSH AFRICA Conference

The recently established association OSHAfrica launched their maiden conference and held it from 18 - 20 September 2019 in Johannesburg, South Africa. The theme of the conference was **Occupational Health and Safety in Africa - Challenges and Actions**.

The conference was accredited with different councils for CPD:

Councils Accredited

- **HPCSA:** 22 CPD Points
- **ESSA Mining:** 12 CPD Points
- **Institute of Safety Management (IOSM):** 2 CPD Points
- **Southern African Institute for Occupational Hygiene (SAIOH):** 1.5CPD Points

A total of 1015 delegates attended this maiden conference.



MWASA Conference

Medical Women Association of South Africa (MWASA) had an annual summit conference on 6 April 2019 in Gauteng with the theme **"Step up - Be Bold for Change"**. The objective of the conference was to gather medical women from all nine provinces of South Africa and beyond under one roof to fulfil the following objectives aligned to those of the association:

To create a platform for medical women to consider issues pertaining to challenges facing women in the medical profession and to collectively identify ways of addressing these, to network across disciplines and specialities and to establish and sustain a formal platform for mentorship for female medical students both professional and overall mentorship. The conference also aims to provide recognition for medical women who have excelled within the field over the last decades to present.



2nd Violence Conference

2nd Violence Conference

The theme of the 2nd Violence Conference was "Practical Solutions to eliminating Violence in South Africa, specifically Sexual and Gender based Violence" This conference focused on practical solutions to end violence in our communities, schools and homes.

The objective of the conference was:

- To bring together experts, implementers, researchers, policy makers etc. involved or interested in GBV and Violence against Children (VAC) prevention in South African in a coordinated manner to share experiences and lessons of implementing or studying violence at different levels of society and its different forms.
- To offer insights/science specifically on strategies for prevention of violence within communities (what works and not work).
- To provide inputs for a community-based national action plan to prevent violence against children and women in South Africa.



GIZ Regional Conference

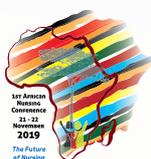
This regional conference offered a unique space for policymakers, practitioners, scientists and private sector actors they came together to discuss new evidence on the prevention of violence and explored how best to translate research findings into policy



and practice. The conference was held at Indaba Hotel, William Nicol Drive, Pieter Wenning Road Johannesburg, Fourways, Sandton.

The objective is attained through four interdependent outputs

- Capacity strengthening for better coordination and implementation of prevention approaches.
- “Flagships projects” with concrete preventative action.
- Accompanying research to strengthen the evidence-base around prevention of VAWG.
- Regional exchange to promote learning across the region.



1st SA Nursing Conference

The conference, with the theme; THE FUTURE OF NURSING, focused on the changes in nursing with the experience of the experts in nursing and health.

The ability of nurses in this changing environment expect nurses to serve as change agents for individuals, families and communities. The conference addressed a variety of current and emerging issues that influence the field of nursing - from ongoing health care reform and integration of new technologies to patient-centred care.



1st SA Pharmacist Development Conference

This conference focussed on empowering pharmacist assistant learners in learnerships.

Topics that was discussed included:

- Management of HIV
- PMTC
- TB, Cryptococcal meningitis and Hepatitis B
- Treatment of STI's
- Pharmacovigilance



UNIVERSITIES SOUTH AFRICA

Universities SA Conference

USAf hosted its first National Higher Education Conference themed “**Reinventing South Africa’s universities for the future**” in Pretoria from 2-4 October 2019. This theme was

dealt with from various perspectives including teaching and learning, research and innovation, transformation, funding and the world of work. Around 300 delegates from universities (local and international), private higher education institutions, government and business participated in the conference. Most speakers was from South Africa and included a Cabinet Minister or two.



USAID Local Partner Meeting

USAID Local Organisations Meeting

The USAID Local Organization meeting was held in Rosebank, South Africa from 4 to 8 November 2019.

The event aimed to bring together official representatives to learn about issues confronting Local Organisations as they transition to prime recipients and USAID procedures through training and peer-to-peer learning. All meetings was held at the Hyatt Regency in Rosebank.

CONFERENCE PLANNED FOR 2020



6th SA TB Conference

The 6th SA TB conference will be held from 2 – 5 June 2020 in Durban. The theme for 2020 is: **Free of TB through Innovation.**

Conference Tracks

- Track 1:** Clinical Science
- Track 2:** Basic Science
- Track 3:** Public Health (Including health Systems and surveillance)
- Track 4:** Human Rights, Stigma and advocacy

In each of these tracks there will be cross-cutting phenotypes that will include TB/HIV co-infection, drug-resistant TB, paediatric TB, and incipient/ latent TB infection. Across all these 4 tracks there will also be the cross-cutting themes of prevention, diagnosis, treatment, and post-tuberculous lung disease.



Bonitas Upskilling Workshops 2020

Four workshops are planned for 2020. These workshops will take place in East London, Polokwane, Johannesburg and Cape Town.



2nd SA Pharmacist Development Conference



Save the date

2nd SA NHI Conference



2nd SA Nursing Conference 2020



3rd SA Violence Conference



 Conferences





3

INNOVATION

- Research Unit
- Reading Support Project
- GP Care Cell Project
- National HIV Think Tank Secretariat
- Professionalising Healthcare Management





Research Unit

FPD's Research Unit was established in 2014, and is tasked with applying rigorous, epidemiologic methods to study, advance, and inform public health programmes and policy development.



The Research Unit has a strategic focus on the following research areas

- Prevention of Mother-To-Child Transmission of HIV and STIs (PMTCT)
- STI screening during pregnancy
- HIV prevention in adolescents
- TB case finding and the TB continuum of care
- Men's Health and TB
- Mental health
- Social determinants of health, with a specific focus on stigma

Our strategic goals are to

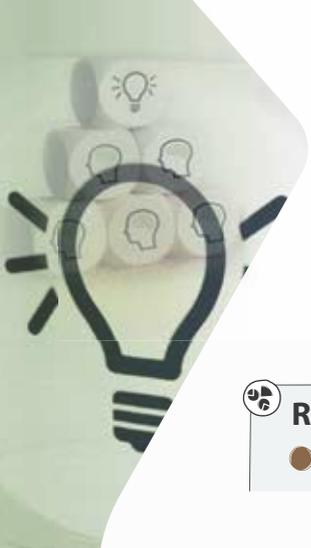
- Develop and conduct rigorous scientific and epidemiologic research
- Advance evidence-based policy recommendations
- Develop local, regional and international partnerships that bring expertise to bear on issues of South African public health importance
- Cultivate current and next generation public health researchers and epidemiologists through training and mentorship
- Contribute to the global body of scientific knowledge that directly informs public

During 2019, FPD received funding from the U.S. NIH, USAID and the National HIV Think Tank/ Gates Foundation to:

- Investigate STIs in HIV-positive pregnant women and the impact on MTCT of HIV
- Determine the acceptability and feasibility of home-based TB case finding and testing using the new GeneXpert Omni instrument
- Evaluating an intervention integrating economic strengthening and HIV prevention programmes for vulnerable youth
- Leverage community-based platforms to improve access and adherence to PrEP
- Validate TB stigma measures to assess the impact of stigma on TB outcomes
- The validation of a mental health screening tool to be used in Mozambique as part of the PRIDE-SSA Project

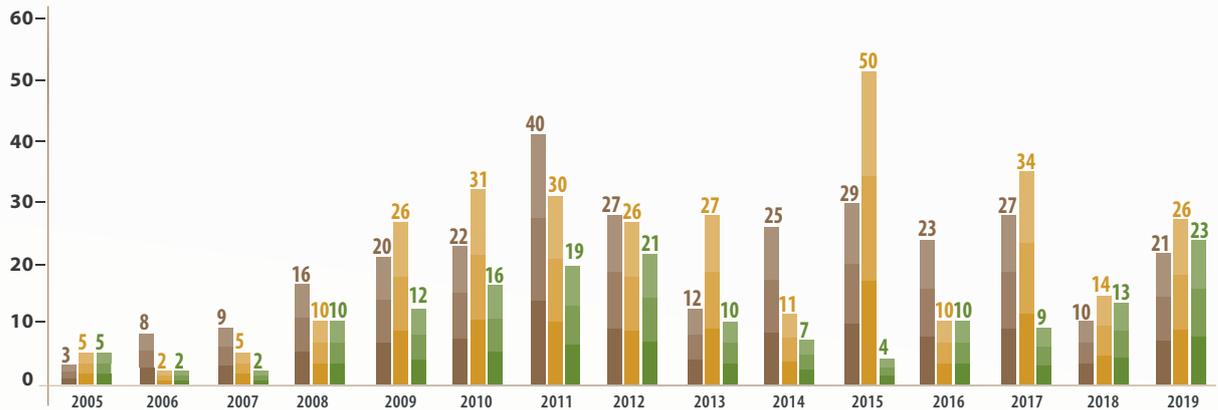
PROJECT SPONSORS:





RESEARCH OUTPUT

● Oral Presentation
 ● Poster Presentation
 ● Peer Reviewed Publications



Book Chapters

- G Wolvaardt, **Confronting the rights to ethical and accountable quality health care in South Africa: Lancet National Commission Consensus Report**, Chapters 8-9, January 2019
- S Mabaso, B. Ruff, V. Subrayen, B. Botha, D. Kalombo, A. Mumbauer, **Lessons Learned from the GP Care Cell pilot project for contracting-out under the National Health Insurance**, Chapters SAHR Chapter

Peer-reviewed Publications

- F. Slaven, A. Peters, **Professional Nurses' Perception of Compulsory Continuing Professional Development**, Nursing & Primary Care, 01/10/2019
- E. Venter, J. Dreyer, **Perceptions of the Characteristics of Effective Conservation Education Programmes in Three Countries**, Best of Both Worlds International Conference Proceedings, Peer reviewed, 2019
- J. Stewart, G. Wolvaardt, **Hospital management and health policy—a South African perspective**, Journal of Hospital Management and Health Policy, 01/07/2019
- L. Maduna, M. Kock, A. Medina-Marino, J. Klausner, R. Peters, **Impact of specimen storage temperature and time on the implementation of GeneXpert® testing for sexually transmitted infections in resource-constraint settings**, Journal of Microbiological Methods, 2019 October

- A. Medina-Marino, M. Mudau, R. Peters, N. Kojima, U. Feucht, L. de Vos, D. Olivier, C. Muzny, J. McIntyre, J. Klausner, **Persistent Chlamydia trachomatis, Neisseria gonorrhoeae or Trichomonas vaginalis positivity after treatment among human immunodeficiency virus-infected pregnant women, South Africa**, International Journal of STD & AIDS
- J. Daniels, L. de Vos, W. Mogos, D. Olivier, S. Shamu, M. Mudau, J. Klausner, A. Medina Marino, **Factors Influencing STI Disclosure to Male Partners by HIV-Positive Pregnant Women in Pretoria Townships, South Africa: A qualitative study**, Sexual Health, 2019 May
- K. Lovero, S. Lammie, A. van Zyl, S. Paul, P. Ngwepe, J. Mootz, C. Carlson, A. Sweetland, R. Shelton, M. Wainberg, A. Medina-Marino, **Mixed-methods evaluation of mental healthcare integration into tuberculosis and maternal-child healthcare services of four South African districts**, BMC Health Services Research, 2019 January
- R. Jewkes, A. Gevers, E. Chirwa, P. Mahlangu, S. Shamu, N. Shaz, C. Lombard, **RCT evaluation of Skhokho: A holistic school intervention to prevent gender-based violence among South African Grade 8s**, PLOS ONE, 01/10/2019
- E. Leye, N. Van Eekert, S. Shamu, T. Esho, H. Barrett and ANSER, **Debating medicalization of Female Genital Mutilation/Cutting (FGM/C): learning from (policy) experiences across countries**, Reproductive Health, 01/11/2019



- L. Lebina, N. Seatlholo, N. Taruberekera, M. Radebe, A. Kinghorn, T. Meyer, M. Mhazo, K. Otwombe, K. Hlongwane, A. Ringane, N. Koloane, M. Nkuta, N. Nkhwashu, T. Farirai, P. Kweza, T. Chidarikire, S. Shamu, T. Kufa, A. Puren, N. Martinson, M. Milovanovic, **Feasibility of community-based HIV self-screening in South Africa: a demonstration project**, BMC Public Health, 01/07/2019
- S. Shamu, T. Farirai, L. Kuwanda, J. Slabbert, G. Guloba, S. Khupakonke, S. Johnson, N. Masihleho, J. Kamera, N. Nkhwashu, **Comparison of community-based HIV counselling and testing (CBCT) through index client tracing and other modalities: Outcomes in 13 South African high HIV prevalence districts by gender and age**, PLOS ONE, September 2019
- T. Rwafa, S. Shamu, N. Christofides, **Relationship power and HIV sero-status: an analysis of their relationship among low income urban Zimbabwean postpartum women**, BMC Public Health, June 2019
- S. Shamu, P. Shamu, M. Machisa, **Factors associated with past year physical and sexual intimate partner violence against women in Zimbabwe: results from a national cluster-based cross-sectional survey**, Global Health Action, June 2019
- S. Shamu, L. Kuwanda, T. Farirai, G. Guloba, J. Slabbert, N. Nkhwashu, **Study on knowledge about associated factors of Tuberculosis (TB) and TB/HIV co-infection among young adults in two districts of South Africa**, PLOS ONE, June 2019
- S. Shamu, P. Shamu, C. Zarowsky, M. Temmerman, T. Shefer, N. Abrahams, **Does a history of sexual and physical childhood abuse contribute to HIV infection risk in adulthood? A study among post-natal women in Harare, Zimbabwe**, PLOS ONE, January 2019
- S. Shamu, J. Slabbert, G. Guloba, D. Blom, S. Khupakonke, N. Masihleho, J. Kamera, S. Johnson, T. Farirai, N. Nkhwashu, **Linkage to care of HIV positive clients in a community based HIV counselling and testing programme: A success story of non-governmental organisations in a South African district**, PLOS ONE, January 2019
- A Medina-Marino, **Strategies for STI screening and management in pregnancy to improve outcomes**, 8th FIDSSA Congress, 2019
- J. Daniels, K. Glockner, E. Grew, D. Olivier, C. Bezuidenhout, N. Ngcelwane, A. Kipp, A. Medina-Marino, **Assessing how men's resources influence their TB treatment outcomes in Buffalo City Metro, South Africa: An application of the Network-Individual-Resource model**, 50th Union World Conference on Lung Health, Hyderabad, India, 2019
- A Medina-Marino, **Putting evidence into action: Integrating mental health treatment to end the TB emergency**, 50th Union World Conference on Lung Health, Hyderabad, India, 2019
- A Medina-Marino, **Reaching the missing men: Strategies to improve men's access to TB diagnosis and treatment**, 50th Union World Conference on Lung Health, Hyderabad, India, 2019
- A Medina-Marino, K. Glockner, E. Grew, D. Olivier, C. Bezuidenhout, N. Ngcelwane, A. Kipp, J. Daniels, **Understanding men's preferences for improved tuberculosis care and treatment services, Buffalo City Metro Health District, Eastern Cape Province, South Africa**, 50th Union World Conference on Lung Health, Hyderabad, India, 2019
- C. Bezuidenhout, D. Bresenham, P. Ngwepe, R. Mawarire, A. Medina-Marino, **Operationalising Point-of-Care TB Testing: Lessons learnt from a pilot study in a high-burdened setting – Buffalo City Metro Health District, Eastern Cape Province, South Africa**, 50th Union World Conference on Lung Health, Hyderabad, India, 2019
- R. Mawarire, A. Stedi, D. Bresenham, C. Bezuidenhout, P. Ngwepe, A. Medina-Marino, **Understanding Why Screening and Referring For TB Is Not As Effective As Home-Based Point Of Care Testing Among Household Contacts within the Buffalo City Metro, South Africa**, 2019 PHASA Conference, Cape Town, South Africa
- D. Bresenham, C. Bezuidenhout, P. Ngwepe, R. Mawarire, A. Medina Marino, **Experienced HIV Stigma among new and existing TB patients from six public health facilities in Duncan Village East London**, 9th South African AIDS Conference, Durban, South Africa, 2019
- W. Kruger, S. Khupakonke, T. Farirai, N. Nkhwashu, C. Slabbert, G. Guloba, S. Shamu, **The development, use and outcomes of HIV hotspot spatial maps in a large community-based HIV counselling and testing (CBCT) programme in five districts, South Africa**, 2019 PHASA Conference, Cape Town, South Africa
- S. Khupakonke, T. Farirai, G. Guloba, J. Slabbert, N. Nkhwashu, S. Shamu, **Communication preferences for HIV information among young people in two provinces in South Africa: A multi-stage cluster-based cross-sectional survey**, 2019 PHASA Conference, Cape Town, South Africa

Oral Presentations

- A. Peters, F. Slaven, **Professional Nurses' Perception of Compulsory Continuing Professional Development**, SAAHE Conference, Bloemfontein, South Africa, 2019
- E. Venter, F. Slaven, L. Wolvaardt, **Blended Learning for Health Professions Education - is it effective?** SAAHE Conference, Bloemfontein, South Africa, 2019
- S. Jordaan, F. Slaven, **Obtaining buy-in to ensure utilization of evaluation findings and recommendations**, 7th Biennial SAMEA Conference, 2019
- G. Wolvaardt, **Thriving in a NHI environment: Why managerial competency will determine your future**, 49th National Congress of the Ophthalmological Society of South Africa, Cape Town, South Africa, 2019



- S. Shamu, P. Shamu, C. Zarowsky, M. Temmerman, T. Shefer, S. Munjanja, N. Abrahams, **Refusal of fathering responsibility and pregnancy support: Prevalence, risk factors and health outcomes in a cross sectional study in Harare, Zimbabwe**, 2019 PHASA Conference, Cape Town, South Africa
- S. Shamu, T. Farirai, L. Kuwanda, J. Slabbert, G. Guloba, S. Khupakonke, S. Johnson, N. Masihleho, J. Kamera, N. Nkhwashu, **Comparing HIV uptake and positivity proportions through index tracing and other modalities (home-based and mobile testing) in 13 South African high HIV prevalence districts**, 9th South African AIDS Conference, Durban, South Africa, 2019

Poster Presentations

- A. Peters, F. Slaven, **Continuing professional development in South Africa: Perception of professional nurses**, 2nd Interprofessional Education and Collaborative Practice for Africa conference, Nairobi, Kenya, 2019
- A Kruger, F. Slaven, **Effectiveness of quality improvement programme on increasing legal compliance**, SASOHN 2019 Conference
- A. Bosman, A. La Grange, **Are educators in Africa ready to engage in an online comprehensive sexuality education programme**, 9th South African AIDS Conference, Durban, South Africa
- A. Bosman, A. Beke, **The outcomes of different community-based HIV testing modalities in Ehlanzeni district in South Africa**, 9th South African AIDS Conference, Durban, South Africa
- E. Venter, F. Slaven, **Evaluation of a Comprehensive Sexuality Education and Life Skills Co-Curricular Programme for school children in South Africa**, 9th South African AIDS Conference, Durban, South Africa
- A. Medina-Marino, D. Besenham, R. Mawarire, C. Bezuidenhout, P. Ngwepe, S. Shin, M. Van der Walt, N. Ngcelwane, **Integrating a portable, battery-powered GeneXpert device into contact investigations: Implications for early case finding and time-to-treatment initiation - Buffalo City Metro Health District, South Africa**, 50th Union World Conference on Lung Health, Hyderabad, India
- D. Bresenham, C. Bezuidenhout, P. Ngwepe, R. Mawarire, A. Medina-Marino, **Experienced HIV Stigma among new and existing TB patients from six public health facilities in Duncan Village, East London**, 50th Union World Conference on Lung Health, Hyderabad, India
- D. Bresenham, C. Bezuidenhout, P. Ngwepe, R. Mawarire, A. Medina-Marino, **Understanding Who's Home: A Sociodemographic Analysis of Household Contact Investigations - Buffalo City Metro Health District, Eastern Cape Province, South Africa**, 50th Union World Conference on Lung Health, Hyderabad, India
- D. Bresenham, C. Bezuidenhout, P. Ngwepe, R. Mawarire, N. Ngcelwane, A. Medina-Marino, **A Cost Comparison of Homebased Point-of-Care TB Testing vs. Homebased Screening with Referral for Testing, Buffalo City Metro Health District, South Africa**, 50th Union World Conference on Lung Health, Hyderabad, India
- C. Bezuidenhout, D. Bresenham, P. Ngwepe, R. Mawarire, N. Ngcelwane, A. Medina-Marino, **The importance of collecting cost-benefit data to inform cost-effective point-of-care TB testing in informal settings - Buffalo City Metro Health District, South Africa**, 50th Union World Conference on Lung Health, Hyderabad, India
- N. Ntwagae, P. Ngwepe, D. Olivier, A. Medina-Marino, **Data collection challenges experienced while conducting the Think Tank HIV Study in East London, South Africa**, 2019 PHASA Conference, Cape Town, South Africa
- A. Stedi, R. Mawarire, D. Bresenham, C. Bezuidenhout, P. Ngwepe, A. Medina-Marino, **The importance of including adolescents in large scale research projects. Findings from a Community Based Tuberculosis project in Buffalo City Metro Health District, Eastern Cape**, 2019 PHASA Conference, Cape Town, South Africa
- L. Mlanjeni, N. Yola, C. Bezuidenhout, A. Medina-Marino, **Insights from an Adolescent Girls and Young Women community PrEP study: Early community engagement in the Eastern Cape, South Africa**, 9th South African AIDS Conference, Durban, South Africa
- L. de Vos, D. Olivier, J. Klausner, A. Medina-Marino, **Postnatal study retention strategies among a cohort of HIV+ pregnant women in Tshwane District, South Africa**, 9th South African AIDS Conference, Durban, South Africa
- S. Mabaso, M. Rampilo, V. Subrayen, H. Nkwagatse, D. Kalombo, **Identification of treatment exposed patients during GP Care Cell pilot project in Tshwane District, Gauteng Province, South Africa**, 9th South African AIDS Conference, Durban, South Africa
- S. Mabaso, B. Botha, V. Subrayen, H. Nkwagatse, D. Kalombo, **Profile of patients accessing the GP Care Cell during pilot in Tshwane District, Gauteng Province, South Africa**, 9th South African AIDS Conference, Durban, South Africa



- S. Shamu, S. Khupakonke, T. Farirai, D. Blom, C. Slabbert-Roelofsen, N. Nkhwashu, **Acceptability of HIV self-screening among young people (18-24 years) in two high-HIV burden districts - King Cetshwayo and Tshwane districts, South Africa**, 10th IAS Conference on HIV Science, Mexico City, Mexico
- C. Slabbert-Roelofsen, S. Khupakonke, T. Farirai, N. Nkhwashu, D. Blom, G. Guloba, S. Shamu, **The development of the Counsellor Toolkit: a tool for guidance during HTS Counselling Sessions in a Community Based Counselling and Testing program**, 2019 PHASA Conference, Cape Town, South Africa
- S. Shamu, C. Chasela, J. Slabbert, T. Farirai, G. Guloba, N. Nkhwashu, **Social Franchising of Community-based HIV counselling and testing services to increase HIV testing and linkage to care in Tshwane, South Africa: Study protocol for a non-randomised implementation trial**, 2019 PHASA Conference, Cape Town, South Africa
- S. Shamu, S. Khupakonke, G. Guloba, C. Slabbert, T. Farirai, N. Nkhwashu, **Factors associated with HIV testing among young men aged 18-24 years in Nkangala and OR Tambo districts, South Africa**, 2019 PHASA Conference, Cape Town, South Africa
- S. Khupakonke, C. Slabbert-Roelofsen, T. Farirai, T. Makathini, B. Ndlazi, S. Shamu, **Accuracy of HIV Rapid Testing: Results from quality assessments conducted in a Community Based HIV Testing program in high priority areas in South Africa**, 9th South African AIDS Conference, Durban, South Africa
- M. Mngulwa, G. Guloba, S. Mabela, S. Shamu, **Empowering CBOs to conduct home-based HIV testing services in Eastern Cape and Mpumalanga Provinces in South Africa**, 9th South African AIDS Conference, Durban, South Africa
- G. Guloba, S. Khupakonke, N. Nkhwashu, T. Farirai, **Patient tracing for linkage to HIV care and Treatment in a Community Based HIV Counselling Testing (CBCT) program in five districts, South Africa**, 9th South African AIDS Conference, Durban, South Africa
- D. Blom, J. Slabbert, T. Farirai, N. Nkhwashu, G. Guloba, C. Slabbert-Roelofsen, S. Shamu, **HIV testing uptake, positivity and linkage to care in a community-based HIV counselling and testing programme in eight high HIV burden districts of South Africa**, 9th South African AIDS Conference, Durban, South Africa
- C. Slabbert-Roelofsen, T. Farirai, N. Nkhwashu, S. Khupakonke, D. Blom, G. Guloba, S. Shamu, **Tailored interventions for a Community Based HIV testing setting to ensure high quality services in six HIV burdened sub-districts in South Africa**, 9th South African AIDS Conference, Durban, South Africa
- C. Slabbert-Roelofsen, T. Farirai, N. Nkhwashu, S. Khupakonke, D. Blom, G. Guloba, I. Sithole, S. Shamu, **Innovative methods to successfully upscale Community Based screening of Non-Communicable Diseases within an HIV Testing program in South Africa**, 9th South African AIDS Conference, Durban, South Africa
- S. Shamu, J. Slabbert, G. Guloba, D. Blom, S. Khupakonke, N. Masihleho, J. Kamera, S. Mabaso, T. Farirai, N. Nkhwashu, **Successes in linkage to care of HIV positive clients: Lessons from community-based HIV collaborative programmes**, 9th South African AIDS Conference, Durban, South Africa
- S. Shamu, **Pre-exposure prophylaxis for HIV prevention in Sub-Saharan Africa – A call for policy implementation**, 9th South African AIDS Conference, Durban, South Africa
- S. Shamu, S. Khupakonke, T. Farirai, D. Blom, C. Slabbert-Roelofsen, N. Nkhwashu, **Acceptability of HIV self-screening among young people (18-24 years) in two high-HIV burden districts - King Cetshwayo and Tshwane districts, South Africa**, 9th South African AIDS Conference, Durban, South Africa
- S. Shamu, S. Khupakonke, T. Farirai, C. Slabbert-Roelofsen, N. Nkhwashu, **Gender differences and factors associated with Pre-exposure prophylaxis (PrEP) knowledge, attitudes and uptake interest among adolescents in two high HIV burden districts in South Africa**, 9th South African AIDS Conference, Durban, South Africa
- S. Shamu, T. Farirai, S. Khupakonke, C. Slabbert-Roelofsen, G. Guloba, N. Nkhwashu, **Knowledge, attitudes and practices of young people towards HIV prevention and testing: Results from a cluster-based cross sectional study in two high HIV burden districts, South Africa**, 9th South African AIDS Conference, Durban, South Africa



Reading Support Project

This four-year project funded by the United States Agency for International Development in Southern Africa (USAID/SA) was launched on 1 November 2016 and focuses on improving language literacy skills at foundation phase level in South Africa's North West province.

This system-strengthening project is being implemented in partnership with a number of leading literacy organisations: the Molteno Language Institute (MOLTENO), the South African Institute for Distance Education (SAIDE) up to the end of Term 1 (2019), Oxford University Press of South Africa (OXFORD SA) and an international partner, Voluntary Services Overseas (VSO). The aim of this project is to improve Foundation Phase learners' reading skills in Setswana (AHL) as well as in English as a First Additional Language (EFAL). The first phase of implementation entailed a pilot study in North West's Ruth Mompati District. This pilot was concluded in June 2018 and the handover to the district was on 16 August 2018. Project planning and implementation from 2018 onwards incorporated the lessons learnt from the pilot, and from some modifications to the project plan.

Concurrent with the implementation of the pilot, ongoing collaboration efforts were undertaken with the Department of Basic Education (DBE) with a view to finding better alignment with its Early Grade Reading Study (EGRS) and realigning the RSP to support scale up of EGRS in two districts (Ngaka Modiri Molema and Dr. Kenneth Kaunda) with the objective to take to scale the benefits of coaching as demonstrated in the EGRS.

The revised RSP is designed around the following focus areas:

- The professional development of curriculum advisors
- The development of the leadership capacity of principals/deputies and DHs (Department Heads) to promote a culture of reading in their schools
- Quarterly Just-in-time training for teachers on the implementations of Curriculum and Assessment Policy Statement (CAPS) and lesson plans
- The provision of coaches to 135 schools to offer classroom-based support to teachers
- The provision of Learning and Teaching Support Materials (LTSM) packages to teachers in all participating schools

2019 Activities focused on the implementation of the above focus areas. The change in project focus resulted in a significant reorganisation of the RSP Consortium including the mutually agreed upon termination of two subgrants South African Institute for Distance Education (SAIDE) at end of Term 1 and Voluntary Service Overseas (VSO) at end of 2019 due to cost and change in programme focus. FPD assumed responsibility to implement coaching programme, as well as the School Management Team (SMT) training through Professional Learning Communities (PLC). Molteno and Oxford continued to work in partnership with curriculum advisors to review and update the lesson plans, support ongoing capacity development of the coaches and develop training material for the Just-in-Time teacher training, as well as develop and implement the training programme for curriculum advisors. Under the new approach, Molteno and Oxford worked in closer collaboration to ensure maximum alignment and coordination of the Setswana and English as First Additional Language interventions.

• Leadership Development

The leadership and management development component of the project has been revised and merged with the programme that was designed for HOD's in the pilot phase. This was done to achieve greater synergy in the promotion of a reading culture at school level. One of the lessons learnt from the pilot was that curriculum delivery at school level was hindered because the principal/deputy did not optimally involve the HOD. In 2019, FPD combined its principal and HoD training to create the School Management Team (SMT) programme with an aim to foster stronger partnerships between principals and HoDs in order to improve the reading levels of their learners and to enhance planning at school level. During 2019, Voluntary Service Overseas (VSO) recruited and placed two volunteers to manage Professional Learning Communities (PLCs) for the SMT programme. Sharing of best practice during Professional Learning Communities (PLCs) has encouraged other participants to improve their operations in their respective schools.

• Provision of Learning and Teaching Support Materials (LTSM)

During the reporting period, RSP worked in partnership with curriculum advisors to establish a reference group to review and quality assure lesson plans.



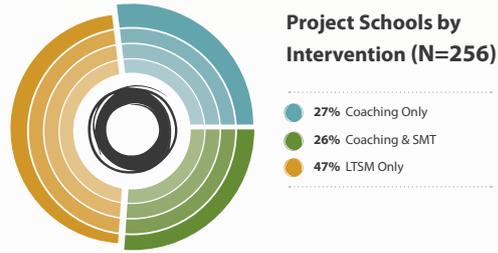
The LTSM package included:

EFAL: Lesson Plans 1, Theme vocabulary word cards (10) and Sight word (10).

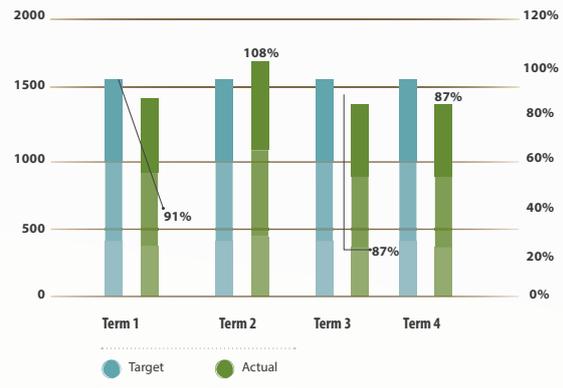
AHL: Lesson Plan (1), Posters (2), Phonic Frieze (20) and Flash cards (20).

In accordance with the contractual obligation with USAID, the strategic objectives in 2020 will be to:

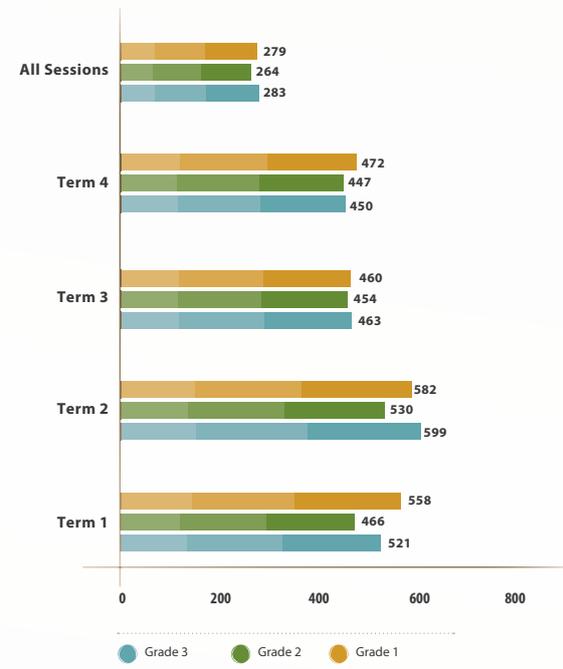
- Work collaboratively with the National Department of Basic Education and the North West Department of Education and Sport Development to improve the reading abilities of learners in foundation phase (Grades 1-3) in the Ngaka Modiri Molema and Dr Kenneth Kaunda education districts.
- Foster strategic partnerships and collaboration with the Department of Basic Education, its provincial and district counterparts, the broader education NGO networks and teacher organisations.
- Deploy specialist reading coaches to 165 schools to offer classroom-based support to Foundation Phase teachers (Year 2 of coaching).
- Train approximately 1600 teachers in lesson plan implementation on a quarterly basis.
- Provide training to the principals and departmental heads drawn from 68 of the 140 coach supported schools on their managerial and supervisory responsibilities.
- Train 32 Subject Advisors from the two districts in language and literacy in Setswana and English as First Additional Language (EFAL) to foster bi-literacy outcomes at Foundation Phase level.
- Ensure that all training programmes are SACE endorsed and will in turn be marketed and offered by FPD to other districts beyond the conclusion of the RSP activities in the two North West districts in 2020.



Attendance to (Just-In-Time) Teacher Cluster Training

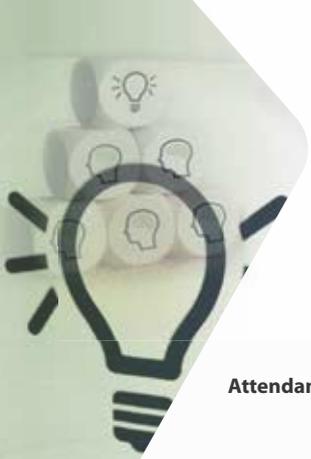


Attendance of Teacher Training Sessions by Grade

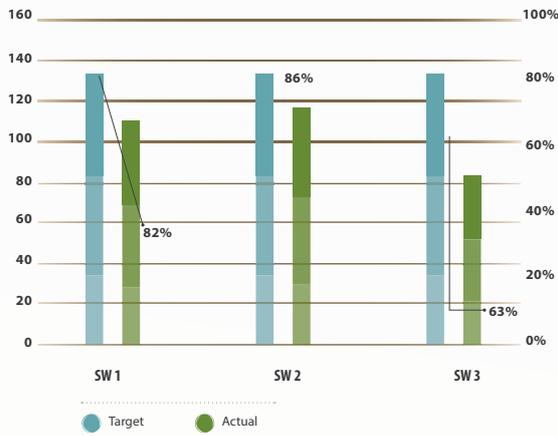


PROJECT STATISTICS:

- 2 Consortium Partners
- 14 Literacy coaches and two Literacy Mentors
- 256 Project Schools 10 Subject Advisors
- 4 Teacher training clusters for just-in-time training
- 1738 Teachers to be trained on Setswana and EFAL structured lesson plans
- 917 Teachers receiving in-school coaching
- 134 Principals and Departmental Heads



Attendance to SMT PLC Workshops



PROJECT SPONSOR:



PROJECT PARTNERS:



basic education
 Department:
 Basic Education
 REPUBLIC OF SOUTH AFRICA

PROJECT STATISTICS AT A GLANCE



2
 Consortium Partners



14
 Literacy Coaches



10
 Subject Advisors



256
 Project Schools



2
 Literacy Mentors



4
 Training Venues and Clusters



1738
 Teachers to be trained on Setswana and EFAL lesson plans



134
 Principals and Departmental Heads



GP Care Cell Project

The GP Care Cell (GPCC) is an innovation first conceptualized under the National HIV Think Tank in 2015, and then piloted in Tshwane District, Gauteng Province, in 2018.

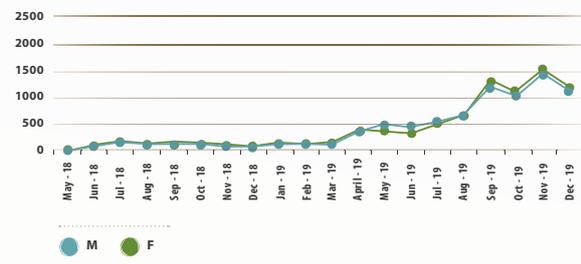
In 2019, the GPCC scaled in Tshwane and Ekurhuleni Health Districts, Gauteng Province. The GPCC is aligned to the vision of the National Health Insurance (NHI) and aims to expand access to HIV testing services (HTS) and antiretroviral treatment (ART) for uninsured people living with HIV (PLHIV) by leveraging the capacity of private general practitioners (GPs) to provide subsidized HIV clinical services outside of public sector health facilities in a controlled manner.

The GPCC is a product of collaboration and co-design between National Department of Health (DoH), Gauteng DoH, Foundation for Professional Development (FPD) and Professional Provider Organisation Services (PPO Serve) and was co-funded by DoH and PEPFAR through USAID. During the reporting period the GPCC underwent a success supply chain management evaluation and a cost and patient outcomes evaluation—both highlighting the value of a model like the GPCC under that National Health Insurance (NHI). By end of 2019, the GPCC had contracted fifty-six General Practitioners and nine community pharmacies into the programme and tested 17,181 patients for HIV and initiated 1895 patients on treatment.

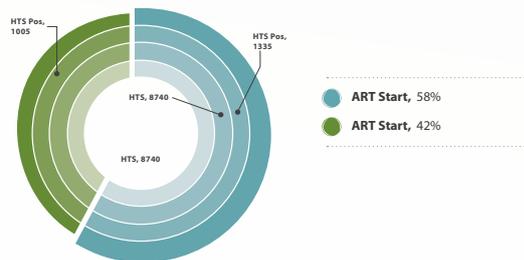
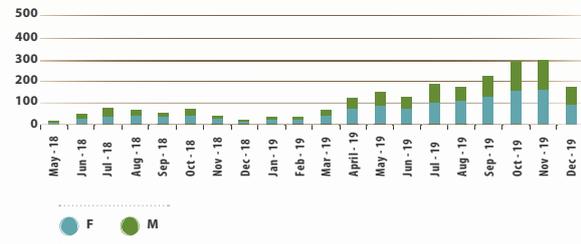


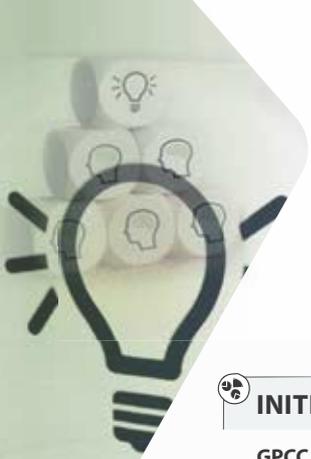
HTS

GPCC HIV Tests done by Gender



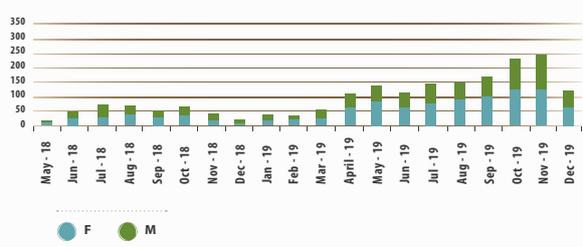
GPCC Positive Patients by Gender





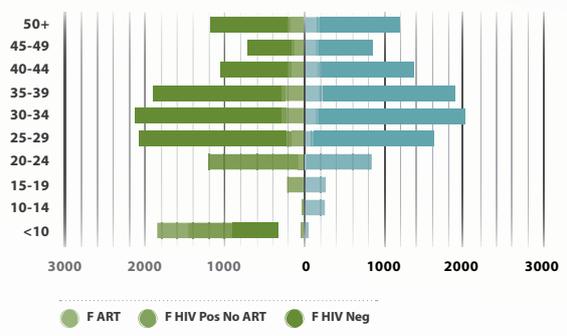
INITIATIONS

GPCC ART Start by Gender

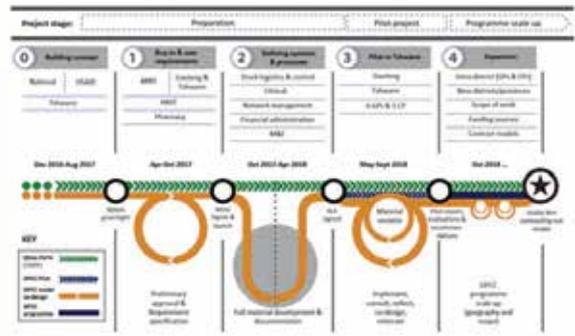


F M

GPCC patient pyramid by HTS and ART status



F ART F HIV Pos No ART F HIV Neg



Overall, the **GPCC** programme has been successful in demonstrating a viable contracting-out model for HIV service delivery which works for both government and the contracted private service providers (GPs and community pharmacies). The current patient profile highlights the value of leveraging private sector service delivery models to reach and manage PLHIV populations, who experience higher access barriers at public sector PHC clinics. The strategic focus for 2020 will be to continue to expand the GPCC in terms of contracted service providers, geographic areas and scope of subsidised clinical services.

GP CARE CELL PROGRAMME STATISTICS:

High initiation rates
11.03%

17,181 clients were tested for HIV

1005 patients positive (267 eligible for model based on age)

Pilot included **56** GPs and **9** Community Pharmacies

1895 patients initiated on ART

PROJECT SPONSORS:



PROJECT PARTNERS:





National HIV Think Tank Secretariat

South Africa has made great strides towards achieving the 90-90-90 targets, but gaps remain, particularly among hard to reach groups. HIV prevention continues to be a challenge with an estimated 200 000 new infections in 2019.

Since relaunching in May 2017, the National HIV Think Tank (NHIV TT) has provided one of the only platforms that brings together multisectoral stakeholders to share groundbreaking research, brainstorm new implementation approaches, and engage in policy discussions to assist the country in achieving its HIV prevention and treatment goals. By the end of 2019, the NHIV TT Secretariat had committed nearly R15 million in funding to 13 innovative pilot projects.

The investment by the Bill & Melinda Gates Foundation (BMGF) has been used to fund the establishment and management of a Secretariat for the South African National HIV Think Tank (NHIV TT). 2019 saw the third year of the project's implementation, with funding due to end in December 2020. The NHIV TT provides a central place for all stakeholders (government, academia, NGOs, private sector, donors, community and implementers), under the chairmanship of the NDOH to review epidemiological, routine monitoring and economic evidence related to the HIV epidemic, identify priority gaps, and establish consensus on appropriate next steps, including research projects and pilots of new programmes and policies.

The NHIV TT was restructured in 2019 in order to better respond to the needs of the NDOH's HIV response through the newly established Operation Phuthuma. The Treatment and Prevention Expert Working Groups, which used to meet separately, were officially combined to remove any artificial separation between HIV prevention and treatment. The NHIV TT is also supported by a Research Working Group and thematic groups, which focus on specific issues or subpopulations.

One of the new thematic groups established in 2019 is the Men's Health Services Thematic Group. Because adult men are less likely to know their HIV status and to start and stay on antiretroviral treatment than adult women, men's health is an area of great urgency for reaching 90-90-90 by December 2020. The Men's Health Services Thematic Group started by taking stock of the state of men's health services in South Africa, producing a landscape analysis report that identified gaps in services and barriers for men in engaging with the health system. NDOH then asked the thematic group to assist with developing the National Men's Health Strategy, which was in draft at the end of 2019 and is planned to launch in April 2020.

The NHIV TT has maintained an ongoing collaborative relationship with the TB Think Tank. The two think tanks work together to ensure cross membership, share all outputs, and co-host events.

After the success of Innovation Challenge 1.0 in 2018, the NHIV TT rolled out Innovation Challenge 2.0 in the first half of 2019. Twenty-six concepts were submitted in response to the challenge and presented to a "Dragon's Den" style panel. A total of eight concepts were approved by the panel for full proposal development and implementation.



In November, the NHIV TT hosted an Innovation Summit to share lessons learned and recommendations from eight pilot projects funded through the Secretariat. Presentations included projects identified through Innovation Challenge 1.0 and 2.0. The innovative approaches shared included virtual reality videos to reduce HIV stigma, a digital HIV counselling syllabus, anonymous WhatsApp support groups for young people living with HIV, community advisory boards for adolescent PrEP research, and many others. Taken together, the pilot projects address all four pillars of HIV prevention and treatment and were able to reach hard to access groups with new interventions.





Professionalising Healthcare Management

During 2019, the Bill and Melinda Gates Foundation funded a planning grant to work with UNICEF East and Southern African Regional Office (ESARO) to determine how best to synergize investments to strengthen healthcare management under UNICEF's District Health Systems Strengthening Initiative in East and Southern Africa (DHSSI).

During the professionalizing health management (PHM) planning grant period, FPD activities focused on the following objectives: (1) building relationships, partnerships and frameworks for collaboration; (2) undertaking consultative baseline assessments and landscape analyses to co-understand the bottlenecks, opportunities, gaps and priorities in healthcare management capacity in the target countries and districts; (3) revisiting, reviewing and co-designing an updated Professionalizing Health Management (PHM) scope and approach for funding by BMGF; 4) starting the co-design and customization of the first round of training programs and health care management capacity development initiatives for implementation under the 2019/20 annual planning cycle; and (5) developing a viable sustainability strategy for professionalizing healthcare managers in the region.

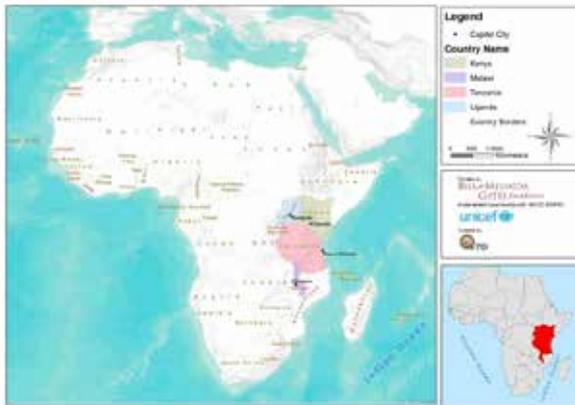
The planning grant rendered the following results:

- Strong partnership and collaboration framework between FPD and UNICEF for successful co-implementation of DHSSI and PHM investments in Malawi, Kenya, Tanzania and Uganda;
- High levels of buy-in, partnership and collaboration between FPD, UNICEF and local stakeholders (MOH, local institutional partners and target DHMT) in the target countries in co-design and co-delivery of investments;
 - Identification of and partnership with local institutional partners and educators with a strategic interest in professionalizing healthcare management;
 - Mapping of stakeholders, opportunities and resources to leverage as part of the PHM under co-design and co-delivery stage;
 - Demand for co-designed PHM healthcare management capacity development programs;
 - Consensus on learning agenda and initial questions for implementation research;
 - Local institutional partners' owning implementation research projects; and
- Increased understanding, insights and appreciation of the baseline capacity, gaps, opportunities, priorities and needs in relation to healthcare management capacity development and health systems strengthening and improved responsiveness in PHM investment redesign;
 - Comprehensive baseline assessments, stock takes and landscape analysis (co-discovery);
 - Co-diagnosis, consensus and prioritization of local issues, systems bottle necks and problematic organizational behaviors and/or healthcare management skills gaps to be addressed;
 - Ongoing engagement with stakeholders through reports, meetings, and workshops to present findings, workshop results and build consensus about what the DHSSI/PHM investments should do and how it must be tailored to the local context and program priorities; and
 - User-centered design approach integrated into partnership framework for healthcare management training program co-design and co-delivery and embedding activities for increased relevance, appropriateness and ownership.
- The co-design and customization of the first round of training programs and health care management capacity development initiatives for implementation under the 2019/20 annual planning cycle
 - Evidence Based Planning/Bottleneck Analysis (EBP/BNA) four day short-course developed (phase 1)
 - Implementation of Training of Trainers workshops on EBP/BNA in Uganda and Tanzania
 - Launch of the Knowledge Exchange, and online platform where participants received content and exchange on how best to support district-level roll out. Plus it provides a platform for supportive communication between facilitators and trainers.



The PHM planning investment resulted in a better understanding of the target countries' health systems environments, bottlenecks in district health planning and management structures, level of existing capacity and capacity gaps with regards to healthcare management and related skills at DHMT level, as well as consensus with regards to the prioritized healthcare management skills development requirement, capacity development approach and overall PHM program design and delivery. The planning period afforded FPD and UNICEF the opportunity to consult extensively with in-country stakeholders, establish a strong working relationship and culminated in the development of a co-designed PHM strategy and a funded grant for a multi-year (2019-2022), UNICEF DHSSI-aligned investment to develop and professionalize healthcare management in support of improved district health systems performance and improved health outcomes.

Professionalising Healthcare Management



PROJECT SPONSOR:

**BILL & MELINDA
GATES foundation**

PROJECT PARTNER:

unicef | for every child
Eastern and Southern Africa

Accelerating Support to Advanced Local Partners (ASAP)

Accelerating Support to Advanced Local Partners (ASAP) contract started in 2019. The ASAP consortium is led by IntraHealth International and includes Pact, DAI, Foundation for Professional Development (FPD), Global Communities and U.S. small business

Ona Systems, Inc. ASAP is a three-year task order contract (AID-OAA-I-14-00031) for the United States Agency for International Development (USAID). ASAP is one of four new global projects focused on supporting USAID in meeting the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) target of ensuring 70% of its funding is awarded to local prime partners by COP 2020, while also accelerating progress toward epidemic control and achieving PEPFAR's 95-95-95 goals.

ASAP rapidly prepares local partners, and in some cases national government entities, to serve as prime partners for USAID/PEPFAR programming in compliance with USAID and PEPFAR procedures for PEPFAR program implementation in FY20 and FY21, including by strengthening their capabilities and resources. ASAP focuses on the 23 PEPFAR long-term strategy support countries and 28 Strategic and Technical Alignment for Results (STAR) countries in sub-Saharan Africa.

ASAP has two strategic Objectives:

- Strengthen local partners as they transition to receive PEPFAR funding as USAID prime partners to comply with regulations
- Prepare local partners to directly manage, implement, and monitor PEPFAR programs, and maintain consistent PEPFAR program achievement and quality

During 2019, FPD worked in partnership with the ASAP technical team to support development of ASAP tools and approaches focusing on M&E and use of online learner management systems. FPD also worked in partnership with the ASAP technical team and USAID officials to organize a Local Partners Conference in Johannesburg South Africa, 4-8 November 2019, as well as to arrange all travel and logistics for 73 sponsored Local Partner delegates from 40 organizations from 15 countries. In total, the conference was attended by 273 conference participants, including 189 USAID delegates from 23 countries, 74 local partner representatives, six RHAP delegates and four ASAP consortium members. The conference was linked to a USAID COP Planning Meeting in order to ensure optimal networking, participation and alignment with country COP Planning activities between Local Partner delegates and USAID delegates. During the conference ASAP also organised two one-day training sessions on: Monitoring and Reporting, and Financial management and compliance.

ASAP Meeting





4

SYSTEMS STRENGTHENING

- Systems Strengthening
- Community Based Counselling and Testing Department
- Soul City Institute Community Based HIV Testing Project
- KFW Community Based HIV Counselling and Testing
- CDC Projects
- Global Fund Adherence Project



Systems Strengthening

MMC Sustain Project

The Foundation for Professional Development and Genesis Analytics have been contracted by the Bill & Melinda Gates Foundation to support the National Department of Health to scale-up Medical Male Circumcision (MMC) and to ensure that the programme is sustainable. This work will be carried out through the MMC SUSTAIN (Medical Male Circumcision Scale Up and Sustainability to Avert New HIV Infections) programme from October 2018 until December 2021. MMC SUSTAIN will support both national and sub-national levels to achieve the following results:

- Improved performance against negotiated MMC targets
- Increased capacity of systems users at all levels to plan, manage and execute MMC services efficiently, effectively and at scale;
- Better planned, resourced, integrated and locally-tailored MMC programmes
- Strengthened oversight and coordination of the MMC programme in line with the NSP, APPs, DHPs and DIPs
- Strengthened ownership, coordination and communication between the three health system layers and with other key in support of an integrated MMC response
- Strengthened domestic resource planning and absorption capacity, including enhanced RT35 contracting models;

- Improved quality of MMC service delivery and more efficient compliance monitoring structures
- Strengthened MMC information management, M&E, analytics and data use
- More resilient local systems that are better prepared for donor transition; and
- Increased evidence-base and dissemination of best practices and lessons learned.

National Cancer Screening Campaign Project

FPD has been contracted by Astra Zeneca to support the NDoH to launch a National Cancer Campaign (NCC) aimed at creating greater awareness about cancer and strengthen pathways of care. The campaign aims to create awareness and educate the public, patients at risk, patients diagnosed and their families, healthcare workers, traditional healers, and civil society about cancer, its causes, services available and support during survivorship. This project commenced in October 2018 and implementation of the NCC requires collective action across government departments and sectors, including NGOs and the private sector. FPD assists in the implementation of the NCC in terms of project management as well as communications and event management expertise. This project will end in 2021.





Community Based Counselling and Testing Department

FPD HTS Social Franchise Model

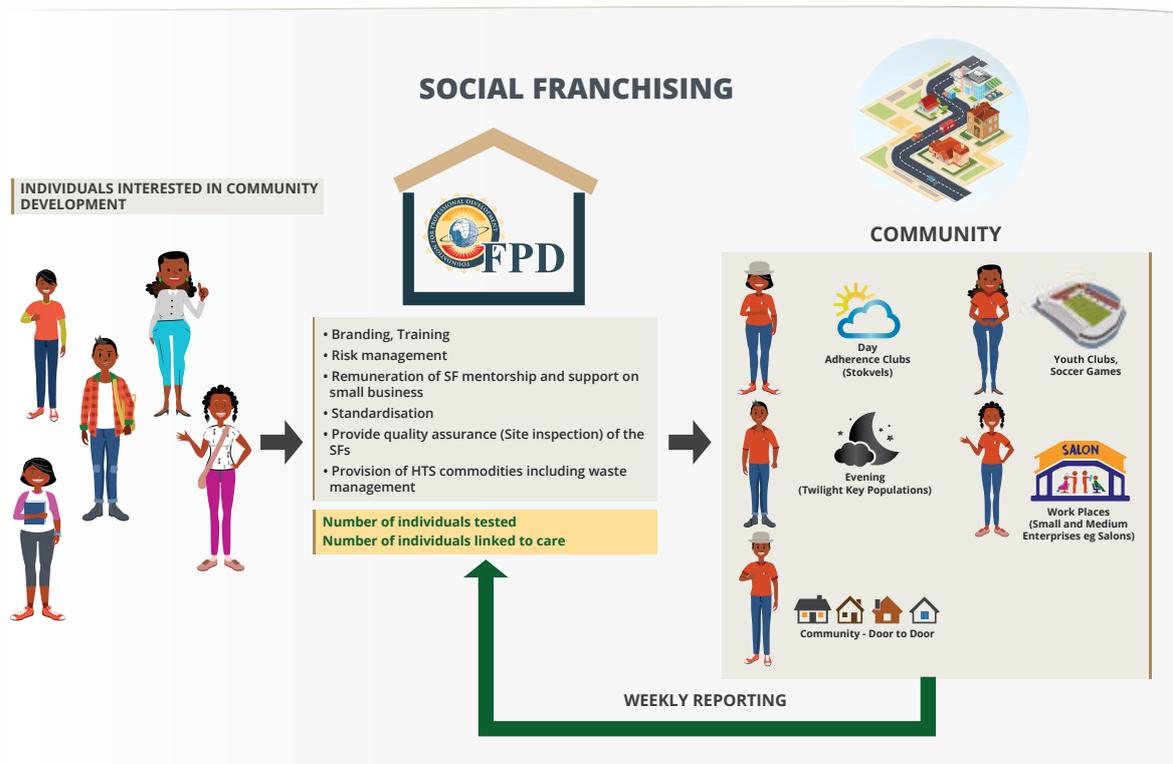
Under the umbrella of CBCT, FPD designed an innovative system of delivering HTS through the social franchise HTS (SFHTS) model which organises local entrepreneurs to deliver standards-based HTS services (inclusive of a basic package of care and linkage services) under a common brand.

The SFHTS model was implemented as a pilot in Tshwane district where a district-based franchisor (FPD) is based. FPD systematise and prescribe standards for HTS, proficiency, counselling, health education, referral and linkage as well as manage and oversee the quality assurance of social-franchisees (SFs).

Possible benefits of HTS Social Franchise model are:

Whether giving a supplier (franchisee) incentives increases uptake/new outcomes of HCT, especially the first time testers, compared those care workers receiving a constant salary

- Easily learned, and scalable (duplicable)
- Contracting those suppliers in the community working at convenient times (for the client)
- Increases access to first time testers and those that have defaulted treatment
- Increased effort in reaching key populations and getting the positive clients
- Focused support to clients, by franchisees, increases number of clients linked to care
- A CBCT mobile data management system can be used to improve monitoring and evaluation system





Soul City Institute Community Based HIV Testing Project



Through funding from Global Fund, Soul City Institute (SCI) funded FPD to implement a community-based HIV testing project.

The project was implemented in two provinces namely Gauteng and North West covering two districts (Tshwane and Bojanala). The goal of the project is to implement community-based counselling and testing services including reproductive health services, STI and TB screening, condom distribution and linkage, targeting young boys between the age of 10-14 years and young girls and young women between the age of 15-24 years. Under this programme, HTS services are accompanied by mobile-unit based clinical SRH services, SRH information and advice sessions, as well as psycho-social support, counselling and referral services. Clinical SRH services may include provision of contraceptive pill, injection, intrauterine device (IUD) implant, and/or emergency contraception pill, or as negotiated and agreed with the local Department of Health. Referral and linkage in the context of this project encompasses: both HIV yield (HIV positive clients) and prevention yield (HIV negative client at risk of HIV) referrals; referrals to and between bio-medical, psycho-social, social services and behavioural intervention programmes; as well as into health facility and others. This is a three year project which started in 2016 and is scheduled to end in March 2019.



58 300 clients tested for HIV



616 PLHIV diagnosed with HIV



432 (70%) clients linked to treatment and care

PROJECT SPONSORS:



KEY RESULTS FROM FPD'S SCI/GF PROGRAMME (APRIL 2016 – MARCH 2019) INCLUDE:

- **58 300** clients tested for HIV
- **616** PLHIV diagnosed with HIV
- **432 (70%)** clients linked to treatment and care



KFW Community Based HIV Counselling and Testing

Foundation for Professional Development (FPD) and National Department of Health (NDOH).

Through funding from a German development bank, KFW, the National Department of Health is funding FPD to implement community based HIV Counselling and testing (Services Contract to Provide HIV Counselling and Testing services in Eastern Cape and Mpumalanga Provinces- KFW HIV Prevention-Component HCT 2010 65 994/2012). The overarching goal of the project is to implement high yield, community-based HIV counselling and testing (CB-HCT) services with an aim to identify PLHIV and to effectively link them into HIV and TB care and treatment programmes, and identify HIV negative individuals at risk of HIV infection and to effectively link them into evidence-based HIV prevention programmes. The project is implemented in two provinces covering five districts namely Nkangala (Mpumalanga), OR Tambo, Nelson Mandela, Chris Hanu and Sara Baartman (Eastern Cape). The project strategy is implemented by FPD and well-established, local South African Organisations with strong local track record, best practice models for CBHCT, and significant existing capacity at district level to rapidly scale and implement high-volume, high quality CB-HCT services (Humana People to People South Africa (HPPSA), Keth'Impilo (KI), SEAD and CCI).

Also, 21 local grassroots NGOs/CBOs/FBOs have been identified and selected for small grant contracts to implement CB-HCT services and they received a full package of organisation development support services using a "twinning approach". The organisations are contracted to increase reach to hard-to-reach areas. Basic Package of HCT services offered includes; pre-test counselling; TB, STI & NCD symptom screening & referral; male & female condom distribution; HTS as per algorithm; post-test counselling & risk reduction; referral; linkage planning and support. In collaboration with SAG stakeholders and as part of the referral SOPs and protocols, CBCT partners have developed and implemented a multitiered approach to facilitate and document success linkage and to verify service uptake. A major focus of the post-test counselling process is to underline the importance of timely linkage to HIV and TB prevention, care and treatment services, as well as to solicit consent for client follow up and tracing. This project will end on 30 March 2020.

KFW: Targeted Areas of Implementation



KEY RESULTS FROM FPD'S NDOH/KFW PROGRAM (OCTOBER 2016 - DECEMBER 2019 INCLUDE:

- **946 146** clients tested for HIV
- **45 390** PLHIV diagnosed with HIV
- Aggregate positivity rate of **4.8%**
- **76% (34611)** clients linked to treatment and care



946 146 clients tested for HIV





45 390 PLHIV
diagnosed with HIV

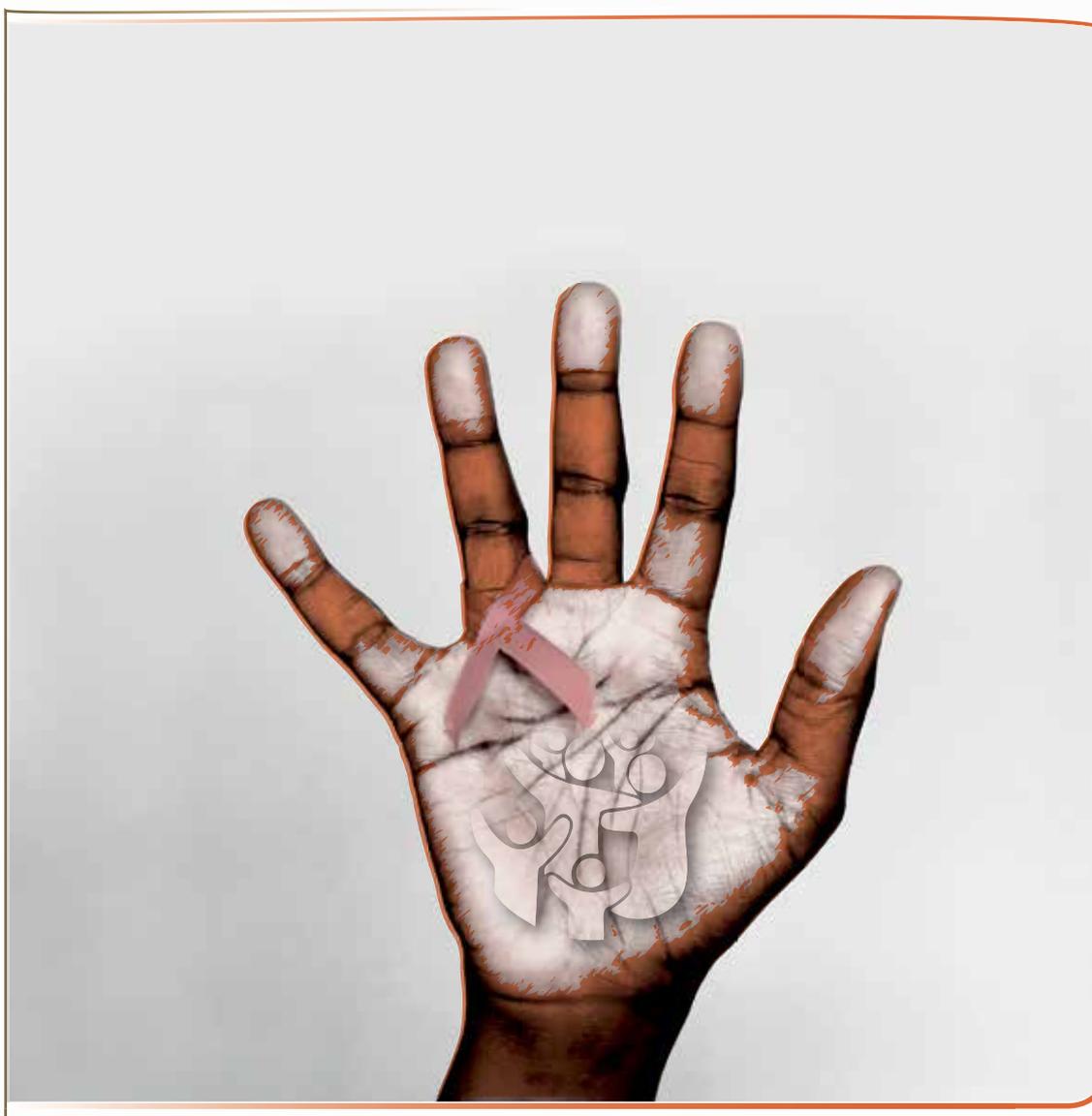


76% (34611)
clients linked to
treatment and care

PROJECT SPONSORS:



PROJECT PARTNERS:





CDC Projects

Programmatic implementation and TA for HIV/AIDS and TB Prevention, Care and Treatment Services (CDC).

US Centres for Disease Control and Prevention (CDC)

Programmatic implementation and Technical Assistance (TA) for HIV/AIDS and Tuberculosis (TB) Prevention, Care and Treatment Services throughout the Health System in South Africa under the President's Emergency Plan for AIDS Relief (PEPFAR).

FPD successfully applied for continuation funding from 29 September 2018 to September 2019 from CDC to continue with year 3 implementation of a 5 year grant. FPD is the prime recipient with CareWorks and OUT Wellness as sub recipients. FPD successfully implemented an innovation grant program where an android mobile phone application, the Zenzele Adolescent Adherence App, was developed and published on Google Play store.

The programme aims to i) implement priority population prevention (PP_Prev) and community-based HIV Testing Services (HTS) with an aim to identify People Living with HIV (PLHIV) and effectively link them into HIV and TB care and treatment programmes and link Prevention Yield into prevention programmes, ii) implement below-the-line communication strategy to promote ART patient adherence and retention in support of the 90-90-90, iii) provide comprehensive services to People Who Inject Drugs (PWID) and iv) implement the adolescent adherence app through an innovation grant.

FPD and CareWorks collaborated to provide HTS and PP_Prev services in fourteen sub-districts of three districts in North West Province. FPD collaborated with OUT Wellness to provide PWID services in Gauteng and Mpumalanga (Tshwane and Ehlanzeni districts respectively). FPD further worked with the National Department of Health to implement the Zenzele adherence communication strategy for people who live with HIV and healthcare workers that was developed in the previous year. This program consisted of direct, peer led, adherence service delivery (in three sub districts; one each in Gauteng, Mpumalanga and Eastern Cape) and a web-based below the line communication material component linked to social media pages.

FPD collaborated with OUT Wellness for the PWID programme implementation in Tshwane and Ehlanzeni. In addition to existing CDC funding, FPD also secured Key Population Investment funding (KPIF) to expand PWID services. It also included a MSM service delivery component from October 2019.

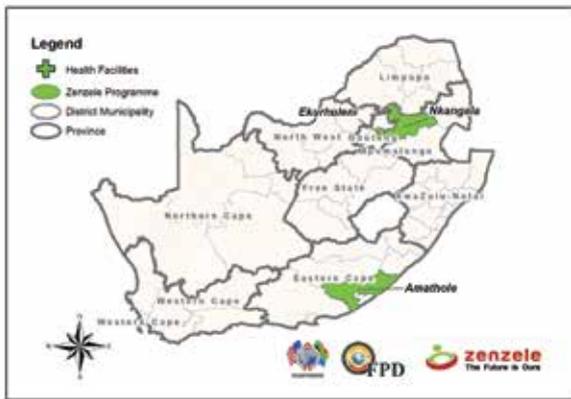


KPIF MSM services require close collaboration with LGBTQI Community Service Organisations, therefore FPD contracted Gay Umbrella for service provision in North West province. CareWorks was contracted as sub award grantee to implement the MSM program in Gauteng, Mpumalanga and Western Cape through CSO partners. MSM service delivery planned to commence in January 2020.

KEY STATISTICS FROM CDC'S HTS AND PP_PREV PROGRAMMES INCLUDE:

- 92 564 clients tested for HIV
- 3 916 PLHIV diagnosed with HIV at an aggregate positivity rate of 4.2%
- Sub-district HIV positivity rates ranged from 3.2% to 7.7%
- 1 987 (51%) of the PLHIV identified were successfully linked to care and treatment
- 1 553 (40%) of the PLHIV identified started on ART within 14 days
- 35 888 clients reached through prevention programmes

FPD created two additional Zenzele pamphlets, bringing the total available for distribution to nine. Pamphlets are available in six translations and are linked to ten adherence-related real life based videos. Messaging was distributed via social media platforms as well as a dedicated website (www.thefutureisours.co.za). All materials are also available on FPD's website (<https://www.foundation.co.za/zenzele>). The peer led, interpersonal psychosocial support program was implemented in 17 facilities in Nkangala (five) and Ekurhuleni (seven) and Amatole (five) until 28 September 2019. FPD secured Supplemental funding to increase the reach of the Zenzele program between August and September 2019.



KEY STATISTICS FROM ZENZELE PEER SUPPORT PROGRAMME (OCTOBER 2018 TO SEPTEMBER 2019)

- **10 786** clients enrolled into the Peer Support programme
- **2 744** of these clients graduated from the intensive phase to the light touch phase, while a further 201 clients were assessed and found not ready to proceed to the light touch phase
- **42.3 million** people reached via Zenzele Facebook page
- **2.6 million** reached via Zenzele Twitter account
- **4 289** unique users visited the Zenzele Website
- **2.4 million** adherence pamphlets distributed in South Africa



KEY STATISTICS INNOVATION GRANT (ADOLESCENT ADHERENCE APP) (OCTOBER 2018 TO SEPTEMBER 2019)

- The Zenzele adherence app was rolled out in Nkangala, Tshwane and Ekurhuleni. By the end of the reporting period, FPD had enrolled 1027 adolescents on the app. Active engagement by adolescents related into data/airtime rewards to the value of R41 252.80. Number of engagements to date 12 206. The app remains on active on Google Play store until all purchased airtime vouchers are depleted.



KEY STATISTICS PWID PROGRAM (OCTOBER 2018 TO SEPTEMBER 2019)

- **1 302** PWID clients tested for HIV
- **405** PLHIV diagnosed with HIV at an aggregate positivity rate of 31.1%
- **274 (42%)** of the PLHIV identified were successfully linked to care and treatment between
- **96** clients were initiated on PrEP treatment
- **242** clients had been on Opioid Substitution Therapy for at least 6 months or more
- **3 305** clients reached through key population prevention programmes

KEY STATISTICS OCTOBER 2018 TO SEPTEMBER 2019



KEY STATISTICS OCTOBER 2018 TO SEPTEMBER 2019



1 987

(51%) of the PLHIV identified were successfully linked to care and treatment



3 916

PLHIV diagnosed with HIV at an aggregate positivity rate of 4.2%



35 888

clients reached through prevention programmes

Key statistics from Zenzele Peer Support programme October 2018 to September 2019



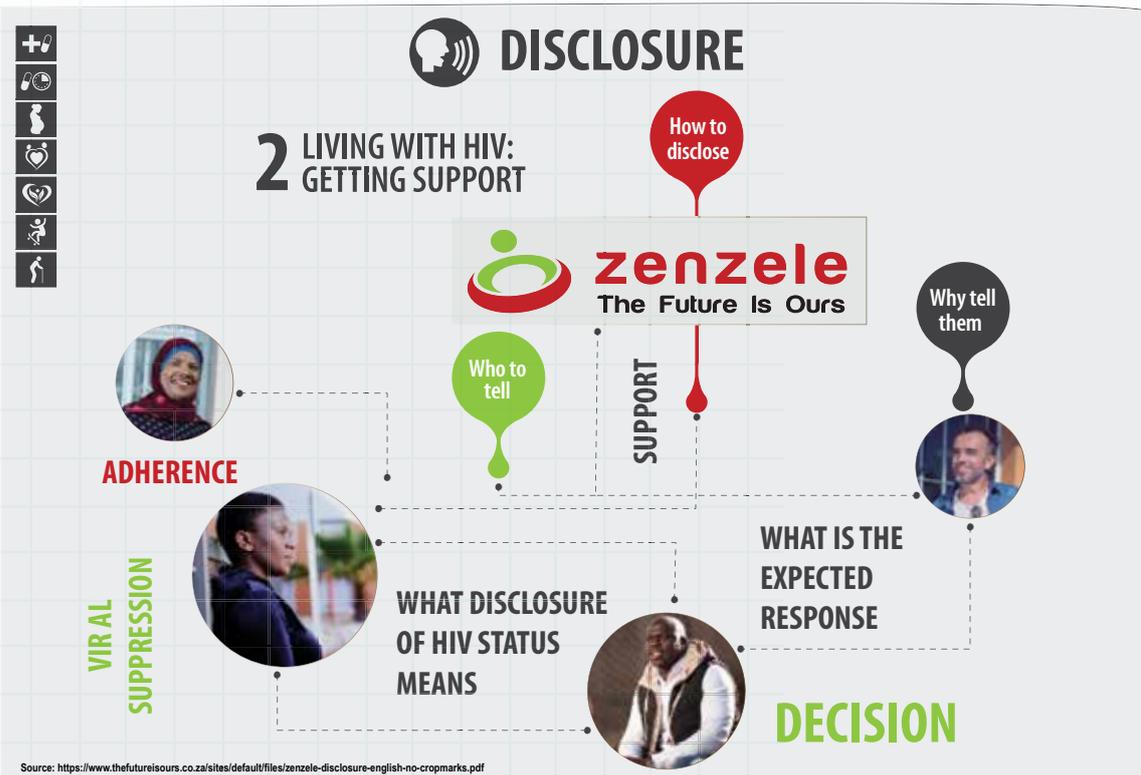
10 786

clients enrolled into the **Peer Support programme**

PROJECT SPONSORS:



PROJECT PARTNERS:





Global Fund Adherence Project

The Foundation for Professional Development (FPD) was awarded sub-receipt status under Right to Care (Prime Receipt) for the phase 3 Global Fund Fund Grant: establish and operationalise facility and community based Antiretroviral treatment models to support ART patients in selected Department of Health facilities in Gauteng, Mpumalanga and Free State. FPD implemented ART Adherence Clubs (ACs) and Integrated Access to Care and Treatment (IACT) in 49 facilities in five districts across three provinces.

The Adherence Program (AP) aligned to the overarching goal of FPD's comprehensive Health System Strengthening programme which was to improve district performance to reach 90-90-90 HIV and TB targets and contribute to HIV and TB control by 2020.

The ART ACs assisted to decongest crowded facilities, streamline ART patients' access to treatment, screening services and maintain overall high adherence and retention rates. ACs clubs extended their operational activities to include some community based ACs. The decongestion of facilities was supported by the introduction of the CCMDD project which manifested in fast lane collection of medicines in the facilities, the distribution of medicines via ACs and the registration of external private pick up points (PUPs). A total of 68 856 patients were recruited and received care and support in the five supported Districts when the project closed – out in March 2019.

Sustainability of the AP remained a major risk factor by the time funding came to an end in March 2019. In Tshwane District we managed to transition all the AP activities and Adherence Clubs Facilitators to WRHI by the time the project closed – out. However, in the other four Districts activities were transitioned directly to the Department of Health.

KEY STATISTICS ADHERENCE CLUBS; APRIL 2016 – MARCH 2019

- Number of patients recruited for Adherence Clubs: **52 888**
- Number of patients remaining in adherence care: **51 999**
- Average viral load suppression for adherence Club members: **94.5%**



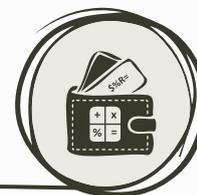
PROJECT SPONSORS:



5

FPD SUPPORT SERVICES

- Finance Department
- Human Resources Administration Department
- IT Department
- Communications Unit
- Travel Bureau
- Tree Planting Project
- Proposal Support Team



Finance Department

FPD's finance department supports and manages the financial resources of the company and various partners. We ensure compliance with both international standards and large donor requirements including, but not limited to, PEPFAR, USAID, CDC, NIH, Global Fund and the KFW Development Bank.



2019 saw a positive shift with substantial increase and diversified non-PEPFAR based projects being implemented.

The strength of the finance department is proven by unqualified audit reports since inception and clean donor audit reports.

FPD's finance department offers **consulting, full financial management and pay-roll services** to selected outsourced clients.

○ FULL SCOPE OF FINANCIAL AND PAY-ROLL SERVICES PROVIDED TO:



○ PAY-ROLL ADMINISTRATION SERVICES:





Human Resources Administration Department

HRA maintained excellent employment equity results during **2019**.

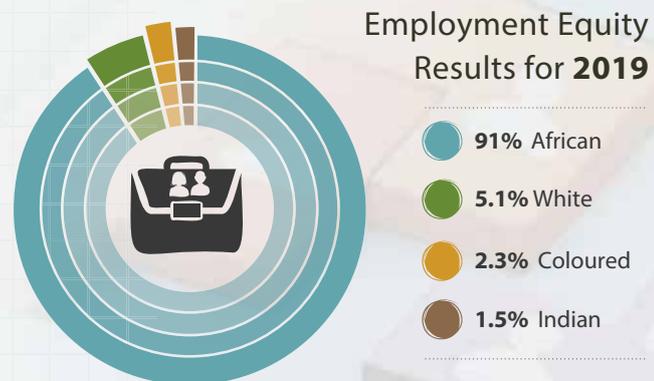
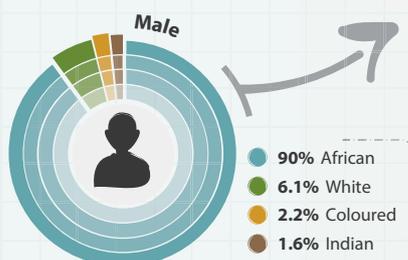
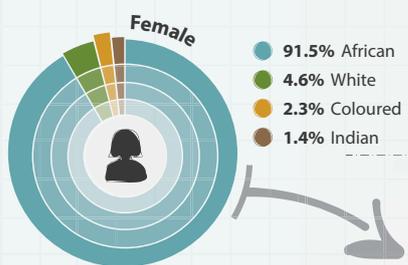
2019	AFRICAN		COLOURED		INDIAN		WHITE		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TOP MANAGEMENT		1				1	2	1	2	3
SENIOR MANAGEMENT	4	7					9	13	13	20
MIDDLE MANAGEMENT	24	51	1	1	2	2	7	13	34	67
JUNIOR MANAGEMENT	15	42	1	2	1	3	6	14	23	61
SKILLED	21	55	5	1			2	3	28	59
UNSKILLED	329	733	3	19	4	8	1	1	337	761
	393	889	10	23	7	14	27	45	437	971

In 2019 FPD had 971 employees of whom 94.6% were from previously disadvantaged groups.



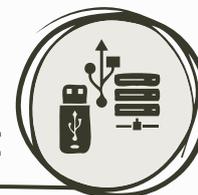
- A total of **31** employees received long service awards.
- A total of **192** performance bonuses were paid out with an average performance rating of **67.3%**.
- **55** Head Office employees participated in the **Wellness Day on 26 July 2019**.

Facts and Figures





IT Department



The IT Department is instrumental providing FPD Business with service excellence in all areas of Information Technologies.



The FPD IT Department is responsible for the establishment of Information Technology (IT) policy and planning, for IT procurement and contracts, and for providing the computing and telecommunications infrastructure for all information systems technologies associated with FPD. FPD Management has tasked the IT Department with providing services that facilitate cost effective information technology and telecommunication solutions that can be shared with all FPD branches.

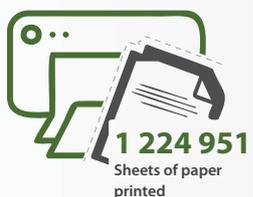
It is the vision of the Department to deliver an excellent service that is in line with the FPD Core Business, Vision and Values.

IT DEPARTMENT CORE VALUES



- We are unified in our purpose and vision for success: To collaborate with other departments to use information technology to achieve FPD business goals.
- Our goals and objectives are clearly defined organisationally and in concert with our departments. Moreover, our roles and responsibilities are clearly defined whether within and between work teams.
- We select relevant metrics to monitor progress and ensure accountability. We communicate clearly and often with other internal departments, all other stakeholders, and external branches.
- We are disciplined, consistent, and progressive in maximising and optimising IT solutions that we provide or facilitate.
- We work with external institutions to explore emerging technologies and to set policies, standards, and guidelines.

Facts and Figures





Communications Unit



FPD COMMUNICATIONS

The Unit provides the following services to FPD and the FPD Group.

- Design and desktop publishing of all visual materials within FPD
- Media liaison during conferences
- Web administration for all conferences
- Management and distribution of press releases



CONFERENCE SUPPORT

During 2019, the Communications Department was responsible for media liaison and media coverage during two conferences that took place during the year. We, collectively had over 95 media representatives attending these conferences and were able to secure television and radio interviews with various broadcasting networks to cover these events. Print and electronic media also provided substantial conference cover.



FPD was a finalist for the Vision 2030 Awards: South Africa's future makers. The awards recognise the achievements and success stories of organisations, enterprises and individuals that are actively demonstrating alignment to the government's Nine-Point Plan to boost economic growth and achieve the milestones set by the National Development Plan (NDP).



Featuring contributions from industry pioneers and commentators, as well as informative features, engaging insights and expert advice for students and alumni, Innovation 800 connects students, innovators, educators, recruiters and the wider world of business.



Conference Media Coverage





Travel Bureau



FPD Travel Bureau in collaboration with its joint venture partner XL Turners Travel, is a self-funding business unit within the Operations Cluster of FPD. The Unit was established in 2010 and operates as a well-established Travel Management Company that provides Corporate Travel Management solutions to clients globally.

We specialise in corporate travel management and conference destination management solutions and is dedicated to ensuring your company gets the maximum value for your corporate travel budget. In collaboration with XL Turners Travel's powerful position in the industry, we are able to ensure that we offer the most competitive rates from airlines, car rental companies and hotels whilst remaining independent enough to pay personal attention to your travellers.

WE OFFER THE FOLLOWING SERVICES TO FPD AND EXTERNAL CLIENTS:

- Marine Travel
- Leisure Travel
- Travel Consultation and Advice
- Airline Reservations and Ticket Issue
- Hotel Reservations
- Car Rental Bookings
- Cruise Reservations
- Rail Reservations
- Coach Reservations
- Passport Assistance
- Obtaining Visas

- International Driving Permits
- Travel Insurance
- Foreign Exchange
- Preparation of Itineraries
- Frequent Flyer Management
- Incentives
- Group Travel
- Conferences
- After-Hour Services
- Document deliveries via courier service
- Travel Policy
- ISO 9001 Quality Control
- Management Reports
- Sales Support Service
- Individual Profile Management
- Supplier Corporate Agreements
- Theatre Reservations



HIGHLIGHTS OF 2019 WERE:

Providing in-house travel management for the following conferences:

- 9th SA AIDS Conference, 2019
- 1st OSH Africa Conference, 2019
- 1st African Nursing Conference, 2019
- 2nd Violence Conference, 2019

And provided accommodation for the conferences:

- X3 Bonitas Workshops, 2019
- MWASA Conference, 2019
- GIC Conference, 2019 and
- SA Pharmacy Conference, 2019

For one of our external clients - We are very proud that we successfully booked 124 return flight tickets, within one week's notice, for Cuban Students who came to do their practical exams in South Africa.

In 2019, the Travel Bureau processed a total of **1 561** orders, and did a total of **R 61, 821, 545.34** in sales.

FPD staff members flew
2 856 990 miles
= **115** times around
the world.





Tree Planting Project

The FPD Tree Planting Project is an initiative to reduce FPD's carbon footprint.

During the last few years, FPD's carbon footprint in the form of paper use, fuel and electricity consumption has become a growing concern.

When, in early 2018, it was reported that FPD's monthly paper use was equivalent to about 25 trees, the decision was made to start a tree planting project. The focus of the Tree Planting Project is not only to plant trees, but also to raise awareness about climate change.

The project is led by the Tree Team, a group of passionate volunteers who are willing to give their time and energy to the project.

During 2019, FPD staff members joined in the Spekboom Revolution. A total of 197 Spekboom plants (*Portulacaria afra*) were given to the FPD staff members to plant in their own gardens. Spekboom, also known as pork bush or elephant's food, is South Africa's own indigenous wonder plant. Besides being edible (and high in Vitamin C), the medium-sized shrub found predominantly in the Eastern Cape is resilient and an important 'weapon' in the fight against climate change. This carbon dioxide sponge can sequester more than 4 tonnes of carbon dioxide per year per hectare planted, making it more effective than the Amazon rainforest at sucking carbon dioxide out of the atmosphere. The unassuming-looking bush with its round, succulent leaves is especially good at photosynthesis (making plant food from sunlight), which produces a byproduct we desperately need oxygen.



The Tree Team has also embarked on a fundraising campaign to plant trees at the **Hopelands Village in Mogale City.**

These trees will be planted early in 2020.

The awareness campaign focused on Climate change, the role of trees in the ecosystem and recycling.



"The true meaning of life is to plant trees, under whose shade you do not expect to sit."

- **Nelson Henderson**



Proposal Support Team

FPD Support Service: It is extremely important for any organisation to have good support services to succeed in their business. At FPD our support services play a critical part in maintaining our operations and allow the organisation to deliver the highest quality service to our clients.

As part of FPD's continued ability to identify opportunities, the Proposal Unit serves to identify, coordinate and submit tenders and proposals to various agencies, government entities and donors, both local and international. This allows FPD to diversify its sources of revenue and work flow ensuring sustainability and continuous growth.

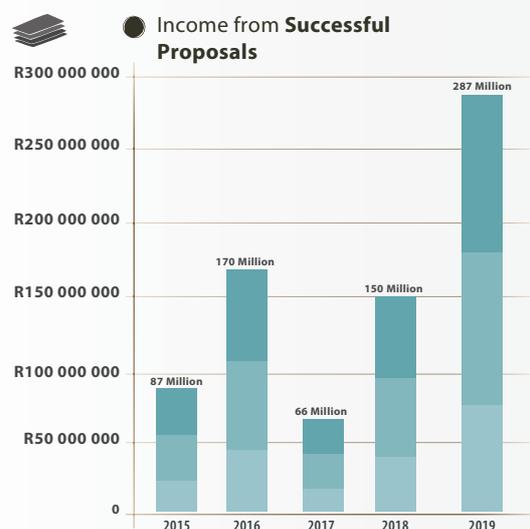
THE UNIT PROVIDES THE FOLLOWING SERVICES TO FPD:



- Overall project management of the proposal development process
- Administrative support during the proposal writing process
- Reducing the workload of staff by assisting with research, proof reading and editing
- Providing templates and examples of well-written proposals
- Submitting the final, professionally-presented proposals on behalf of the proposal development team

The 2018 - 2019 Strategic direction for the Proposal Unit aimed to improve the quality of submissions and the ability to produce high-quality proposals, which is shown by the improvement of the Unit's success rate and the ability to secure more non-USAID funds in comparison to previous years.

Facts and Figures



In total **156** Proposals submitted during the year of 2019



Proposal Success rate

- 61% Accepted
- 39% Declined



6

ABOUT FPD

- FPD Staff Awards 2019
- FPD Affiliates
- Strategic Partnerships
- Sponsors and Donors
- People at FPD
- Enquiries





FPD Staff Awards 2019

In 2019, FPD again acknowledged individuals and FPD staff, through a series of awards, who have contributed substantially to FPD's work.

FPD Staff Awards

Award for Excellence in Teaching

FPD's Award for Excellence in Teaching is awarded annually to FPD faculty who have taught at least five times during the year. The award is based on the combined ratings given to the faculty member by the students who attended their classes. Faculty are evaluated against a number of criteria and receive a rating out of five.

FPD has primary, secondary and tertiary faculty on each programme and they have a specific percentage that the faculty member are allowed to teach. Another criteria for this award was that had to have taught more than five times on a specific programme during the course of the year.



Winners: Excellence in Teaching



Dr Morana Maureen Masha

Dr Masha taught on various clinical short courses which included FPD's range of HIV-related courses. She achieved an overall average rating of 4.8 out of five.



Ms Selaelo Mabela

Ms Mabela facilitated on various management courses during 2019 and her overall average rating was 4.78 out of five.

FPD Excellence in Anchoring Award

FPD award for excellence in anchoring is awarded annually to FPD anchor who has anchored at least five times during the year. The award is based on the combined ratings given to the anchor by the students who attended the classes. Anchor's are evaluated against a number of criteria and receive a rating out of 5.



Winners: Excellence in Anchoring Award



Ms Amanda Brand

Ms Brand anchored on various courses during 2019 and her overall average rating was 4.7 out of five.

FPD Emerging Researcher Award

As an academic institution, FPD is committed to contributing to new knowledge through research.



Winner: Emerging Researcher Award



Dr Simukai Shamu

During 2019, Dr Shamu were involved in 16 research studies with output ranging from poster or oral presentations at conferences to peer reviewed publications. The FPD

Award for Emerging Researchers is awarded based on an external evaluation by leading South African scientists.

Award for Excellence in Community Engagement

The FPD Award for Excellence in Community Engagement is awarded annually to the staff member who has made the most significant contribution towards FPD's community engagement. Candidates are nominated by the staff and the winner is identified through staff voting from a list of nominees.



Winner: Excellence in Community Engagement



Ms Marolien Grobler

Marolien voluntarily looks after sickly babies or babies requiring special medical attention over most weekends. She has provided her services as a medical coordinator to New Beginnings, and will readily take home a baby that the staff at New Beginnings feel they may not be able to give adequate medical attention and care to over a weekend or when there is limited staff. She also collects babies that are abandoned at the 'Baby Wall', which is a safe place for mothers to anonymously abandon their baby.

Innovation Award

FPD group companies, departments, teams and individuals are invited to submit nominations for innovative projects or products implemented within the FPD group over the past year.



Winner: Innovation Award



Mr Wentzel Kruger

Wentzel saw a Ted Talk regarding treating the systems we use as more of an employee within the company than just a system that supplements your work and with the amount of systems we use within FPD, he felt it would be a worthwhile exercise to undertake. The jist of the idea is too not only evaluate people within the company, but the systems they use, and how they interact with each other. By doing this FPD can not only extract the most out of our systems, but also upskill the employees or reduce expenditure on expensive systems that do not correctly fulfil their purpose.

Values Award

FPD Values Award is presented annually to the employee who, in the opinion of their peers, is the embodiment of FPD's values. Candidates are nominated by the staff and the winner is identified through staff voting from a list of nominees.



Winner: Values Award



Mr Rishard Gordon

Rishard showed tremendous growth both personally and in his work since his appointment. He has shown and demonstrated his commitment to FPD and closely follows the all the FPD Values.

His achievements are something to be admired:

- He totally took over the I.T. Support Desk with exceptional results.
- He manages the IT team and supervises and tracks the open IT calls, within the IT SLA.
- He completed a massive 900 calls in 2019.
- He has taken over IT support 2nd in charge of all conferences hosted by FPD and external clients. (Feedback from the Conference Chairs and the Conference Department are exemplary).
- He manages the entire IT storeroom for asset audits and management.

Rishard is hardworking, honest and does not try to be someone he is not. He is always willing to assist, even if the problem is outside his scope of work.



STAFF DEVELOPMENT

FPD has always been an organisation that places strong 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.

Support has ranged from supporting formal postgraduate studies at Masters level to conference participation and short course attendants.

FPD Affiliates



Africa Health Placements (AHP) 2019

The Problem

Lack of doctors and poorly functioning hospitals result in poor health outcomes. The legacy of Apartheid means that 43.6% of the South Africa's most indigent live in rural areas but only 12% of our doctors practice there. This is devastating. However, it also means that by increasing the number of doctors from 1 to only 2 per 10,000 people will decrease the predicted probability of death for each patient by 27%.

Our Solutions

AHP exists to save lives in forgotten communities by getting doctors to where they are needed the most and then supporting them with the tools to make people and hospitals better. AHP currently provides the following services:

- Global health experience for medical doctors in South Africa.
- Community Service Officer (CSO) support programme (launched in 2019).
- Recruitment of healthcare workers, matching specific needs of a facility to an appropriate healthcare worker.
- Human Resources in Health (HRH) upskilling for Department of Health staff.
- Delivery of interventions that improve patient and provider customer experiences in healthcare facilities.
- Workforce planning and analysis.

The rationale behind the launch of the CSO support programme was the reality that healthcare workers are struggling to maintain personal and professional wellbeing in the face of ongoing work stress and adversity. AHP's interventions seek to address the barriers and enable the facilitators needed for healthcare workers' personal growth and resilience.

Key Results and Impact

- Since 2005, AHP has placed 4,509 doctors to date in rural and underserved facilities, providing access to care for over 35 million people across six African countries. We have also accumulated a database of 15 000 doctors.
- AHP socialised and equipped 200 health workers and managers to lead a patient-centric culture.
- We provided practical human resources in health (HRH) upskilling (hosted capacity building sessions for more than 7,600 participants with favourable evaluation results).

- We provided in-service support to 80 medical doctors (health systems strengthening, building a community of practise through peer learning and networking, deployment of an online logbook for doctors to record clinical experiences).
- AHP performed workforce planning for 15 health districts in South Africa, and drafted 518 hospital profiles.
- Lastly, AHP received expressions of interest from 50 local doctors to participate in the CSO support programme.



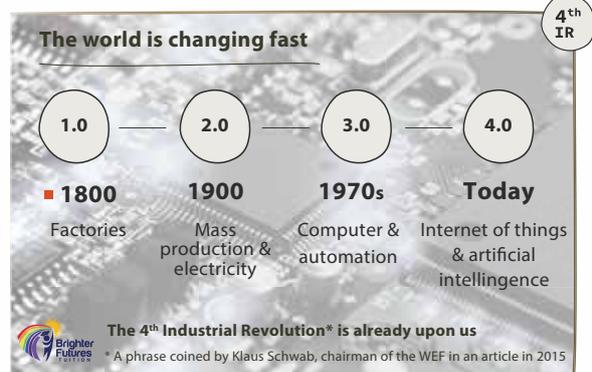
Brighter Futures Tuition

The 4th Literacy

Did you know...

That when our Gr8 and 9 learners of today are entering the workforce - ~50% of today's jobs will be replaced by artificial intelligence? The top 10 in demand jobs in 2010 didn't exist in 2004. The 4th Industrial Revolution is upon us and the world of work is changing so fast. Machines will replace jobs, but machines can't solve all problems. And we need people to programme the machines!

That's why Brighter Futures - in partnership with FSI - launched Microsoft Coding or Programming for high school learners at Bryanston High, Curro Thatchfield and Sacred Heart College. In 2015, the number of jobs in programming were growing 12% faster than average - coding has become the "4th literacy".



Our Vision

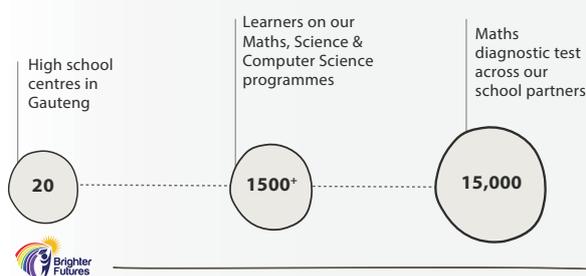
To provide engaging extra-mural programmes to youth that expands their academic results, critical skills and confidence for the 21st Century.

We are doing this through the following programmes:

- **Microsoft MTA Introduction to Programming.** Learners cover programming languages like C#, Javascript, CSS and HTML and is appropriate for Gr8-11 learners who would like to build mobile apps, websites, games or software. Programming also helps with maths skills, it fosters creativity and improves problem solving abilities - all critical 4IR skills for the future. Brighter Futures will launch the next level - MCSA web application development in 2020 as well.
- **Maths Cafe.** The Maths Cafe is structured as an 8 month programme for Gr8's, 9's or 10s focused on addressing gaps from prior grades and supporting homework. It is delivered in an engaging, relaxed environment so that learners can overcome their maths fears and excel. Critical skills like exam taking tips and study techniques are included as workshops in the programme.
- **Maths and Science classes & holiday programmes.** Brighter Futures continue to provide ongoing support at all our 25 school partners during school term as well as the June and September holidays.
- **Maths diagnostic assessments.** Brighter Futures have conducted over 15,000 Grade 8-9 diagnostic assessments on maths to date. And the results continue to highlight the massive gaps stemming from primary school. For instance Grade 8-9s tested scored an average of 31% on fractions at a Grade 4-6 level and performed at a similar level on mental maths and order of operations. Learners do well in Grade 7 due to easier tests (amongst other reasons) and then drop by 20% or more when they reach Grade 8.

Brighter Futures partners directly with high schools so that we provide relevant, complimentary extra-mural programmes to their learners. Classes are conducted in a small group setting of ~10 learners and delivered from the school campus after school and on Saturdays, making it convenient for parents. On maths and science we work closely with the maths/science department to target the key gaps that we and the schools are identifying.

Brighter Future in Numbers



HIGHLIGHTS OF 2019

- We will be opening 10 new centres in Jan 2020, at our partner schools: Curro Serengeti, Abbotts Pretoria, Abbotts JHB South, Crawford Lonehill, Curro Protea Glen, Reddam Bedfordview, ACTS Education, Edenglen High, Assumption Convent, Tshwane Muslim School.
- We launched the Microsoft MTA Software Development Fundamentals for high schools - at Bryanston High, Curro Thatchfield and Sacred Heart. With a 90% pass rate across the cohort.
- Ran 3 holiday programmes in April, July and October across 15 centres. Learners showed an average 13% improvement in just 4 days from the pre- to post-test.
- We have provided indirect support through diagnostic maths assessments to over 5 000 learners across Gauteng.
- We ran Grade 8 maths bootcamps at Roosevelt, Glenvista and Dowerglen. 400 learners tested at Roosevelt showed an average increase of 7% over a 2 week period.



Some feedback from our customers and school partners:



Shahir Dukhan - Bryanston - Gr8 - Microsoft MTA Graduate
Shahir Dukhan Gr8 from Bryanston High achieved 76% on the Microsoft MTA Programming course! Shakir hopes that he will become an IT Specialist one day.

"The tutor - Sibusiso Mkhombe - was excellent and an incredible person and educator. He explained concepts in such a way that it was easy to understand."

Sameet Keshav - Curro thatchfield Grade 11 - 88% on the Microsoft MTA

Sameet Keshav - Gr11 at Curro Thatchfield received 88% on the Microsoft MTA Certificate. Sumeet tells us he really loves technology. "In doing the MTA course, I have found that it is a career that I would love to pursue. The best part of the course is the people that I have met, seeing what they are capable of. I also learnt that by working as a team we get to achieve great things." We are expecting great things from Sumeet!



Some feedback from our customers and school partners:

Althea Seoposengwe - parent of Tumi (Gr11) from Sutherland High

"I'm so proud of Tumi - she scored 100% in her recent test. And she says it's all because of you and the method you showed her in class last week."

Rencia Lourens - Deputy Principal and Maths HOD at Birchleigh High

Brighter Futures maths diagnostic assessments have really helped me and my teachers plan targeted interventions - especially for the Gr8-9s. Their Grade 12 programme took my 20% learners to a pass within 3 months. One learner - Zama - improved by 104%! But what was more important was how Zama was too scared in class before - she hid whenever I asked a question. Whereas after joining Brighter Futures' classes - she started raising her hand to volunteer the answers. It's that change in confidence that is the real impact I value in what Brighter Futures has achieved with these learners. I value our partnership and hope to continue it for many years to come.



OUR PLANS FOR 2020

- To open another ~10 centres in Gauteng
- To launch the Maths Cafe across 15 schools
- To launch a Coding holiday bootcamp for 20 Schools
- To deliver a High School "Hack-a-thon" competition



Health Science Academy (HSA)

Health Science Academy (HSA) is a small to medium sized private Further Education and Training (FET) college focusing on training and education in the pharmaceutical industry and the healthcare sector. HSA students include doctors, nurses, pharmacist's assistants, front shop assistants, pharmacists and other healthcare professionals active within the sector.

The pharmacy workforce is a critical part of any health system and planning for an adequate South African pharmacy workforce is important if high quality pharmaceutical services are to be delivered to the whole population. This includes the production of pharmacists and pharmacy support workers, and the optimal use of existing pharmacy personnel. It is estimated that there are 15 330 pharmacists in South Africa and an additional 794 who are presently serving their community service year.

All areas of pharmacy practice in the country report shortages: community, hospital, industry, and academia, with vacancy rates for pharmacists of up to 76% reported in the public sector in one province.

Due to the shortage of pharmacists, pharmacy mid-level workers, mainly pharmacist's assistants, play an important role in the provision of pharmaceutical services in the country. The South African Pharmacy Council's vision for 2030 include 24 000 pharmacists and 22 000 pharmacy support personnel being registered and serving the health needs of South Africans.

It is estimated that there are presently 3 208 learner basic and 2 262 learner post basic pharmacist's assistants busy studying to achieve their qualification. The Pharmacy Council is presently finalising the curriculum for the inclusion of the qualifications for pharmacist's assistants at NQF level 4 (basic) and NQF level 5 (Post-basic) as part qualifications into Pharmacy Technician (PT) at NQF level 6. HSA is well placed to provide the requisite training with the assistance of FPD for NQF level 6 education.

Expertise and Services

• Pharmaceutical Sector Training

More than 1 500 learners were enrolled in the National (basic) and Further Education and Training (post basic) Pharmacist's Assistance programme with HSA. A steady increase in the number of learners was observed during the period under review. Due to a delay in the registration of the part-qualifications, the termination date of the courses has been extended by the South African Pharmacy Council and QCTO until 30 June 2021 for basic learners and 30 June 2022 for post basic learners.

• Dispensing for Healthcare Professionals Course

This course is based on the recommended standard for the dispensing course for prescribers in terms of Act 101 of 1965 as amended, which was developed by the South African Pharmacy Council, in consultation with the other statutory health councils. Licencing with the relevant authority as a dispensing healthcare professional can only take place once the certificate is awarded. There is a notable increase in the number of nurses who enroll for the Dispensing course, which consists of four days of practical training and one day for assessments and practical exams. Doctors follow a distance course to address the theoretical aspects and then attend contact assessment sessions in different centres around the country.

• Industry Courses

Industry courses include Medicine Registration in South Africa, Good Manufacturing Practice (GMP) as well as immunisation and injection techniques.

The Medicines Registration Course has been fully updated to the latest requirements and guidelines of the Medicines Control Council including the most recent views on devices and complementary medicines as well as e-CTD. It also includes the changes to the regulations of Act 101 of 1965 recently published. The target audience has been expanded to include the regulatory assistants as well.

HSA also addresses the needs of the Quality Assurance personnel within the pharmaceutical industry with a distance course named Quality Management Systems (QMS), which presently consist of 11 modules that can be completed as distance modules. A course covering the writing and

maintenance of Standard Operating Procedures (SOPs) as well as 14 modules to expand professional development are also available.

An exciting new course has been introduced addressing the practical aspects of bio-availability and bio-equivalence.

As part of our offering to the health sector, we have introduced skills programmes over 3-6 days that cover stock management, an introduction to the pharmaceutical sector and diseases as well as merchandising and sales.

- **Management**

Recently, we have received approval from LG SETA for a course in Generic Management at NQF level 4. This course is aimed at new entrants to the workforce that has an ambition to enter the supervisory or management levels. The course can be completed as distance education over 12 months.



Maurice Kerrigan Africa

Company Overview

Maurice Kerrigan Africa consistently delivers to our clients the highest level of quality and service excellence in training interventions. Our learning solutions are unique and practical. Unique because we studiously apply building blocks of learning in a measured process. Practical in that we always integrate our interventions with your organisational needs, culture, style, and processes and procedures.

We follow the integrated approach because history, and our own experience, has confirmed that short skills training works best when delegates recognise the context and are able to relate what they are learning to scenarios that take place in the workplace. Also, learning is cemented when delegates are easily able to practise behaviours and skills in a context similar to their workplace.

Our vision and mission reflect our passion for achieving successful training interventions and making a real difference in the skills and lives of people attending our programmes.

What we do

Develop excellent communication skills that give people confidence and skills to address others with clarity and poise so that they are perceived as competent, confident, trustworthy and approachable.

Develop effective intra- and inter-personal skills, to create strong, self-assured individuals who are motivated and ready

to do their best. Also, develop relationship building skills that make for positive perceptions about you and that lead to great teamwork and contribution efforts. Well-crafted and purposeful interpersonal communication makes a difference internally and externally with your customers and suppliers and therefore quality written and face-to-face communication has become a much sought-after commodity in the modern business environment. Interactions must be purposeful rather than a default activity. Our skills courses guide delegates to understand and implement best practice standards in communication skills and intra-interpersonal skills.

Develop leadership skills among supervisors, managers and business managers, that accelerates their ability to build trust among others, empower strong teams and grow business networks within and around their organisation. These leaders will develop a mind-set that allows new leadership styles to emerge in your organisation. We help leaders to grow as strong, authentic individuals who can create vital teams that align to the purpose of your organisation.

We have demanding clients who want to see measurable results and that is exactly the way we like it. This philosophy has led to long term partnerships with all our clients. Our uncompromising commitment to measurable results and quality in all we do, coupled with our sensible and practical approach to any implementation challenge, is, we believe, what makes us unique and ensures you a return on your investment.

We will customise the content of any of our programmes to suit your specific requirements. Such dedicated company programmes would incorporate your unique company and individual needs. This approach affords you and your team the benefit of being able to reference and contextualise skills in your environment and address specific challenges.

Key products delivered during 2019

Effective Speaking & Presentation skills

The ability to present is an enormous benefit in the workplace. Presentations help us to make compelling, persuasive arguments more effectively than any other communication tool at our disposal. Presentations give you time and room to make your case and, with help from your voice, face, and gestures, convince people that they should respond to your call to action. A well-crafted presentation achieves audience impact despite the multitude of distractions you are competing with.

During our Effective Speaking & Presentation skills programme, we examine in detail the use of key communication elements that enable the creation and delivery of high impact presentations and speeches. This programme deploys a highly evolved and practical learning solution which ensures that you will become the most effective presenter you can be, by discovering and cultivating your own natural speaking style.

Personal Mastery and Emotional Intelligence

The ability to manage oneself appropriately and proactively in all circumstances can lead to success in all spheres of life.



A high level of self-awareness and management of emotions in an intelligent and powerful manner, ie self-mastery, can optimise individual performance and relationships with others. It is about being proficient in relating to others in meaningful ways and being able to capitalise on relationships by enhancing motivation, inspiration, collaboration and influence.

This programme is intense and emotionally demanding and will require you to engage in honest introspection and to open your mind to a new, revitalised and focused mode of thinking. Our goal is that this programme will leave you energised and inspired to move forward towards your goals with a more positive and enlightened approach to your life.

Coaching for Performance

The single most important performance enhancing skill any leader-manager can practise, is coaching. Coaching is the catalyst to achieving breakthrough performance through people.

Our Coaching for Performance programme develops a clear understanding of the processes, benefits, pitfalls and criteria for effective coaching. The coaching tools provided in the toolkit are utilised in personal coaching during the programme, so that each delegate experiences the use of, and growth from, application of different tools.

Service Excellence

Service excellence is an attitude and it begins and ends with your people. Therefore, it requires more than a streamlined customer service department or a slogan on a wall poster.

Our Service Excellence programme develops among your team members the attributes, attitudes and skills aligned to those of a service champion. Delegates will improve their skills and techniques to connect and build rapport with customers and clients. The ability to regulate and manage behaviour during service interactions results in a balance between assertiveness and responding appropriately to ensure that both the customer as well as the organisation's needs are met.

New Short 1-day Courses – 2020

Stress and Burnout relief workshop

Burnout has become the 'modern disease' but, because of its multiple symptoms, is often confused with other illnesses such as depression, stress, or even poor performance or lack of cooperation in the workplace. The affected employee may be a former star performer who is described as having lost their drive or having become cynical. And that employee may be so fatigued and burnt out that they don't care to redress the matter. During this workshop you will learn to identify the process of how people become completely burnt out. You will understand the various symptoms and how to look out for potential burnout among different personalities and styles. For yourself, or for your team members, you will learn how to address burnout (it won't go away by itself) and how to replenish those depleted resources that have caused the 'final straw to break'. Furthermore, you will understand how to relieve the work or life demands that are stripping your resources and causing burnout.

Values Workshop

Principles in action

Identifying and understanding your values allows you to clearly identify your personal path for decisions and for focus in your life.

Knowing what you stand for is good for you, and, it is good for business - it leads to better ethics, integrity and accountability. This programme helps you to firmly identify the values that are important to you and to use them to connect, in a principled manner, with your work, life and others.

Time, Energy and Productivity

On this workshop delegates will learn to identify between activity and the false sense of accomplishment it creates, and productive performance by making the best use of your time and energy to produce results. The workshop is full of practical and fun activities, including how to discover your 'money hours', and techniques for maintaining a positive energy state.

i- Contact Information

Tel: +27 (11) 794-1251

Email: marketing@mauricekerrigan.com

Website: www.mauricekerrigan.com



Pioneering Solutions Studio (Pty) Ltd and Glue Plus Africa (Pty) Ltd Group

Pioneering Solutions Studio (Pty) Ltd (PSS) and Glue Plus Africa (Pty) Ltd (GPA) have concluded to join forces in a single legal entity to provide its affiliates (Qode Health Solutions (Pty) Ltd (Qode), Foundation for Sustainable Innovation (Pty) Ltd (FSI) and Property Skillz Invest 108 (Pty) Ltd (PSI)) with an optimised corporate structure, which the respective board of directors believe will simplify raising private equity investments to further support the growth that the Group has enjoyed over the last 3 years. It is expected that the merger to GPA into PSS will be concluded by the end of Q1 2020.



HIGHLIGHTS OF 2019

Our Group:

Microsoft Partner Certification

- We have furthered our relationship with Microsoft by qualifying for 5 Global Certifications during 2019. Our Group is one of few that offers EdTech, MedTech, FinTech and AgriTech solutions under the Microsoft Gold Cloud Partnership. Our Gold Cloud Partnership allows us to host South African POPI Act-compliant, enterprise-grade software in the Azure data centres in Johannesburg and Cape Town.

Our group further qualified as a "Managed Partner", which means that our technology solutions are mapped alongside the Microsoft technology stack roadmaps. This provides us with a significant advantage when taking new products to market, as we can always make use of the latest infrastructure offerings from Microsoft.



HIGHLIGHTS OF 2019 *continued*

Highlights by Company

Pioneering Solutions Studio (Pty) Ltd

- PSS has successfully launched its TRISCOMS® EdTech Gecko platform as a service (PaaS) for companies that wish to train their own staff as well as offering its industry deployments as software as a service (SaaS) for content providers that wish to sell their content to our professional user bases.

Qode Health Solutions (Pty) Ltd

- Qode was highlighted as a leader in the development of Health Information Management Systems in the 2018 USAID Health Landscape Assessment published by Accenture. Qode built on the success of 2018 by receiving approval from the South African National Department of Health (SANDOH) to support all PEPFAR partners in the roll-out of our MedTech solutions during 2019.

Foundation for Sustainable Innovation (Pty) Ltd

- FSI launched its FSI Secure FinTech solution, which is designed to reduce the risk of fraud when clients pay via electronic funds transfer (EFT). FSI has already started rolling the solution out to car dealerships as well as property sales groups.

Property Skillz Invest 108 (Pty) Ltd

- PSI embarked on an initiative to reduce our Group's carbon footprint by through a solar energy project. Our solar project will ensure that a minimum of 60% of all electricity consumed by the Group comes from renewable energy sources. It is expected that the project will be completed before the end of Q1 2020.



PPO Serve

Introduction

PPO Serve (Professional Provider Organisation Services) is a health management company that helps clinicians deliver Value Based Care, with the aim of making quality healthcare more affordable and accessible to all South Africans.

Private healthcare is becoming increasingly unaffordable for the majority of South Africans. This is due to a fee-for-service tariff based fragmented service model that forces clinicians to work alone, making it hard to collaborate with colleagues, results in inefficiencies and prevents clinicians to deliver the care that their patients really need. PPO Serve helps clinicians to form their own multidisciplinary teams by providing them with all the tools needed to set up a successful Value Based Care business.

PPO SERVE OFFERS THE FOLLOWING VALUE BASED SERVICES

Value Based Care	Value Based Teams	Value Based Products	Value Based Toolkit	Value Based Consulting & Analytics
<p>Clinicians can join one of three existing Value Based Care products.</p> <ul style="list-style-type: none"> • The Birthing Team • GP Care Cell • Population Healthcare 	<p>For clinicians just wanting to form a team, PPO Serve has a toolkit to help them set up a PTY LTD company customised to provide Value Based Care to their patients.</p> <p>PPO Serve assists with the process, provides all legally compliant contracts which is adapted to the teams needs & information on how to run a business.</p>	<p>PPO Serve designs customised Value Based Products. Instead of offering reactive healthcare services, PPO Serve develops end-to-end programmes for specific patient cohorts that offer real value priced as a global fee.</p> <p>This includes PPO Serve Patient Management System, a workflow system that enables a team to provide joint patient care.</p>	<p>For Value Based Teams that have Value Based Products, PPO Serve has a menu of tools available to assist teams to improve clinical outcomes, production efficiency and reduce liability risk.</p>	<p>PPO Serve provides consulting services for healthcare companies wanting to become NHI ready, and provides data analytics using their Episode grouper software.</p>

All products are based on PPO Serve's 4 pillar methodology

- **Integrated Multidisciplinary teams:** The ICC® is an integrated clinical team that is owned and managed by the local working clinician. Production quality and costs is vastly improved because of organised, supported teamwork with standardised procedures and data driven continuous improvement.
- **Value based contracting:** Value Based Care is billed using patient risk based global fees, where clinicians are paid as a team for delivering quality health outcomes for a population rather than being paid for delivering quantity of services.
- **Population healthcare:** The team's focus is to promote good health status, identify and manage patients proactively according to their respective risk profiles.
- **Individualized care plans:** Patient centred care is based on proactive care plan customised for their needs and preferences. PPO Serve's patient management system enables the team to deliver care according to evidence based protocols with role specified tasks in systematic work-flow that tracks and monitors the tasks and resulting in quality outcomes.



VALUE BASED CARE PRODUCT HIGHLIGHTS FOR 2018



The Birthing Team® is a PPO Serve franchise that offers an affordable and quality end-to-end Maternity Programme for an all-inclusive global fee. The Birthing Teams are self-owned entities (PTY LTD companies) owned by the local clinician team who work in it. PPO Serve does all the preparatory administrative work, provides all the tools, a patient management system loaded with team based protocol-delivered care and support services to help the clinicians set it up and operate it, leaving them with good income, a more balanced life and better health outcomes for their patients.



VALUE BASED CARE PRODUCT HIGHLIGHTS FOR 2018 *continued*

The Programme is delivered by a multidisciplinary team that charges a global fee and makes use of task shifting to ensure that the right care is delivered by the right skill level, thereby reducing the cost to deliver healthcare and generating a small profit. Skilled midwives can for example perform most of the routine tasks leaving the specialists to focus on more complex patients. The team meets weekly to discuss complex patients in a multidisciplinary team meeting, ensuring that all members in the team are always informed and that patients needing more care are identified and managed.

As of 18th of December 2018, The Birthing Team has registered 975 pregnant women and delivered 360 babies with a caesarean section rate of 47%, despite the high number of enrolees who have had a previous caesarean section. This number is much lower than the private industry average of 80%. The Birthing Team has an active Facebook following of over 21 000 women and teams are currently based in Johannesburg (Netcare Parklane Hospital), Pretoria (Netcare Femina Hospital), Durban (JMH City Hospital) and Polokwane (Netcare Pholoso Hospital).



The **GP Care Cell** is a National Health Insurance (NHI) aligned innovation project, that comes out of the HIV Think Tank, which aims to expand access to antiretroviral treatment (ART) for uninsured People Living with HIV by leveraging the capacity of private general practitioners to provide high quality HIV Testing Services and ART outside of public sector health facilities in a controlled manner.

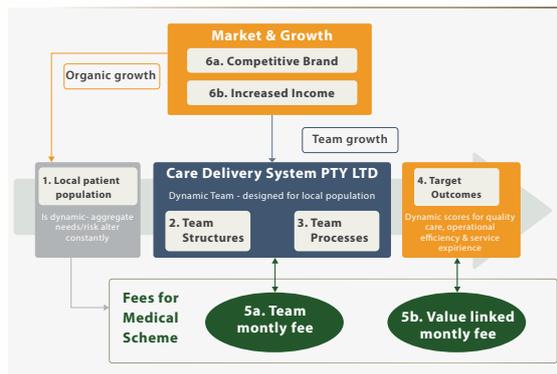
The model was co-designed by FPD, PPO Serve and the South African National Department of Health (NDoH). The pilot was co-funded by NDoH (test kits, medicines and laboratory services) and PEPFAR through USAID. Management of the Programme is done by FPD and PPO Serve and includes clinical management, network management, stock logistics and control, financial administration, monitoring and evaluation and ensures compliance to NDoH governance requirements.

The GP Care Cell has ran as a pilot from May-September 2018 in Tshwane, Gauteng, and included six GPs and one community pharmacy. It has succeeded as proof of concept for the operational model components, achieved desired level of state systems integration through digitisation (reporting and supply chain), proven ability to effectively manage state-funded stock in the private sector, and confirmed patient demand and private sector appetite for a model providing subsidised clinical services to uninsured patients.

The GP Care Cell has tested 1 736 clients for HIV, diagnosed 400 HIV+ and started 348 patients on on ART. The GPCC pilot project succeeded in The GPCC's network organisation approach enabled standardised clinical services and streamlined quality assurance processes resulting in a model with high levels of quality, compliance, control and accountability and potential for economies of scale. The project is currently being rolled out in Ekurhuleni.



Population healthcare products provide Value Based Care for a local population. The Alberton Pioneer ICC[®] is now two and a half years old and has consistently reduced the admission rate. The team remuneration is linked to the value they produce for the Schemes population. The Population healthcare product brings together the full PPO Serve offering aimed at the creation of a system that delivers Value Based Care. This is illustrated in the following picture.



The multidisciplinary team of GPs, a consulting physicians and associate allied healthcare professionals is directed by a Clinical Director and employs nurse care coordinators. The approach includes the POPI enrolling of target patient populations, and the creation of complete and accurate patient information. Care Coordinators assess severity using disease specific, frailty, mental health tools as well as the degree of social isolation. Multidisciplinary team forums then link every patient to individual care plans which are then loaded into the workflow system that specifies tasks and monitors progression. Forums include local clinical and social partners such as from subacute hospitals, the local hospice, and psychiatric facilities. Care plans aim to provide comprehensive proactive care that improves outcomes for patient populations.

A new Value Based Care Population healthcare project is being launched in January 2019 in Pretoria North, with the Government Employee Medical Scheme (GEMS) as the anchor medical scheme.



Skills Panda

Who we are

Skills Panda is an all-encompassing skills training company that embraces technology to unlock the true potential in the students we train. We work with corporates to fund the learning paths of deserving South African youths in order to prepare them for high tech and high value careers.

What we do

We use a blended learning approach in all our programmes. This teaching method encompasses a hybrid teaching method that combines e-learning, independent study time and traditional face-to-face classroom sessions. In our approach we have adopted the rotation learning model, which allows our students to cycle through a fixed but flexible schedule of face-to-face classroom time and independent online study. This allows the student to be engaged, set their own study pace as well as drive their individual learning experience.



OUR PRODUCTS

- Short Courses
- Learnerships
- Skills Programs
- Soft Skills



Strategic Partnerships

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



International



The University of Manchester
Alliance Manchester Business School

Alliance Manchester Business School (AMBS)

With an international reputation for top-rated teaching and research, the Alliance Manchester Business School is firmly positioned at the leading edge of dynamic business performance. Dedicated to developing effective managers for every sector and discipline, the AMBS invests in today's management ideas and experience that will equip its graduates (since 1998) in offering an international management short course for health managers in South Africa.



American International Health Alliance

The American International Health Alliance (AIHA) is an international nonprofit organization working to advance global health through locally driven, locally owned, and locally sustainable health systems strengthening (HSS) and human resources for health (HRH) interventions. During 2019, FPD worked in partnership with AIHA, funded by Gilead, to develop a course for clinical associated on PrEP.



Columbia University/ New York State Psychiatric Institute

Columbia University Medical Center (CUMC) provides global leadership in scientific research, health and medical education, and patient care. CUMC plays a leading role in global health issues, in particular, capacity building. In collaboration with The New York State Psychiatric Institute (NYSPI) and CUMC provide world renowned care and treatment, and conduct research in global mental health.

In 2017, FPD's Research Unit and NYSPI entered into a collaboration to support global mental health research and capacity development in five Southern African countries, including Botswana, Malawi, Zambia, Mozambique and South Africa (PRIDE SSA). Funded through a major research grant from the U.S. National Institute of Mental Health (NIMH), this five-year project will support implementation science research in Mozambique that aims to assess different models of community mental health service delivery. This project will also fund pilot research teams (Seed Teams) from the five African countries to develop capacity for implementation science research projects in their home countries. This global mental health program is in collaboration with the University of Pennsylvania School Of Medicine, Department of Psychiatry and the Ministry of Health, Mozambique.

Seed Team representatives include the University of Botswana, the University of Zambia, and the UNC Project Lilongwe, Malawi.



Desmond Tutu HIV Foundation

The Desmond Tutu HIV Foundation is an influential stakeholder within the global HIV arena. Through academic and innovative research, as an accredited research centre within the University of Cape Town (UCT), it strives with excellence to find solutions for HIV prevention and treatment. It further aims to bridge research with community development programs, to improve

the health and wellbeing of communities and decrease the burden of the HIV epidemic. The Desmond Tutu HIV Foundation has extensive experience in PrEP implementation, adolescent health and community-based health delivery platforms.

In 2018 FPD and the Desmond Tutu HIV Foundation, commenced a joint research effort to assess new strategies to significantly increase access and adherence to PrEP, and inform policy recommendations and large-scale implementation programs in other low-middle income countries, especially for adolescent girls and young women. It further aims to evaluate community-based scalable interventions such as adherence counselling sessions, to achieve prevention-effective adherence to PrEP. This is a 5-year randomized control trial funded by the U.S. National Institutes of Health (NIH) which will continue until 2022.

This study is further supported by the following partner: University of Washington, Department of Global Health.



Charles Drew University of Medicine and Science, Department of Psychiatry and Human Behaviour

Charles Drew University of Medicine and Science is a private, non-profit school based in California, Los Angeles with a public mission. It lends itself to actively involve the community and address health disparities particularly among underserved populations. Additionally, it strives to cultivate diversity amongst healthcare professionals with a vision for social justice, health equity and health policy. They are a leader in health disparities research focused on education, training, treatment and care in the areas of cancer, diabetes, cardio metabolic and HIV/AIDS.

FPD has been collaborating with a qualitative researcher and behavioural scientist from Charles Drew University since 2017, to support various qualitative health research activities. The qualitative studies include identifying men's preferences for male-centred TB care, investigating the acceptability, feasibility of home-based TB testing of household contacts using GeneXpert®, and STI screening, treatment and disclosure among HIV-positive pregnant women attending antenatal care at primary healthcare level.



Clinton Health Access Initiative (CHAI)

Clinton Health Access Initiative (CHAI) is an NGO with an aim to strengthen the government and private sector to create and sustain high-quality health systems. FPD works in close collaboration with CHAI to support the National Department of Health (NDOH) launch the National Cancer Campaign, a campaign aimed at creating greater awareness about cancer and strengthen pathways of care.



East Carolina University, Department of Public Health

East Carolina University strives to address health disparities including among rural and disadvantaged regions through multi-disciplinary Public Health approaches. ECU aims to improve community health through education, research, service delivery and advocacy as well as meeting environmental needs. FPD and ECU have collaborated for two years on validating stigma measures in multiple South African languages. This collaboration included recent validation of the Van Rie TB stigma scale in Afrikaans, IsiXhosa and IsiZulu, including cognitive interviews amongst community members, symptomatic individuals and TB patients from various districts. This successful cross-sectional study and collaboration, contributing to the understanding of TB-related stigma and TB (care) management led to the application of a larger award that assesses stigma and other social determinants which affect TB case detection, treatment and care outcomes at a multi- and intersectional level.



Because diagnosis matters

Foundation for Innovative New Diagnostics (FIND)

FIND strives to combat major diseases affecting the world's poorest populations through innovation in the development and delivery of diagnostic tools. It is a global non-profit organization and a WHO Collaborating Centre for Laboratory Strengthening, and Diagnostic Technology Evaluation based in Geneva, Switzerland, with a regional office in Cape Town South Africa. Considering public health demands, and the need for disease prevention through early detection, FIND seeks to partner with public, private and non-profit sectors to find solutions to complex diagnostic challenges. FIND and FPD have been involved in activities relating to connectivity assessments of the molecular diagnostics machine GeneXpert Omni.



International Training and Education Center for Health (I-TECH)

I-TECH is a global network that works with local partners to develop skilled health care workers and strong national health systems in resource-limited countries. I-TECH promotes local ownership to sustain effective health systems. In 2019 FPD worked as sub-award under I-TECH to facilitate an in-service skills development training program for community health workers (CHWs) and their supervisors in their roles on the Ward-Based Primary Health Care Outreach Team (WBPHCOT) in Free State and Eastern Cape.



Northrise University (NU), Zambia

NU is a private, Christian, university in Ndola, Zambia in Sub-Saharan Africa. NU has local and international students who receive training in academic disciplines at undergraduate and postgraduate levels. While Northrise offers a nationally accredited education that is founded upon Christian principles, the university accepts students of all faiths. Northrise has 700 students and 77 academic faculty members. The university has produced a total of 314 graduates working in different sectors of Zambia's economy.



PEOPLES UNI

The People's Open Access Education Initiative (Peoples-uni) is a non-profit organisation established in 2007 to help build public health capacity in developing countries through low cost online education to health professionals. Peoples-uni aims to provide Public Health education for those working in low- to middle-income countries who would otherwise not be able to access such education, via e-learning. They utilise a 'social model' of capacity building, with volunteer academic and support staff and Open Educational Resources available through the Internet, using a collaborative approach and modern Information and Communication Technology.



Sub-Saharan Africa-Faimer Regional Institute (SAFRI)

The Foundation for the Advancement of International Medical Education and Research (FAIMER) promotes excellence in international health professions education through programmatic and research activities. By working to advance health professions education in sub-Saharan Africa, SAFRI supports FAIMER's mission of improving global health by improving education. The FPD joined forces with SAFRI in the curriculum development and Council of Higher Education (CHE) accreditation of the Post Graduate Diploma in Health Professions Education and Leadership. This qualification aims to develop suitably qualified leaders in Health Professions Education (HPE) to meet the increasing complexity of HPE in a fast and continuously changing educational landscape. It is in response to the increasing demand for individuals with specialised knowledge and leadership skills in order to best educate 21st century health professionals and ensure the quality of healthcare in Sub-Saharan Africa.

unicef | for every child

Eastern and Southern Africa

UNICEF East and Southern Africa Regional Office (ESARO)

UNICEF has a 71-year track record of providing humanitarian and developmental assistance to children and mothers in developing countries. UNICEF's Health Systems Strengthening strategy targets national, sub-national and community levels of the health system with inter-related systems strengthening interventions. FPD is a sub-grantee under UNICEF ESARO's, District Health Systems Strengthening Initiative in East and Southern Africa (DHSSI), to support sub-national health systems strengthening and healthcare management capacity development in Kenya, Malawi, Tanzania and Uganda.



David Geffen
School of Medicine

University of California, Los Angeles, David Geffen School of Medicine

UCLA's David Geffen School of Medicine is a globally elite and international leader in research, medical education and patient care. The Program in Global Health collaborates with institutions around the world for innovative interdisciplinary research to address the most pressing health issues facing today's world, including infectious diseases such as HIV, as well as the growing epidemics of diabetes, cancer, and heart disease. Since 2014, FPD's Research Unit has been collaborating with researchers at UCLA to develop and implement an STI screening programme of HIV-positive mothers with the aim of decreasing HIV transmission from mother to child. Furthermore, FPD has hosted GloCal Health fellowships including activities from this programme.

This STI screening project has proven fruitful - both in identifying and treating pregnant women for STIs and in scientific output. Work coming from this project led to the development of a five-year research plan, to improve diagnostic screening for STIs during pregnancy, and in informing global guidelines relating to the screening and management of STIs during pregnancy. This project is funded by the U.S. National Institutes of Health (NIH) and will commence in 2020.

This five-year research plan is further supported by the University of Alabama, at Birmingham. Both from the School of Medicine & School of Public Health.



University of Cape Town

The University of Cape Town is a leading university in research and education. It is the oldest university nationally, founded in 1829 and formally established in 1918. Its vision is to be an inclusive and engaged research-intensive African university. UCT aims to inspire creativity through outstanding achievements via learning, discovery and citizenship. The university has more than 80 specialist research units. It is home to many national A-rated researchers and academics considered world leaders in their fields.

The University of Cape Town has extended laboratory support over the years. These include secondary analysis and DNA sequencing of microbiome specimens from the NIH 21 STI screening and treatment study. The University of Cape Town is also a partner in the Community PrEP study for adolescent girls and young women since 2018 for the analysis of tenofovir drug-levels and other laboratory analysis activities, to support participants currently taking daily PrEP.



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA
Denkeleiers • Leading Minds • Dikgopolo Ho Dintsheli

University of Pretoria

The University of Pretoria was established as an independent university in 1930. With approximately 40,000 enrolled students, the university is a leader in higher education and is recognized internationally for academic excellence and a focus on quality. FPD partnered with the Department of Medical Microbiology, in support of secondary analysis of specimens from the R21 NIH STI screening and treatment research study, conducted in Tshwane.

The University of Pretoria was involved in ongoing laboratory support to enhance the findings of this study. The University of Pretoria worked together with Maastricht University Medical Centre (The Netherlands) to conduct various microbiological investigations of remnant specimens including molecular epidemiological analysis, antimicrobial resistance determination and assessment of virulence factors. Several manuscripts including topics relating to LGV and MG resistance have been submitted based on the laboratory work conducted. The University of Pretoria will again provide strong laboratory services and support to the five-year research plan between FPD and UCLA on STI screening in pregnant women.



The National Institute for Communicable Diseases (NICD)

To support government's response to communicable disease threats, the National Institute for Communicable Diseases (NICD) provides reference to microbiology, virology, epidemiology,

surveillance and public health research. It is a public health institution that further supports public healthcare institutions and communities by offering surveillance, training, outbreak responses, research, proficiency testing schemes and diagnostic services. It further assists in the planning of policies and programs relating to the response of communicable diseases.

Over the years NICD has provided support on several research activities, offering expertise and support on microbiology, molecular diagnostics of STIs, creatinine testing as well as rendered services around diagnostics of collected specimens. Additional support included data collection management and access to NHLS's laboratory information as applicable to each research study.



Health Economics and HIV and AIDS Research Division (HEARD), UKZN

HEARD is based at the University of KwaZulu Natal. As an applied research centre it conducts, catalyses and disseminates innovative research on the socio-economic aspects of public health, specifically focusing on the HIV and AIDS pandemic. It aims to shape public health policy and practice and address health inequities in South Africa.

FPD has collaborated with discrete choice experiment (DCE) specialists from HEARD on two studies including the human resources for health study (HRH) funded by Chemonics and the male-centred TB study currently being conducted. DCEs are a quantitative tool which aims to inform programs or adapt interventions in specific communities or populations by understanding and identifying participant preferences. HEARD has provided expertise on study tools, protocol development as well as previous quantitative data analysis and manuscript development in relation to DCE findings.



Because diagnosis matters

Foundation for Innovative New Diagnostics (FIND)

FIND strives to combat major diseases affecting the world's poorest populations through innovation in the development and delivery of diagnostic tools. It is a global non-profit organization and a WHO Collaborating Centre for Laboratory Strengthening, and Diagnostic Technology Evaluation based in Geneva, Switzerland, with a regional office in Cape Town South Africa. Considering public health demands, and the need for disease prevention through early detection, FIND seeks to partner with public, private and non-profit sectors to find solutions to complex diagnostic challenges.

FIND and FPD have been involved in activities relating to connectivity assessments of the molecular diagnostics machine Gene-Xpert Omni. FPD, as site investigator for FIND in South Africa was involved in several phases aimed at assessing the

readiness of the Omni instrument for use in settings of intended use in low and middle-income countries. Phase 1 included connectivity testing and data management. Phase 2 conducted in 2019 included actual testing of the machine and assessing any invalid test results or sources of error.



The National HIV Think Tank

FPD is the secretariat for the National HIV TT funded by the Bill and Melinda Gates Foundation. Under chairmanship of the NDOH, various stakeholders from government, academia, NGOs, private sector, donors and community and implementers come together to review epidemiological, routine monitoring and economic evidence related to the HIV epidemic. In line with the identification of gaps and next steps, HIV TT extends support for piloting of research projects and programs.

The research unit has received support from the HIV TT for the community PREP study for adolescent girls and young women, to enhance the identification of potential participants for PrEP through community-based counselling and testing platforms such as home-based testing. Support was extended to gain a further understanding of study communities in relation to PrEP uptake and adherence, with the aim of informing future interventions and programs.

Yale

Yale School of Epidemiology and Public Health

Founded in 1915, Yale's School of Public Health is one of the oldest accredited schools of public health. In the 1960s it was decided to merge the Department of Public Health with the Section of Epidemiology and Preventive Medicine, a Unit within the Department of International 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 wellbeing through organised community effort and developing the social machinery to assure everyone enjoys a standard living adequate for the maintenance or improvement of health". FPD and Yale offer a jointly certified international management short course aimed at public sector managers.



National



Aesthetic and Anti-Aging Medicine Society of South Africa (AAMSSA)

AAMSSA is a scientific non-promotional society to regulate the scientific and legitimate practice of Aesthetic and Anti-aging Medicine. They provide medico-legal support in conjunction with medico-legal societies and provide mutual support among members and improve relationships among the members and professional bodies. The AAMSSA strives to advance the growth, respectability and knowledge development in these fields of medicine in South Africa.

The FPD and AAMSSA partnership are in partnership for a postgraduate qualification in Aesthetic Medicine. This 2-year programme consisting of 4 modules with a strong practical component, is designed to give participants advanced comprehension and skills so that they can manage and treat various pathological and non-pathological conditions pertaining to aesthetics at a high level of competency and confidence.



Africa Health Placements

AHP, an FPD and Rural Health Initiative joint venture, was established as separate, not for profit legal entity during 2012. AHP (NPC) and FPD will continue to collaborate closely on recruitment and retention of highly skilled healthcare workers AHP forms part of the consortium's that are implementing the NHI Pilot Project to ensure that Primary Healthcare Clinics have doctors on site and specifically focuses on recruitment.



THE AURUM
INSTITUTE

Aurum Institute

The Aurum Institute is a public-benefit organisation with over 19 years' experience in leading the response, treatment and research efforts to eradicate TB and HIV. Aurum has been working alongside government, the mining industry, among NGO's and in communities to better understand the epidemics to provide real solutions and to improve the health of people and communities living in poverty through innovation in global research, systems, and delivery.



Careworks

CareWorks is a private HIV management company based in South Africa and is fully accredited with the Council for Medical Schemes in SA. CareWorks make a tangible impact, particularly in the workplace, on the degenerative effects that HIV & AIDS, as well as TB, have on individuals, organisations and South Africa as a whole. CareWorks is an implementation partner of FPD in the Programmatic implementation and Technical Assistance (TA) for HIV/ AIDS and Tuberculosis (TB) Prevention, Care and Treatment Services throughout the Health System in South Africa.



Caprisa (Centre for the AIDS Programme of Research in South Africa)

CAPRISA was created in 2001 and formally established in 2002 under the NIH-funded Comprehensive International Program of Research on AIDS (CIPRA) by five partner institutions; University of KwaZulu-Natal, University of Cape Town, University of Western Cape, National Institute for Communicable Diseases, and Columbia University in New York. CAPRISA is a designated UNAIDS Collaborating Centre for HIV Prevention Research. The main goal of CAPRISA is to undertake globally relevant and locally responsive research that contributes to understanding HIV pathogenesis, prevention and epidemiology as well as the links between tuberculosis and AIDS care. Caprisa is a sub-award grantee for advanced Clinical Care Support in KZN, Eastern Cape, Gauteng and North West on FPD's CDC-funded PEPFAR project.



COSUP (Community Oriented Substance Use Programme)

COSUP is an initiative between the University of Pretoria's Department of Family Medicine, the City of Tshwane (which funds the programme), and the Gauteng departments of Health and Social Development. It aims to provide meaningful and effective community-based support for people who use, support or are affected by harmful substance use. It focuses on evidenced-based approaches aimed at restoring functionality, improving health and reducing the social destruction of harmful substance use. FPD works in partnership with COSUP to support with clinical and psychosocial services related to People who inject drug program in Tshwane.



our future through science

CSIR (Council for Scientific and Industrial Research)

The Council for Scientific and Industrial Research, commonly known as the CSIR, is a world-class African research and development organisation established through an Act of Parliament in 1945. The CSIR undertakes directed, multidisciplinary research and technological innovation that contributes to the improved quality of life of South Africans. FPD had a strategic partnership to develop an infection control training programme for industry and healthcare workers.



Department of Health Eastern Cape

FPD closely cooperates with the Eastern Cape Department of Health in supporting Health Systems Strengthening. During 2017, FPD's Technical Assistance Cluster provided district based technical assistance support with the following districts; Amatole district and Buffalo City Metro. FPD also provides community-based testing in Buffalo City Metro, Sarah Baartman, Nelson Mandela Bay Metro and OR Tambo until 31 December 2018.



DEPARTMENT OF EDUCATION

Department of Education Limpopo

The partnership between FPD and the Limpopo Provincial Education Department is relatively new and was occasioned by the funding that FPD secured from USAID to introduce a Reading Support Project to support and promote reading literacy in African Home Languages and English as First Additional Language in the Foundation Phase Schools. The project offers targeted support to Curriculum Advisors and school based Departmental Heads to enhance their skills and competencies in the teaching of literacy at Foundation Phase level (Grades 1-3). In addition, principals/deputies are also provided with the necessary training to enable them to introduce and sustain strategies that would create environments that are conducive to the promotion of reading and literacy practises/cultures in their schools.

The final component of the intervention revolves around the provision of appropriate Learning and Teaching Support Materials (LTSM) packages to participating schools to support reading activities. This partnership started in November 2016 and is intended to continue up to the end of 2020. FPD is leading a consortium made up of Molteno Institute, the South African Institute for Distance Education (SAIDE), Oxford University Press - South Africa (OUP-SA) and Voluntary Services Overseas (VSO) to implement this project.



Department of Education North West

The partnership between FPD and the North West Provincial Education Department is relatively new and was occasioned by the funding that FPD secured from USAID to introduce a Reading Support Project to support and promote reading literacy in African Home Languages and English as First Additional Language in the Foundation Phase Schools. The project offers targeted support to Curriculum Advisors and school based Departmental Heads to enhance their skills and competencies in the teaching of literacy at Foundation Phase level (Grades 1-3). In addition, principals/deputies are also provided with the necessary training to enable them to introduce and sustain strategies that would create environments that are conducive to the promotion of reading and literacy practices/cultures in their schools. The final component of the intervention revolves around the provision of appropriate Learning and Teaching Support Materials (LTSM) packages to participating schools to support reading activities. This partnership started in November 2016 and is intended to continue up to the end of 2020. FPD is leading a consortium made up of Molteno Institute, the South African Institute for Distance Education (SAIDE), Oxford University Press - South Africa (OUP-SA) and Voluntary Services Overseas (VSO) to implement this project.



Desmond Tutu HIV Foundation

The Desmond Tutu HIV Foundation is an influential stakeholder within the global HIV arena. Through academic and innovative research, as an accredited research centre within the University of Cape Town (UCT), it strives with excellence to find solutions for HIV prevention and treatment. It further aims to bridge research with community development programs, to improve the health and wellbeing of communities and decrease the burden of the HIV epidemic. In 2018 FPD and the Desmond Tutu HIV Foundation, commenced a joint research effort to assess new strategies to significantly increase access and adherence to PrEP, and inform policy recommendations and large-scale implementation programs in other low-middle income countries, especially for adolescent girls and young women. This study is further supported by the following partner:



Dira Sengwe

This is one of FPD's oldest partnerships that has led to the very successful series of bi-annual National AIDS Conferences that has become one of the largest, national AIDS conferences in the world attracting over 4 000 attendees. FPD provides the Conference Secretariat for these conferences.



The Foundation for Professional Development Fund

The Foundation for Professional Development Fund is a non-profit entity whose focus area is allied to activities relating to HIV and AIDS, but it is not limited to this area. The FPD Fund's main activities are to promote community interests by the provision of healthcare, education, the prevention of HIV infection and to develop communities through capacity-building projects. FPD has partnered with the Fund to implement the National HIV Think Tank project.



Genesis Analytics

Genesis Analytics' purpose is to unlock value in Africa through using analytical capabilities to improve decision-making and, through better decisions, to unlock substantial value for our clients and society. FPD is a sub-recipient under Genesis Analytics on a national systems strengthening project to support medical male circumcision in four provinces and at National Department of Health.



Health and Welfare Sector Education and Training Authority (HWSETA)

FPD has for a number of years been working with the SETA around Pharmacy Assistance and Social Auxiliary Work Learnerships and other Workplace Experience Programmes.



Health Economics and HIV and AIDS Research Division (HEARD), UKZN

HEARD is based at the University of KwaZulu Natal. As an applied research centre it conducts, catalyses and disseminates innovative research on the socio-economic aspects of public health, specifically focusing on the HIV and AIDs pandemic. It aims to shape public health policy and practice and address health inequities in South Africa. FPD has collaborated with discrete choice experiment (DCE) specialists from HEARD on two studies including the human resources for health study (HRH) funded by Chemonics and the male-centred TB study currently being conducted. DCEs are a quantitative tool which aims to inform programs or adapt interventions in specific communities or populations by understanding and identifying participant preferences. HEARD has provided expertise on study tools, protocol development as well as previous quantitative data analysis and manuscript development in relation to DCE findings.



Humana People to People South Africa

The organisation established its operation in South Africa in 1995 and works with disadvantaged communities to secure the improvement of their economic situation, education and health and social wellbeing. All the programmes involve the target communities who contribute towards their own development by establishing local structures, training and empowering them to be self-reliant and self-deciding bodies.



IQVIA

IQVIA (NYSE:IQV) is a leading global provider of information, innovative technology solutions and contract research services focused on helping healthcare clients find better solutions for patients. Formed through the merger of IMS Health and Quintiles, IQVIA applies human data science - leveraging the analytic rigor and clarity of data science to the ever-expanding scope of human science - to enable companies to reimagine and develop new approaches to clinical development and commercialisation, speed innovation and accelerate improvements in healthcare outcomes. Powered by the IQVIA CORE™, IQVIA delivers unique and actionable insights at the intersection of large-scale analytics, transformative technology and extensive domain expertise, as well as execution capabilities. With more than 55,000 employees, IQVIA conducts operations in more than 100 countries.

IQVIA is a global leader in protecting individual patient privacy. The company uses a wide variety of privacy-enhancing technologies and safeguards to protect individual privacy while generating and analysing the information that helps their customers drive human health outcomes forward. IQVIA's insights and execution capabilities help biotech, medical device and pharmaceutical companies, medical researchers, government agencies, payers and other healthcare stakeholders tap into a deeper understanding of diseases, human behaviors and scientific advances, in an effort to advance their path toward cures.

To learn more, visit www.IQVIA.com.



KfW a German Development Bank

KfW is a German Development Bank which works with German Federal Government to achieve its goals in development policy and international development cooperation for more than 50 years. KfW is an experienced bank and a development institution with financing expertise, an expert knowledge of development policy and many years of national and international experience. They finance and support programmes and projects that mainly involve public sector players in developing countries and emerging economies – from their conception and execution to monitoring their success. Their goal is to help partner countries fight poverty, maintain peace, protect both the environment and the climate and shape globalisation in an appropriate way. KfW funded FPD to provide community-based HIV prevention services in Mpumalanga and Eastern Cape provinces.

MAINline

Mainline

Mainline's mission is to promote health and fulfil the human rights of people who use drugs without a primary focus on the reduction of drug use and with respect for the individual drug user's freedom of choice and capabilities. FPD works in partnership with Mainline to support the HARMless program with needle and syringe exchange funding, community advisory group (CAG)support and consumables for meals during drop-in centre days and CAGs in Tshwane and Mbombela. Mainline is also developing guidance on human resource management of peers.



Molteno

Molteno brings to the Consortium 42 years' experience in promoting literacy in African languages and an extensive record of training and coaching district CAs and HODs using a combined training and mentorship approach as well as established relationships with national and provincial DBEs. Molteno is a consortium partner of FPD's USAID Reading Support Programme.



basic education
 Department:
 Basic Education
 REPUBLIC OF SOUTH AFRICA

National Department of Basic Education (DBE)

The DBE has a strategic mission to provide leadership in the establishment of a South African education system for the 21st century and deals with all schools from Grade R to Grade 12, including adult literacy programmes. FPD and the USAID-funded Reading Support Project (RSP) Consortium work in close partnership with DBE to implement a coaching programme to improve language literacy skills at foundation phase level in South Africa's North West province.



health
 Department:
 Health
 REPUBLIC OF SOUTH AFRICA

National Department of Health

The National Department of Health (NDoH) has embarked on a programme of increasing the presence of doctors in primary healthcare clinics on either full time or part time. FPD, as lead agency, together with BroadReach, Aurum, Right to Care, the Wits Reproductive Health & HIV institute (WRHI) and African Health Placements (AHP) forms the consortium that will be responsible for providing the required services to the National Department of Health until March 2018.



The National Institute for Communicable Diseases (NICD)

The National Institute for Communicable Diseases is a national public health institute of South Africa, providing reference microbiology, virology, epidemiology, surveillance and public health research to support the government's response to communicable disease threats. The NICD serves as a resource of knowledge and expertise of communicable diseases to the South African Government, Southern African Development Community countries and the African continent. Over the years NICD has provided support on several research activities, offering expertise and support on microbiology, molecular diagnostics of STIs, creatinine testing as well as rendered services around diagnostics of collected specimens. Additional support included data collection management and access to NHLS's laboratory information as applicable to each research study.



Nehemia Bible Institute (NBI)

NBI is a theological course developer that provides learning materials as a bridging course between matric and University,

for Pastors and Church Leaders at grassroots training that have never had the opportunity to study formal theological education. NBI offers distance learning programs. 90% of NBI learners form part of learning groups meeting at learning centres (Bible Schools) all over South Africa.



Oxford University Press South Africa

Oxford SA bring 100 years of in-country support in developing the ability of educators to teach reading. They do not only publish materials but also support teachers through teacher training workshops, and online support platforms. Oxford SA is the first choice of thousands of teachers across South Africa for teaching resources. Oxford SA is a consortium partner of FPD's USAID Reading Support Programme.



PEN

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



PPO Serve

PPO Serve (Professional Provider Organisation Services) is a private company that creates new local healthcare systems that work for both patients and doctors, with the aim of making quality healthcare more affordable and accessible to all South Africans. Private healthcare is becoming increasingly unaffordable for the majority of South Africans. This is due to a fragmented service model and the absence of remuneration models that fund value. PPO Serve develops multidisciplinary teams, called Integrated Clinical Consortia™ (ICC™), which provide comprehensive healthcare in systems for the people they serve and are paid based on the value they deliver. PPO Serve supplies the support services and easy to use toolkits and

an IT system to enable them to work together in teams. During 2017, FPD worked closely with PPO Serve to conceptualise and implement the following two innovations: 1) FPD's GP Care Cell model to contract and manage private GPs and community pharmacies to initiate uninsured PLHIV outside public sector clinics; and 2) an Ideal Clinic modelling project in line with the vision for NHI. Both projects will be piloted in 2018.



SANCA (South African National Council on Alcoholism and Drug Dependence) Lowveld

SANCA has a mission to be the leading and most effective Non-Profit Organisation in the field of prevention, treatment and aftercare of substance abuse and addictions. FPD works in partnership with SANCA Lowveld to support with clinical and psychosocial services related to People who inject drug program in Mbombela, Mpumalanga.



South African Dental Association (SADA)

SADA represents the vast majority of active dentists in the private and public sectors in South Africa. The Association is regarded as the voice of dentistry in Southern Africa and is the most relied on body regarding all aspects of dental practice in the region.



South African Council for Natural Scientific Professions (SACNASP)

SACNASP is the legislated regulatory body for natural science practitioners in South Africa. The natural sciences encompass a wide range of scientific fields covering all of the basic sciences and many of their applied derivatives. FPD is an accredited SACNASP training provider of endorsed CPD programmes.



South African Medical Association (SAMA)

The South African Medical Association (SAMA) is a nonstatutory, professional association for public and private sector medical practitioners. Registered as an independent, non-profit Section 21 company SAMA acts as a trade union for its public sector members and as a champion for doctors and patients. The strategic relationship between FPD and SAMA extends beyond pure ownership of FPD. The organisations collaborate on a number of projects including gender-based violence projects and a number of educational projects aimed at SAMA members.



Southern African HIV Clinicians Society (SAHIVCS)

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



South African Institute of Healthcare Managers (SAIHCM)

For a number of years health managers working in both the public and the private sectors have determined that South Africa has an urgent need for an institute of healthcare managers. The structure of the institute is based on best practice, as identified in older of international models, but has been adapted to meet South Africa's specific needs in the field. The institute aims to be a centre of excellence to advocate for the interest of consumers of health services in South Africa and for its members. The commitment will be demonstrated through efforts to enhance the status and qualifications of healthcare managers within the framework. FPD and SAIHCM collaborate on providing an alumni support service for graduates of FPD management training programmes. Since 2010, FPD has hosted the SAIHCM Secretariat.



South Africa Society of Occupational Medicine (SASOM)

SASOM is a Professional Society, registered as a special interest group with the South African Medical Association and is affiliated to the International Commission of Occupational Health. SASOM entered into a partnership with FPD to offer a series of online training programmes on occupational health and safety to healthcare workers.



Wits Reproductive Health and HIV Institute (WRHI)

The Wits Reproductive Health and HIV Institute (WRHI) was established in 1994 to support the new South African government formulate and implement new national policies around sexual and reproductive health and is part of the Faculty of Health Sciences and the largest research institute of the University of the Witwatersrand. WRHI is part of the consortium of partners that is implementing the NHI Pilot Project to ensure that primary healthcare clinics have doctors on site.



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Ms R Monare



Mr IM Monareng



Ms GG Moshai



Ms M Mothiba



Mr PLR Mothotse



Mrs GA Motjale



Mr OI Moumakwe



Mrs LR Mphaka



Ms N Mtande



Ms AE Mumbauer



Mr GJ Mvuma



Mrs NP Mzana



Mrs ME Mziako



Ms K Nair



Mr MG Ndlovu



Mrs LJ Neave



Mr S Nena



Mr MF Ngomane



Mr PD Ngwepe



Ms BJ Njoko



Mr MM Njuza



Mr TM Nqadu



Mr DH Olivier



Mr Z Pama



Ms P Pauli



Prof RPH Peters



Mrs AC Peters



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Ms PH Phalatse



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Mr RM Mawarire



Ms LS Mazibuko



Ms L Mlanjeni



Mr LD Mngomezulu



Mr MW Mogashoa



Ms MA Mohale



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Mrs I van der Merwe



Mrs JS van Niekerk



Ms L van Wyngaardt



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Administrative and Support Staff



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Ms M Aphane



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Mrs P Bana



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Mr S Beja



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Mrs NI Cekiso



Mr JC Chanda



Mrs SK Chauke



Mrs SR Chauke



Ms ST Chezi



Ms BM Chilenge



Ms NE Ciki



Ms AF Daantjie



Mrs AA David



Ms L De Villiers



Mrs AA Diba



Mr SD Dikobe



Ms A Dimaza



Ms LC Dingani



Mrs FNF Dlamini



Ms BC Dlamini



Ms NC Dlamini



Mr NJ Dlepu



Ms I du Plessis



Ms L Dumaphi



Ms KU Edwards



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Ms TS Khoeli



Ms IV Khumalo



Ms E Khumalo



Ms NP Khumalo



Ms TT Koti



Ms SN Kunene



Ms ML Lebepe



Ms MD Legodi



Mr JM Lenyeki



Ms MT Leputhing



Mrs LM Letsoene



Ms MV Mabalane



Ms YZB Mabamba



Ms M Mabasele



Ms ZH Madide



Ms BA Mafoko



Ms ME Magaela



Mr MI Magawu



Ms JT Mageleni



Ms N Magida



Ms A Magobongo



Ms L Magwane



Ms P Mahlambi



Mrs EN Mahlangu



Ms VP Mahlangu



Ms KI Mahlangu



Ms MM Mahlare



Ms TR Mahlasela



Ms L Majiza



Ms KA Makgatho



Ms LD Makinita



Ms JH Makowah



Ms NH Makubu



Ms SL Malai



Ms NP Manda



Ms P Mangwane



Ms M Mantla



Ms SC Mapatlakane



Mr KT Maponyane



Mr G Maringa



Mrs MC Marobe



Mr PV Marumo



Ms SN Maseko



Mr RD Masenge



Ms ML Mashaba



Ms L Mashabela



Ms TC Mashaku



Mr M Mashapa



Mr AM Masilela



Ms AT Masilo



Ms SJ Masina



Ms L Masiza



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Ms ML Mohlamonyane



Miss OL Mohoroe



Ms IM Mokoena



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Mrs TP Mokoena



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Mr ATV Mrobongwane



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Ms I Mtolo



Mr LM Mtsweni



Ms FM Mtsweni



Ms BP Mtubu



Ms Z Mtyoko



Mr A Mulaudzi



Ms AI Nakani



Ms NM Ndaba



Ms TF Ndagwende



Ms BN Ndala



Mrs SJ Ndika



Mrs NM Ndlebe



Mr T Ndlovu



Ms S Ndzandzeka



Ms B Ngele



Ms N Ngobe



Ms ZA Ngobese



Mr EJ Ngomane



Ms A Ngoro



Ms NJ Ngqoyiya



Ms NA Nhlapho



Ms TN Nkabinde



Ms ES Nkabinde



Mrs N Nkebana



Ms RE Nkoana



Mr SG Nkomo



Ms TC Nkosi



Ms MZ Nkosi



Ms HM Nkosi



Ms RD Nkosi



Mrs MJ Nkosi



Mrs DO Nkuna



Ms MM Nkwane



Mrs P Nongubo



Ms A Notshweleka



Mr XT Ntsele



Ms NR Ntsibande



Mrs SP Ntuli



Ms NP Ntuli



Ms ND Nxodo



Mrs KQ Nxulu



Ms AM Nyalasa



Mr LN Nzuzo



Mr A Oberholzer



Ms BC Olebogeng



Mr AS Pebane



Ms SL Pete



Mr T Pharamela



Mrs SS Phatshwane



Ms N Phillips



Ms G Phiri



Mrs SM Phoko



Mr JP Pieterson



Ms N Pinyana



Mr PM Ponyane



Ms TM Prinsloo



Ms O Qayiso



Ms MA Radebe



Ms MA Rahube



Ms ED Rakau



Ms DM Ramatlo



Ms MT Ramolahlei



Ms C Rampulle



Ms Z Sami



Ms MH Sebilwane



Ms NA Sebilwane



Ms B Sejane



Ms SP Sekhula



Ms SJ Sengoatsi



Mr L Senti



Ms R Seshabela



Ms NS Seti



Ms PBD Shibiti



Mr KM Shilubane



Ms JR Shipalane



Mr DM Sibambo



Mr PS Sibanyoni



Ms P Sihali



Ms N Sihu



Mr R Simango



Ms T Simayile



Ms D Siphika



Ms NP Sithole



Ms KQ Sithole



Ms LN Skhosana



Ms NN Skosana



Ms PE Skosana



Mr EH Smith



Ms A Stedi



Ms ZN Sukazi



Ms TC Swapi



Ms LN Titi



Mr DC Tlilane



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Mr MU Tshabalala



Ms A Tshayingca



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Mrs SM Tshotlhang



Mr KL Tsima



Mr MMM Tsolo



Ms TR Tsotetsi



Ms L Tyali



Ms LP Tyhotyho



Ms NR van Reenen



Mrs K Velezweni



Ms HE Vinkhumbo



Mrs NL Witbooi



Ms NAB Witbooi



Mrs BP Zabane



Mr MJ Zondi



Enquiries

Address

Postal Address

P.O. Box 75324
Lynnwood Ridge
South Africa, Pretoria
0040

Physical Address

FPD Knowledge Park
East Block
173 Mary Road
The Willows
Pretoria
0184

General

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For calls within South Africa, please replace +27 with (0) followed by the number.

Switchboard: +27 (0) 87 821 1109

Fax Number: +27 (0) 12 807 7165

FPD Satellite Offices

East London

Contact Person: Charl Bezuidenhout
Contact number: +27 (0) 87 150 9279 / +27 (0) 43 726 7539
E-Mail: charlb@foundation.co.za
Physical Address: 10 Rochester Road, Vincent, East London, 5217

Witbank

Contact Person: Ivy Sithole
Contact Number: +27 (0) 87 805 0628
E-Mail: ivys@foundation.co.za
Physical Address: Financial Square Building, Cnr Nelson Mandela Drive & Woltemade Street, Protea Hotel Highveld, Entrance No 5, Ground Floor, Witbank

Lichtenburg

Contact Person: Mmaiwe Wilson Mogashoa (Logistics Manager)
Contact Number: +27 (0) 87 150 7606
Physical Address: 11 Bandjies street, Lichtenburg, 2740

Middelburg

Contact Person: Caroline Moke
Contact Number: +27 (0) 83 586 1814
E-Mail: carolinem@foundation.co.za
Physical Address: 25 Bhimy Damane street, Middelburg

Alberton

Contact Person: Annah Mathekga
Contact Number: +27 (0) 72 404 0172
E-Mail: annahm@foundation.co.za
Physical Address: 31 Newquay street, Alberton

Rustenburg

Contact Person: Sr. Nando Mapitsi (Pepe Mchiza)
Contact Number: +27 (0) 72 371 6642
Physical Address: 87 Beyers Naude Street, Rustenburg

Academic Cluster

The Registrar

Contact Person: Alet Bosman
Contact Number: +27 (0) 87 821 1109 Extension: 9035
Fax Number: +27 (0) 12 807 7165
E-mail: aletb@foundation.co.za

Business School

Contact Person: Pie-Pacifique Kabalira-Uwase
Contact Number: +27 (0) 87 821 1109 Extension: 9076
Fax Number: +27 (0) 12 807 7165
E-mail: Pie-PacifiqueK@foundation.co.za

School of Health Sciences

Contact Person: Dr Margot Uys
Contact Number: +27 (0) 87 821 1109
E-mail: margotu@foundation.co.za

School of Education

Contact Person: Dr C.J. Henley-Smith
Contact Number: +27 (0) 87 821 1109 Extension: 9163
E-mail: cjh@foundation.co.za

Nursing School

Contact Person: Mrs Annatjie Peters
Contact Number: +27 (0) 87 821 1109
Fax Number: +27 (0) 12 807 7165
E-mail: annatjiep@foundation.co.za

Occupational Health, Safety & Wellness School

Contact Person: Ms Alta Kruger
Contact Number: +27 (0) 87 821 1109 Extension: 9883
Fax Number: +27 (0) 12 807 7165
E-mail: altak@foundation.co.za

School of Information Technology

Contact Person: Mr Roelof de Bruyn
Contact Number: +27 (0) 87 821 1109 Extension: 9409
E-mail: roelofd@foundation.co.za

School of Child Forensic Studies

Contact Person: Dr Karen Muller
Contact Number: 082 820 4096 / 083 304 0570
Fax Number: 086 689 9017
E-mail: karen.muller@childwitness.net or karen.hollely@childwitness.net

School of Natural Sciences

Contact Person: Dr Elize Venter
Contact Number: +27 (0) 87 821 1109 Extension: 9882
Fax Number: +27 (0) 12 807 7165
E-mail: elizev@foundation.co.za

Education Innovation Department

Contact Person: Dr Elize Venter
Contact Number: +27 (0) 87 821 1109 Extension: 9882
Fax Number: +27 (0) 12 807 7165
E-mail: elizev@foundation.co.za

SHIPS Programme

Contact Person: Ms Tiyani Armstrong
Contact Number: +27 (0) 87 821 1109 Extension: 9136
Fax Number: +27 (0) 86 559 4710
E-mail: tiyanea@foundation.co.za

FPD Conferences & Special Events

Contact Person: Ms Amor Gerber
Contact Number: +27 (0) 87 821 1109 Extension: 9084
Fax Number: +27 (0) 12 807 7165
E-mail: amorg@foundation.co.za

Systems Strengthening Cluster

Head of Cluster

Contact Person: Dr Nkhensani Nkhwashu
Contact Number: +27 (0) 87 821 1109 Extension: 9005
Fax Number: 086 502 6665
E-mail: nkhensanin@foundation.co.za

Community Based Counselling and Testing

Contact Person: Ms Thato Farirai
Contact Number: +27 (0) 87 821 1109
E-mail: thatof@foundation.co.za

Strategic Information Department

Contact Person: Ms Bontle Zuze Mogakane
Contact Number: +27 (0) 87 821 1109
E-mail: bontlez@foundation.co.za

CDC Projects

Contact Person: Ms Hanlie Kapp
Contact Number: +27 (0) 87 821 1109 Extension: 9446
E-mail: hanliek@foundation.co.za

Innovation Cluster

Head of Cluster

Contact Person: Ms Suzanne Mabaso
Contact Number: +27 (0) 87 821 1109
Fax Number: 086 567 0334
E-mail: suzannem@foundation.co.za

Accelerating Support to Advanced Local Partners

Contact Person: Ms Suzanne Mabaso
Contact Number: +27 (0) 87 821 1109
Fax Number: 086 567 0334
E-mail: suzannem@foundation.co.za

Research Department

Contact Person: Dr Andrew Medina-Marino
Contact Number: +27 (0) 43 726 7539
E-mail: AndrewM@foundation.co.za

Reading Support Project

Contact Person: Dr Abe Seakamela
Contact Number: +27 (0) 87 821 1109 Extension: 9414
E-mail: AbeS@foundation.co.za

National HIV Think Tank Secretariat

Contact Person: Ms Priya Reddy
Contact Number: +27 (0) 87 821 1109 Extension: 9206
Fax Number: +27 (0) 12 807 7165
E-mail: priyar@foundation.co.za

Professionalising Healthcare Management

Contact Person: Ms Ernesha Webb Mazinyo
Contact Number: +27 (0) 43 726 7538
E-mail: ernesham@foundation.co.za



Operations Cluster

Finance Department

Contact Person: Mr Henk Reeder
Contact Number: +27 (0) 87 821 1109 Extension: 9062
Fax Number: 086 567 0253
E-mail: henkr@foundation.co.za

HR Administration

Contact Person: Ms Maureen Fourie
Contact Number: +27 (0) 87 821 1109 Extension: 9056
Fax Number: 012 807 7165
E-mail: maureenf@foundation.co.za

IT Support

Contact Person: Mr Keith Pullen
Contact Number: +27 (0) 87 821 1109
Fax Number: 086 567 0257
E-mail: keithp@foundation.co.za

Communications Department

Contact Person: Ms Helga Swart
Contact Number: +27 (0) 87 821 1109
Fax Number: 012 807 7165
E-mail: helgas@foundation.co.za

Travel Bureau

Contact Person: Ms Lucy Rossouw
Contact Number: +27 (0) 87 821 1109 Extension: 9071
E-mail: LucyR@foundation.co.za

Sales and Business Development

Sales Executive

Contact Person: Ms Veena Shaik
Contact Number: +27 (0) 87 821 1109 Extension: 9091
Fax Number: 086 567 3198
E-mail: veenas@foundation.co.za

Public Sector Business Development

Contact Person: Ms Rethabile Monare
Contact Number: +27 (0) 87 821 1109 Extension: 9093
Fax Number: 086 567 0275
E-mail: rethabilem@foundation.co.za

Private Sector Business Development

Contact Person: Mr Marcus Wolvaardt
Contact Number: +27 (0) 87 821 1109
E-mail: marcusw@foundation.co.za







FPD is a member
of the SAMA
Group



FPD Head Office

Tel: +27 (0) 87 821 1109

Fax: +27 (0) 12 807 7165

www.foundation.co.za

PO BOX 75324 | Lynnwood Ridge 0040

FPD Knowledge Park | 173 Mary Road

The Willows | Pretoria 0184