

# **Building a better society through Education and Capacity Development.**



**INTEGRATED  
ANNUAL REPORT  
2023 – 2024**

# CONTENTS



## 1. ABOUT THE INTEGRATED REPORT



## 2. MESSAGE FROM THE MANAGING DIRECTOR



## 3. FPD AT GLANCE 2023



## 4. VISION, MISSION AND VALUES



## 5. BUSINESS MODEL



## 6. CAPITALS

16	Capitals
17	Intellectual Capital
25	Financial Capital
27	Social and Relational Capital
29	Manufactured Capital
29	Natural Capital
29	Human Capital



## 7. GOVERNANCE AND QUALITY ASSURANCE STRUCTURES

31	FPD Board of Directors
34	Organisational and Management Structure
38	FPD Management Team
39	Operations Cluster
41	Commitment to International Goals



## 8. RISK AND OPPORTUNITIES



## 9. KEY PERFORMANCE INDICATORS

45	Developing People
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## 10. FPD AFFILIATES & STRATEGIC PARTNERS

47	Affiliations
47	FPD Affiliates
50	Strategic Partners
54	Sponsors and Donors



## 11. IMPACT REPORT



## 12. 2023 ACTIVITIES

58	Academic Cluster
66	Innovations
78	Health Systems Strengthening
84	FPD Support Services
85	Strategic Information Unit (SIU)
89	Finance Department
90	Human Resources Administration Department (HRA)
91	IT Department



## 13. OUR FUTURE EXPECTATION

## ENQUIRIES

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1

# About the Integrated Report





# About the Integrated Report

Integrated reporting is an approach that combines financial and non-financial information into a single report to provide a holistic view of a company's performance.

The origins of integrated reporting can be traced back to the early 1990s, when companies began to recognize the need for a more holistic approach to reporting their performance. The concept gained traction in the early 2000s with the publication of the Global Reporting Initiative's sustainability reporting guidelines. In 2010, the International Integrated Reporting Council (IIRC) was established to develop a framework for integrated reporting. The framework was first published in 2013 and has since been widely adopted by companies around the world as a means of communicating their performance and impact in a more comprehensive and transparent way. This approach is particularly relevant for social entrepreneurial businesses that are focused on achieving social and environmental objectives alongside financial ones.

An annual report that uses integrated reporting can help a social entrepreneurial business to communicate its impact and performance to stakeholders in a more meaningful way. By including both financial and non-financial information, the report can demonstrate how the company is creating value not just for shareholders, but for all its stakeholders, including customers, employees, suppliers, and the broader community.

To create this integrated annual report, FPD has identified the key social and environmental issues that are most relevant to our business and stakeholders. These include issues such as social equity access to education and healthcare and climate change. We have also started looking at how we can present data and metrics to measure our performance in these areas.

In this year's annual report, we try to present information in a way that is clear, concise, and meaningful. Where possible, we

have used visual aids to help stakeholders better understand the company's performance in different areas. The report still includes narrative sections that explain the company's approach to social and environmental issues, and how we are working to create value for all our stakeholders.

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2

## Message from the Managing Director



# Message from the Managing Director



*The future beckons with the promise of innovation, of growth, and of impact. We stand ready to embrace the volatile external environment, to address the acute human resources for healthcare crises facing our country and continent, and to champion the cause of mental wellbeing for all. We'll use technology to integrate AI, utilise digital learning platforms, and empower our staff for success in a modern workspace.*

As we wrap up the initial phase of our two-year strategic plan, this message comes after a thorough period of analysis, contemplation, and deep reflection on our evolution. From our beginnings as a social entrepreneurial startup 27 years ago through the particularly challenging year of 2022, we've embarked on a journey of rethinking our foundational vision and mission. This year prompted us to closely examine our operating environment, the hurdles we encounter, our accomplishments, and the remarkable journey we've experienced thus far. This introspective process began with a fundamental question: if we were faced with the decision to establish a similar organisation today, would we embark on this journey once again?

Looking forward I am deeply humbled by our heritage, inspired by the victories we've claimed, and invigorated by the future that lies ahead. In the story of South Africa's post democracy evolution, the Foundation has been, not an observer, but an active agent for good, we embarked and never wavered from a noble quest of enriching minds and saving lives across our country our region and beyond.

We've held fast to a purpose that is as audacious as it is vital. To educate, to innovate, and to strengthen, a fundamental building block of improving society, strengthening the healthcare systems. We've opened the doors of opportunity and knowledge to over half a million healthcare professionals and leaders, mostly from our beautiful continent but also through the reach of the internet to 110 nations. Through the lens of research, with over 300 peer-reviewed publications, and 600

conference presentations to our name, we've sought not just to ask the important questions but to answer them, pushing the boundaries of knowledge ever forward.

We have joined in the never-ending battles against the grim and often silent epidemics that stalk our societies. Our mission was formed by taking a stand against denialism and inequity as part a broader civil society coalition, where our efforts in HIV and TB guided 1.1 million people to treatment, to hope, to a chance at a brighter tomorrow.

Yet, as in all great narratives, our journey has been punctuated by trials. The last three years tested our resolve as we faced the COVID-19 pandemic. It demanded every resource at our disposal, every ounce of our collective courage. We navigated this storm, depleting our reserves but never our resolve, emerging not unscathed but undaunted.

As we close the chapter on 2023, we find ourselves not at a conclusion but at a commencement. The past year has been one of introspection, of recalibration, and yes, of recovery. We've looked deep within and around, recognizing the strengths that define us: our integrity, our brand, our willingness to challenge —especially in the realms of Mental Health, a silent epidemic, where we have added our efforts and joined in partnership with those who have dared to lead when others have hesitated.





### So, what does the future hold for us?

It beckons with the promise of innovation, of growth, and of impact. We stand ready to embrace the volatile external environment, to address the acute human resources for healthcare crises facing our country and continent, and to champion the cause of mental wellbeing for all. Technology will be our ally, our tool, and our canvas, as we integrate artificial intelligence, leverage digital learning platforms, and empower our staff with the skills to thrive in a modern workspace.

Our commercial strategies are bold and forward-thinking. We're reimagining our educational offerings, our research endeavours, and our partnerships to ensure not just sustainability but also expansion. And through it all, our commitment to system strengthening activities remains unwavering.

To the FPD Team and Board, your resilience, your dedication, and your passion are the engine of our success. To our partners and potential investors, I extend an invitation to join us on this exhilarating journey. Together, we can achieve the extraordinary.

In closing, let us remember that the work we do is not just about the here and now. It's about the legacy we leave, the lives we touch, and the world we shape for generations to come. With a revitalised team, a clear vision, and an unshakeable commitment to our mission, the Foundation for Professional Development is poised to write the next chapter in our story—one of hope, of innovation, and of enduring impact.

Here's to the journey ahead. Here's to changing the world, together.

**Dr Gustaaf Wolvaardt**  
Managing Director





3

## FPD at a glance 2023



# FPD at a Glance 2023



## EDUCATION

**8169** students trained through **285** Educational Programmes

(Short courses and Formal Qualifications)

**11 345** delegates attended **53** webinars

Organised the **1<sup>st</sup> Mental Health Conference**, attended by **723 delegates**



## HEALTH SYSTEMS STRENGTHENING

- IMHSI Satellite Session at SA AIDS Conference 2023 with the title "People with Mental Health Conditions are Now Considered a Priority Population – Now What?"
- People with Mental Health issues have been identified as a Priority Population in the National Strategic Plan for HIV, TB, and STIs 2023 - 2028
- **2023 IMHSI Mental Health training performance**
  - **10640** people trained



## RESEARCH

- 27** Scientific articles were published
- 4** Active STI projects
- 25** Oral and **12** poster presentations at conferences
- 2** New trials active at the Ndevana Clinical Research Site

## HIGHLIGHTS

### Research Unit

**STI & HIV 2023 WORLD CONGRESS**  
CHICAGO, IL USA 24-27 JULY 2023

Awarded the best oral presentation, at the STI & HIV World Congress in Chicago

### Publication

Evaluation of the first low-cost, rapid test globally for point-of-care diagnosis of *Neisseria gonorrhoeae*.

*The Lancet*

### Health Systems Strengthening CDC Project

Let's be heard  
**MASIVIWE**  
A movement for mental health

**13 313 456**

People reached across all platforms  
by 31 December 2023.





# 4

## Vision, Mission and Values

Mission Statement

Vision

Mission

Values





# Vision, Mission and Values

## VISION

FPD's vision is to build a better society through education and capacity development.

## MISSION

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.

### 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.

### RESPECT

Consideration for the rights of individuals and groups is integral to FPD as an organisation. FPD honours the personal beliefs of its clients, its staff and its service beneficiaries.

### 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 at an affordable cost. Underlying commitment to quality is a continuous drive to achieve excellence and develop the systems to reward such achievements.

### 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 being leaders in our field.

### 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 and practiced in line with and in support of our other values.

### 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.

**5**

## **Business Model**





# Business Model

FPD's business model is built to deliver high quality products and services at low or no cost to the end-user. To this end, FPD has a hybrid funding model of pursuing both donor and commercial funding opportunities.

Our donor-funded research, systems strengthening, and innovation projects strongly align with our vision and the change we want to see in the world. Our training is a mix of sponsored and self-funded. The bulk of FPD's commercial income is business-to-business sales of customised training programmes.

The strategic plan for the last four years deemed it prudent to ensure long term sustainability by increasing commercial activities to balance the generous donor funding we received in the past. Donor funding will however remain integral to the pursuit of FPD's vision, mission and values which act as major internal motivators for employees.

During the 2023-2024 strategic planning exercise, the Board reaffirmed that FPD's mission and vision will remain unchanged. FPD cherishes its social entrepreneurial approach and the concept of doing well while doing good resonates with the personal value system of the staff.

FPD's business model is undergoing a transformative shift in its strategic direction for 2024-2025, encapsulated by the motto *"Embrace our Causes and Rattle some Cages."* This forward-looking approach reflects the company's commitment to making a positive impact on society while fostering sustainable growth. FPD is poised to leverage its market leader advantage in Mental Health, with a strong emphasis on promoting mental wellbeing for all. The company aims to intensify its efforts in Clinical, Mental

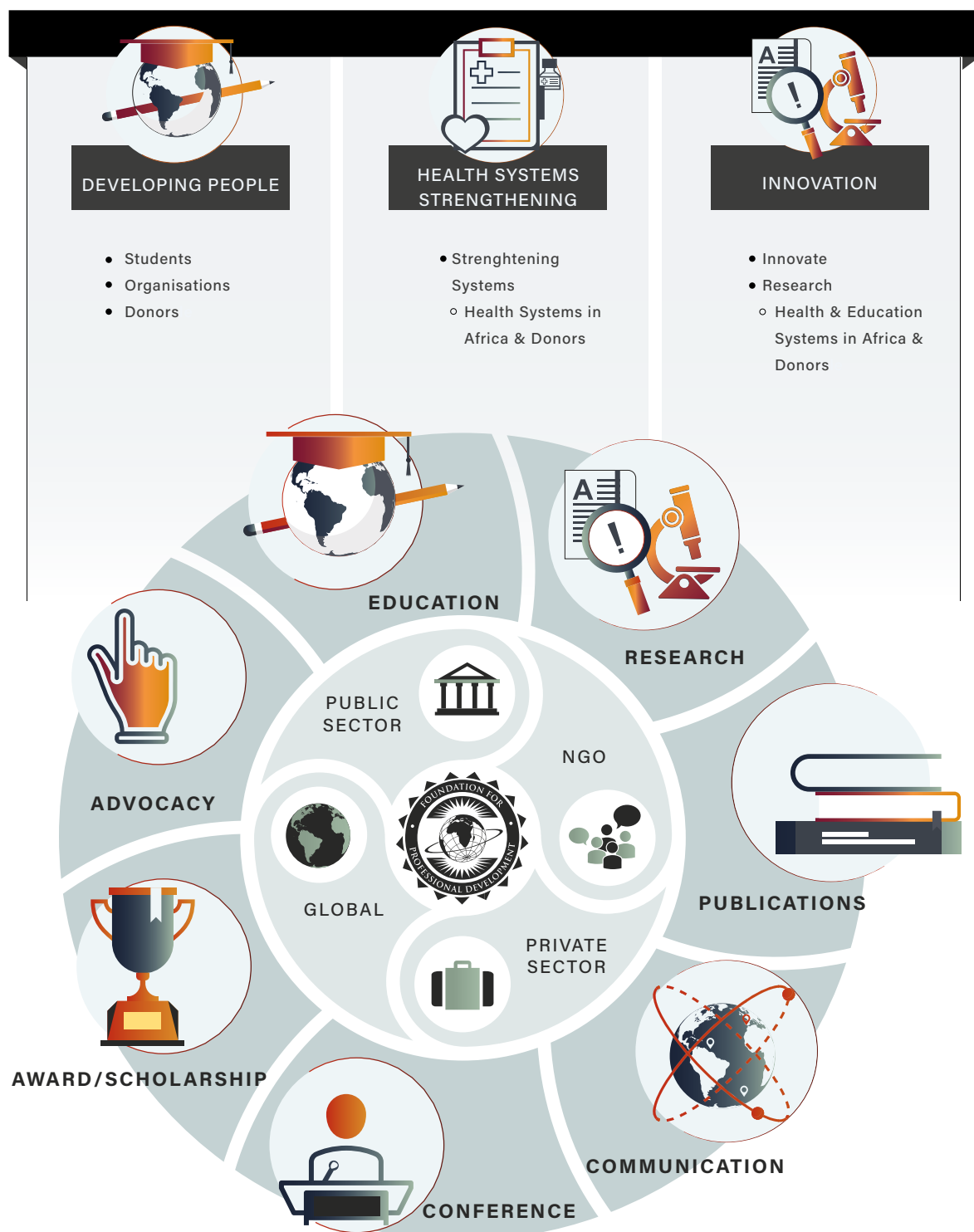
Health, and STI Research activities, demonstrating a dedication to advancing knowledge and solutions in these critical areas.

In line with its commitment to innovation, FPD is establishing a Strategic Information Unit to provide real-time, accurate reporting that will drive strategic decision-making. The incorporation of AI and the consolidation of systems will enhance efficiency and effectiveness in delivering impactful solutions. FPD is set to experience strong commercial growth through strategic partnerships, exemplified by the recent collaborations with HigherED Partners South Africa and EMGuidance. These alliances will not only expand FPD's reach but also contribute to its mission of positively influencing societal well-being.

As FPD charts its course for the future, the company is guided by a powerful quote from Angela Davis: *"I'm no longer accepting the things I cannot change. I'm changing the things I cannot accept."* This ethos encapsulates FPD's determination to be a catalyst for positive change, addressing critical issues, and championing causes that resonate with the well-being of individuals and society at large. The company is optimistic about the upcoming chapter, confident that the necessary changes have been implemented to contribute meaningfully to sustainability and future growth, embodying a commitment to making a difference in the world.









# 6

## Capitals

Capitals

Intellectual Capital

Financial Capital

Social and Relational Capital

Manufactured Capital

Natural Capital

Human Capital



# Capitals



## INTELLECTUAL CAPITAL

- Training and educational programmes.
- Innovative research activities and projects.
- Knowledge and experience.
- Publications in national and international journals.
- Unique event management model.
- New approaches to strengthening service delivery in the health sector.
- Use of data to inform strategy and improvement.
- Education development and instructional design technical assistance for capacity development in Africa and other resource restricted settings.
- Curriculum design of qualifications in line with the regulatory requirements of the Department of Higher Education and Training (DHET), Council on Higher Education (CHE) and the South African Qualifications Authority (SAQA).
- Curriculum design of short learning programmes (SLPs) in line with the requirements of the relevant statutory council or professional body where applicable.
- Submission of new qualifications to the CHE for accreditation.
- Submission of SLPs for accreditation for CPD points.
- Quality assurance of educational products.
- Instructional design of teaching and learning material.
- Designing of assessments and advising on teaching and learning strategies.
- Management of regulatory compliance and reporting.
- Promoting the professional development of Academic staff members.
- Monitoring and evaluation of internal and external donor funded educational programmes.



## FINANCIAL CAPITAL

- FPD Group subsidiaries.
- Resources secured by grants.
- Resources secured for sponsored training.
- Commercial training income.



## SOCIAL AND RELATIONAL CAPITAL

- Collaborations with our stakeholders.
- Knowledge-based partnerships.



## MANUFACTURED CAPITAL

- Buildings and equipment.



## HUMAN CAPITAL

- FPD Board of Directors.
- Programme Advisory and Quality Assurance Committees.
- Research Ethics Committee (FPDREC).
- Management Team.
- Team (employees) and faculty.



## NATURAL CAPITAL

- Use of solar energy, FPD has generated more than 32.73 MWh (energy), reducing the Co2 emission with 12 828-55 KG, equivalent to 42.87 trees planted.



## Intellectual Capital

### Managing Directors Office

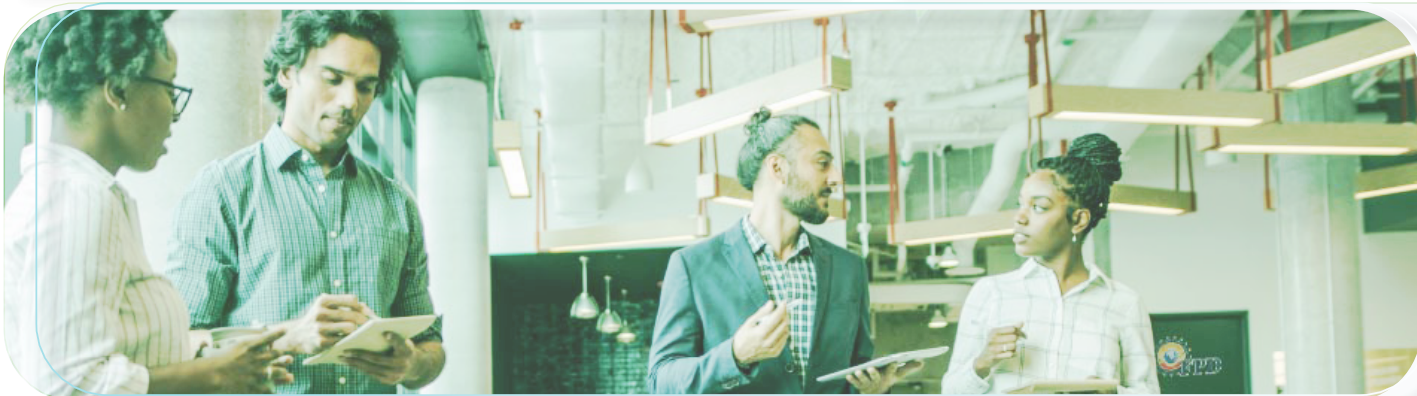
The Managing Director has the overall responsibility for managing FPD in accordance with the strategic direction provided by the FPD Board of Directors. Additionally, the Managing Director acts as Head of the New Business Development Unit.

### FPD Strategic Information Unit

The FPD Strategic Information Unit was officially launched in middle November 2022, but commenced with the development of software solutions for FPD on 19 August 2022. The SIU's aim is to combine all FPD data repositories, with the goal of gaining wisdom from our data – enabling FPD management to make sound, consistent, information-based decisions effectively and efficiently.

### Academic Cluster

The Academic Cluster is the developing people component of the FPD mission. We do this mainly through three areas; training activities as a registered private institute of higher education, conferencing and special events and learnerships and internships.





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

ACADEMIC AREAS		
BUSINESS	EDUCATION	HEALTH SCIENCES
<ul style="list-style-type: none"> <li>Focus on developing transformational leaders.</li> <li><b>International academic partners:</b> <ul style="list-style-type: none"> <li>Yale School of Public Health.</li> <li>Alliance Manchester Business School.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Focus on enhancing the professional development and competencies of educators.</li> <li>Also offers courses that aim to support researchers to excel in an academically challenging environment.</li> </ul>	<ul style="list-style-type: none"> <li>Focus on clinical courses and qualifications designed to enhance the clinical skills of healthcare professionals.</li> <li>All clinical courses are accredited for CEU points by the Health Professions Council of South Africa.</li> </ul>
NURSING	PUBLIC HEALTH	
<ul style="list-style-type: none"> <li>Focus on preparing nurses to meet the dynamic health needs of the South African community through the developing of clinical knowledge and practical skills.</li> <li>Short Courses target nurses, community health workers, the general public and other categories of health care workers.</li> </ul>	<ul style="list-style-type: none"> <li>Focus on producing public health professionals that can adapt and localise international public health policies with the aim of promoting the population health.</li> </ul>	

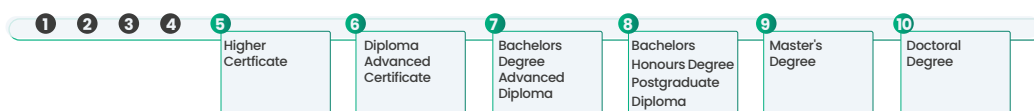
ACADEMIC SUPPORT FUNCTIONS	
STUDENT ADMINISTRATION & ENGAGEMENT	EDUCATION DEVELOPMENT AND QUALITY ASSURANCE UNIT
<ul style="list-style-type: none"> <li>Logistical arrangements for courses and qualifications.</li> <li>Provides administrative support and engages with students to support them in achieving their academic goals.</li> <li>Provides administrative support to stakeholders, faculty and alumni.</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum design of qualifications and short learning programmes (SLPs).</li> <li>Submission of SLPs to professional bodies for accreditation for CPD points.</li> <li>Quality assurance of teaching and learning material.</li> <li>Instructional design of teaching and learning material (both face to face and elearning).</li> <li>Designing of assessments and advising on teaching and learning strategies.</li> <li>Focus on clinical courses and qualifications designed to enhance the clinical skills of healthcare professionals.</li> <li>All clinical courses are accredited for CEU points by the Health Professions Council of South Africa.</li> </ul>
CONFERENCES & SPECIAL EVENTS	MARKETING & COMMUNICATIONS
<ul style="list-style-type: none"> <li>Event management services for in-person, virtual and hybrid events.</li> </ul>	<ul style="list-style-type: none"> <li>Graphic Design of educational and marketing material.</li> <li>Ensuring continuous communication about FPD, its events, people, projects, programmes and research to the university community and our diverse external audiences.</li> </ul>

## 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. Our teaching is based on good practice adult educational methodologies and includes interactive and engaging online content, engagement and tutorial sessions, case studies, group discussions, structured and unstructured group work.



### NQF LEVELS



### CHE Accredited Qualifications

#### **NQF LEVEL 6** 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.

#### **NQF LEVEL 6** 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.

#### **NQF LEVEL 6** Advanced Certificate in Monitoring and Evaluation

The Advanced Certificate in Monitoring and Evaluation is a unique and beneficial qualification that has been developed for managers and professionals 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.

#### **NQF LEVEL 5** 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.

#### **NQF LEVEL 5** Higher Certificate in Management

This qualification addresses the management training needs of participants currently in junior management positions or those who aspire to be managers. The programme has been designed to provide them with well-rounded knowledge and skills in the core aspects of management, 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.





## International Programmes

### Alliance Manchester Business School Advanced Management Programme



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 need to rapidly develop differentiated leadership competencies. The programme offers leaders the opportunity to receive a management certification from a leading international business school.

### FPD/Yale Advanced Health Management Programme



This international programme has been developed by FPD, in collaboration with the School for Epidemiology and Public Health at Yale. The course is aimed at health sector managers who need to develop or refresh their strategic and functional management competencies. The programme offers leaders the opportunity to receive a Management certification from a leading international school of public health.



## Short Courses

### E-Learning

- Business Ethics in the Workplace
- Monitoring & Evaluation in the PEPFAR Environment
- Monitoring & Evaluation
- Persuasive Business Proposal Writing
- Project Management
- Strategic Marketing
- Strategic Procurement

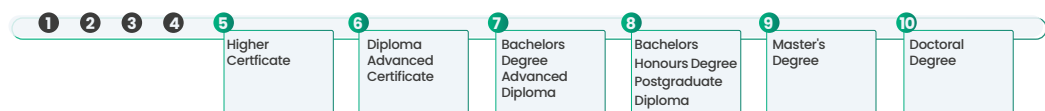
### Classroom

- Monitoring & Evaluation
- Project Management



**FPD**  
SCHOOL OF  
EDUCATION

### NQF LEVELS



## CHE Accredited Qualifications

### NQF LEVEL 8 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.

**NQF LEVEL 8 Post Graduate Diploma in Health Professions Education and Leadership**

The Postgraduate Diploma in Health Professions Education and Leadership PGDip HPLE 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).

**Short Courses****E-Learning**

- Scientific Peer Review

**Classroom**

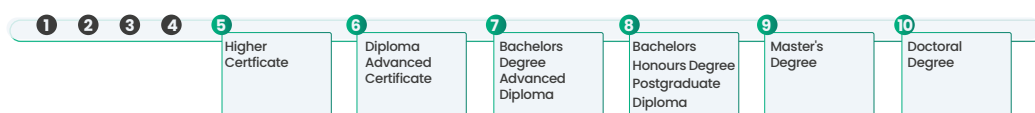
- Lecturing Methods MasterClass / TOT
- Masterclass On Critical Thinking

**Virtual Classroom**

- Preparing Abstracts, Presentations, and Journal Writing



**FPD**  
SCHOOL OF  
HEALTH  
SCIENCES

**NQF LEVELS****CHE Accredited Qualifications****NQF LEVEL 8 Postgraduate Diploma in General Practice**

The Postgraduate Diploma in General Practice aims to equip general practitioners with the knowledge and skills to survive in an environment with ever-changing influences of the external environment. The programme is designed to meet the needs of medical practitioners in the continuous updating and expansion of their knowledge to ultimately satisfy the need of the community and other role players such as the Health Professions Council of South Africa (HPCSA) and the Government. The clinical subjects address the more pressing public health issues, while the non-clinical subjects are designed to help general practitioners deal with a rapidly changing healthcare environment. The qualification is designed to provide an easily accessible curriculum which allows for continued professional development around subjects of direct relevance to the medical practice environment.

**NQF LEVEL 8 Advanced Diploma in Aesthetic Medicine**

The Advanced Diploma in Aesthetic Medicine was developed to equip medical doctors with a systematic understanding of modern thinking in aesthetic medicine. The qualification aims to ensure that there is integration between theory and practice in a sub-discipline that is at risk for being poorly regulated. The qualification provides a career path for general practitioners that are passionate about aesthetic medicine. The overarching purpose is to cultivate practitioners that can apply their theoretical and practical abilities ethically to the benefit of their patients. The qualification makes use of work integrated learning sessions which students need to attend. This is to ensure that the very practical nature of the qualification is done in a safe manner and also to ensure that practitioners are comfortable to perform these procedures in practice.





## Short Courses

### E-Learning

- Clinical Management of Sexually Transmitted Infections
- Medical Ethics
- ICD 10 Coding For Healthcare Professionals
- SA Legal System, Health Law And Human Rights
- Tuberculosis for Healthcare Professionals
- Professional Ethics In The Healthcare Environment
- Clinical Management of Mental Health
- Evaluation of Medical Impairment Based on the Ama 6<sup>th</sup> Ed
- Clinical Management of Respiratory Diseases
- Mental Health Emergencies: Suicide Prevention
- Rational Use of Antibiotics

- Clinical Management of Cardio- and Common Vascular Disease
- Pre-Exposure Prophylaxis
- Clinical Management of Metabolic Syndrome

### Blended Learning

- Basic Abdominal Pelvic Ultrasound
- General Practitioner Focussed Ultrasound
- Basic Obstetric and Gynaecology Ultrasound
- Diabetes: Optimizing patient outcomes

### Classroom

- POCUS eFAST
- Medical Impairment



**FPD**  
NURSING  
EDUCATION  
UNIT



## Short Courses

### E-Learning

- Law And Ethics For Nurses
- HIV Testing Services
- Integrated Adherence Counselling in the Healthcare Setting
- Basic Airborne Infection
- Nurse Mentorship
- Infection Control for Healthcare Facilities
- ICD 10 Coding For Non-Healthcare Professionals
- Wound care for Diabetic Patients
- Tuberculosis for the Non-Professionals
- Batho Pele Principles
- Medical Terminology and Anatomy for Non-Health Professionals
- Wellness in the Workplace
- Waste Management for healthcare facilities
- Clinical Communication

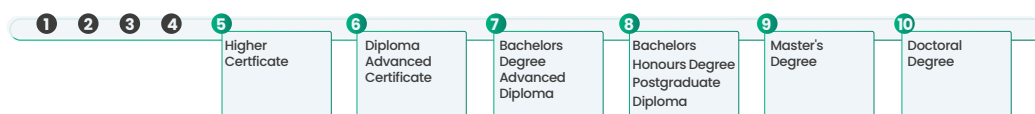
- Mental Health for the Nurses
- Introduction to Palliative Care
- Nurse Initiated Management of Ante-Retroviral Therapy (NIMART)
- Nurse Initiated Management of Anti-Retroviral Treatment (Refresher)
- Gender Based Violence in Community Health Settings

### Classroom

- Wound Care
- Mentally Resilient Workforce for Managers
- HIV Testing Services (HTS) and Rapid Testing Quality Improvement Initiative (RTQII)
- Nurse Initiated Management of Ante-Retroviral Therapy (NIMART)
- Contraception & Fertility Training
- Case Management and ICD 10



## NQF LEVELS



## CHE Accredited Qualifications

## NQF LEVEL 9 Master of Public Health (MPH)

The Master's degree is aimed at equipping health practitioners from a variety of disciplines, with key public health competencies and collaborative strategies to address and mitigate population-level risk factors contributing to the global and national burden of disease.



## Short Courses

## E-Learning

- CME/CPD Package In International Ethics, Professionalism and Human Rights
- CME/CPD Package In International Public Health
- CME/CPD Package In Global Health
- Biostatistics
- Introduction to Epidemiology

- Disaster Management and Emergency Planning
- Health Economics

## Blended Learning

- Research Methodology

## Innovations

The Innovation Cluster houses FPD's Research Unit, FPD's healthcare leadership and health systems consultancy services, and numerous FPD innovation projects which focus on public health and capacity development across the African region. The Innovation Cluster loosely functions as a health think tank with the ability to pilot, evaluate and create awareness around innovative ideas.

## Research Unit (FPD-RU)

The FPD-RU is based in East London, Eastern Cape province, but conducts research projects across South Africa. The FPD-RU has a diverse project portfolio in the fields of HIV prevention, sexually transmitted infections, tuberculosis, COVID-19, antimicrobial resistance and Mental Health. These projects are funded by a diverse group of national and international donors, and conducted by an experienced team of investigators, clinical research practitioners, quantitative and qualitative data experts, and field workers. Other research projects are investigator driven and in collaboration with a large number of national and international partners and stakeholders. The FPD-RU operates in close partnership with local stakeholders to ensure local relevance and impact of the research conducted.



## INPUTS

- Budget
- Funding
- Staff time
- Experts



## PROCESS

- Planning, implementing, monitoring and reporting on activities
- Data collection, data input, data analysis and dissemination
- System fixes, maintenance and upgrades
- Financial documentation requests, allocations, reviews, forecasting and budget management



## OUTPUTS

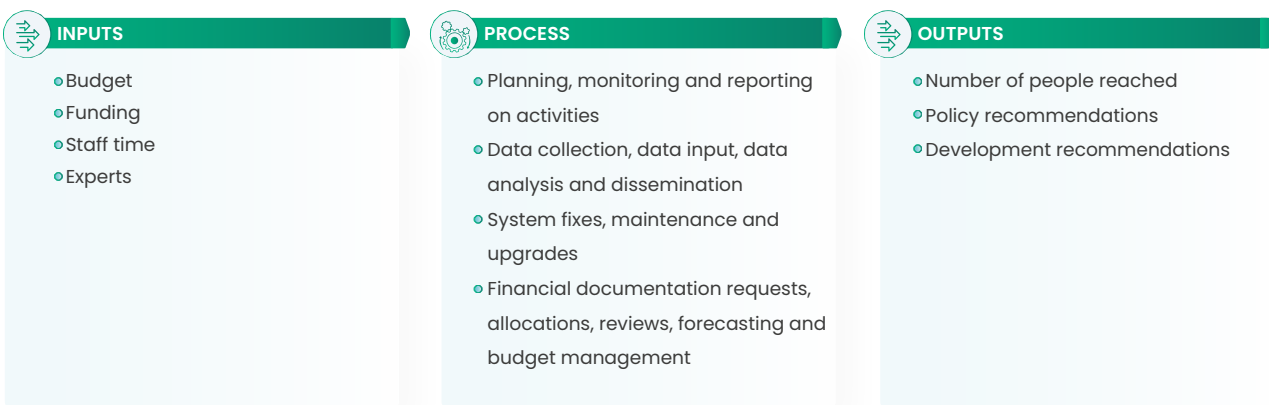
- Number of people reached
- Number of article publications
- Number of conference, presentations and posters
- Policy recommendations
- Development recommendations





## Health Systems Strengthening

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.



### DEPARTMENTS

#### CDC PROGRAMMES

This programme focusses on strengthening Mental Health services for People living with HIV, at-risk and vulnerable individuals, and Healthcare Workers (HCWs). The grant's strategies include (1) the provision of technical assistance to the South African Government (SAG) on adapting and implementing policies, guidelines and standard operating procedures, (2) capacity development of SAG and implementing partner staff on Mental Health needs and provision of Mental Health services to People Living with HIV (PLHIV) and vulnerable/at-risk individuals, (3) support referral network infrastructure for Mental Health services for PLHIV and HCWs, and (4) meaningful community and stakeholders engagement on improvement of Mental Health knowledge and services for PLHIV and vulnerable/at-risk individuals.

#### GRAND CHALLENGES CANADA: LALA

FPD piloted an intervention, funded by Grand Challenges Canada, to educate and sensitise the youth and adolescents to the challenges experienced by LGBTQIA+ individuals – the LALA #putstigmatobed campaign. The intervention includes a curated online resource platform providing users, including LGBTQIA+ youth, with an interactive learning quiz, and providing a repository of resources ([www.lala.foundation.co.za](http://www.lala.foundation.co.za)). The project reached more than 110 000 individuals with its content in about 6 months.

#### GRAND CHALLENGES CANADA: SERIOUS GAME MENTAL HEALTH

In October 2022, FPD received funding from Grand Challenges Canada to design, develop and pilot an intervention to promote Mental Health wellbeing using a smartphone serious game (The StepWell Saga: Stronger Together). Serious games combine education with the fun aspects of video games for the purposes of training or learning. The game will be launched on Android, iOS and Huawei platforms in March 2024.

## Financial Capital

### 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.

#### FPD GROUP



**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)



**HSA Clinical Research Pharmacy  
(Pty) Ltd**  
(Reg. No. 2023/800994/07)



**Skills Panda (Pty) Ltd**  
2018/261398/07



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

FPD additionally manages the following NGO's



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



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



**AHPEL**  
(Reg. No. 2013/040321/08)





## Resources secured by grant projects

### Sponsored Training Provided

During 2023, 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 enrol potential students. This reduces costs as a barrier to education.



### Scholarships



**R12.8 Million**

in educational grants and sponsorships were received during 2023

**R767 Million**

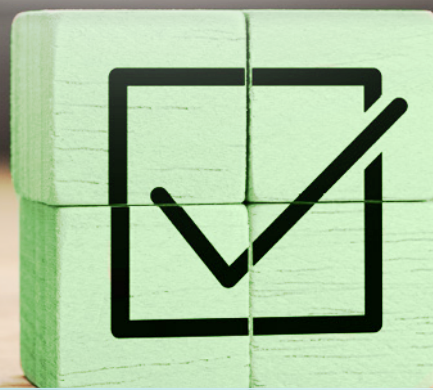
The total monetary value of scholarships awarded since 1998

Thank you to our sponsors to helping us reduce barriers of access to continued professional development in Africa!

## Compliance Highlights

FPD has been a registered private higher education institute for over twenty years now. FPD's programmes were reaccredited with few quality improvement recommendations to be implemented. Coupled with a thorough audit and FPD's Department of Higher Education (DHET) annual report submission, FPD's registration was renewed until 2028. FPD's Academic policies, Student Relations policies as well as Standard Operating procedures were revised and are continually being aligned to the CHE, South African Qualifications Authority (SAQA) and DHET regulations. FPD systems were found compliant through the successful submission of its annual Higher Education Quality Committee Information System (HEQCIS) report. FPD successfully submitted its report on the issuance of Continual Education Units (CEU) to the Health Professions Council of South Africa (HPCSA). FPD continues to be able to provide CEUs that are recognised by key regulators on selected courses to support its student's formal professional development.

FPD has robust academic governance structures and processes in place to support compliance with the highest academic standards. This includes an Academic Committee whose activities are reported to the board of Directors as well as Academic Advisory Committees on qualifications and international programmes.



## Social and Relational Capital

### Collaborations with our stakeholders

### Our knowledge-based partnerships

### New Business Development

The new business development team focusses on B2B sales which largely supports FPDs mission to provide sponsored training to health care professionals or to provide professional development to employees of organisations.

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 Unit serves to identify, co-ordinate and submit tenders and proposals to various agencies, government entities and donors, both local and international.

### Customised organisation Specific (In House) Courses

FPD has developed particular expertise in developing customised educational programmes for the staff of various organisations. To date FPD has provided customised in-house training programmes for staff and affiliates of the following organisations:

#### Public Sector Organisations

- City of Cape Town Metropolitan Municipality
- City of Tshwane Metropolitan Municipality
- Council for Scientific and Industrial Research (CSIR)
- Department of Higher Education and Training (DHET)
- Gauteng Provincial Treasury
- Eastern Cape Provincial Treasury
- Eastern Cape Department of Human Settlements
- Lesotho Ministry of Health
- Lesotho Ministry of Social Development
- Lesotho Ministry of Labour and Employment
- Matthew Goniwe School of Leadership and Governance
- Ministry of Health from neighbouring countries
- National Institute for Communicable Diseases (NICD)
- South African National Department of Health (Mental Health Directorate)
- Rand Water
- Rural Development Department
- South African Agency for Science and Technology
- South African Department of Correctional Services
- South African National Department of Health
- South African National 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

- Global Fund
- Joint United Nations Programme on HIV/AIDS (UNAIDS)
- United Nations Children's Fund (UNICEF)
- World Health Organisation (WHO African Region)
- United Nations Educational, Scientific and Cultural Organization (UNESCO)

#### Industry

- Anglo Gold
- Anglo Gold Ashanti
- Anglo American Platinum
- AVIS Fleet
- BMW
- Cell C
- Clicks Group
- De Beers
- Eskom
- Impala Platinum
- Kumba Resources
- LifeLine
- Microsoft
- Oracle
- Rand Mutual
- Regen
- Renaissance Capital
- SASOL
- Spar



## ☑ Medical Schemes/Administrators

- Bestmed
- CareWorks
- Discovery Health
- GEMS
- 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
- GP Care Cell
- 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 Pharmaceuticals
- Mylan
- Nestle
- Novartis
- Pfizer
- PIASA
- Quintiles
- Reckitt Benckiser
- Roche
- Sanofi
- SSEM Mthembu Medical
- Stryker South Africa

## ☑ Contracted Training Provided on Behalf of Other Academic and Research Institutions

- EDCTP
- Centre for Infectious Disease Research in Zambia (CIDRZ)
- Columbia University – ICAP
- Health Science Academy (HSA)
- Human Sciences Research Council
- 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
- University of Limpopo
- Walter Sisulu University
- Kings College

## ☑ NGO's and Development Organisations

- Africa Centre (KZN)
- Africare
- American International Health Alliance (AIHA)
- Acquity Innovations
- ANOVA
- Aurum Institute
- Broadreach Healthcare
- CHAPS
- Click Learning
- Community-Based Prevention and Empowerment Strategies in South Africa (COPESSA)
- Corridor Empowerment Project
- FHI360
- Health Systems Trust
- Healthi Choices
- HSM Consulting
- South African Catholic Bishops Conference (SACBC)
- St Mary's Hospital
- TB/HIV Care
- The Click Foundation
- The Soul City Institute
- Thohoyandou Victim Empowerment Program
- Trucking Wellness
- Tshepang Trust
- Ulysses Gogi Modise Wellness (UGM Wellness)
- Youth Care Givers
- Accelerating Support to Advanced Local Partners (ASAP) funded by USAID Wits Health Consortium (WHC)





- Impilo Medical Equipment Suppliers
- ilinfo4africa
- ITeach
- John Snow International
- Love Life
- LifeLine
- Lutheran World Relief
- Marie Stopes
- Masimanyane Womens Rights International
- Medical Protection Society (MPS)
- MSF
- NACOSA
- Red Cross
- Right to Care
- Royal Bafokeng Administration
- Save the Children UK
- Shout it Now
- Sizanani Outreach Center
- NIH
- RIO and RUI Group
- FHI 360
- Healthi Choices
- HSM Consulting

## Manufactured Capital

This capital represents the physical and tangible assets that an organisation uses to create value. It includes infrastructure, machinery, technology, and other manufactured assets. The efficient use and management of manufactured capital are vital for sustained business success.

Our offices are located in Pretoria South Africa, which serves as our main campus and provide the physical and technological infrastructure required for our Academics and Staff to provide quality and efficient service to our clients. FPDs Research Unit is situated in East London, Eastern Cape. The Research Unit has two focuses, investigator driven research and clinical trials.

Investigator-driven research addresses high burden of disease conditions like STIs, HIV and TB. The clinical trial site at the Ndevana Community Research Site provides the opportunity to be at the forefront of new developments and to learn lessons early (e.g., novel PrEP options).

Equipment and service – The volume of information that we require to access and process, requires state-of-the-art infrastructure and effective hardware and software solutions. We are equipped with a server environment, real-time back-up server as well as cloud storage.

## Natural Capital

Natural capital refers to the environmental resources and ecosystems that organisations rely on, such as air, water, land, and biodiversity. Integrated reporting encourages businesses to consider the impact of their operations on natural capital and to adopt sustainable practices to preserve these resources. FPD has implemented various initiatives to limit our environmental impact, which includes a large-scale solar solution at Head Office and East London office, water savings initiatives at Head Office and recycling of paper.

## Human Capital

This represents the skills, knowledge, and capabilities of the organisations workforce. Human capital is a critical factor in value creation, and integrated reporting emphasises the importance of investing in employee development and well-being. We encourage the development of skills and instituted a dedicated Learning and Development Unit within the Human Resource department to assist and drive development initiatives.

# 7

## Governance and Quality Assurance Structures

FPD Board of Directors

Organisational and Management Structure

FPD Management Team

Operations Cluster

Commitment to International Goals

## 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.



### Independent Directors



**Mr Douw van der Walt**  
Chairperson

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

Year Joined: 2002  
Age: 55 – 65

#### Skills and Experience

- ✔ Governance
- ✔ Sustainability
- ✔ Quality
- ✔ Ethics
- ✔ Finance
- ✔ Public Sector Experience
- ✔ NGO Experience
- ✔ Private Sector Experience
- ✔ International Experience

#### Retired Banker, Self Employed

##### Directorships:

Chairman – Foundation for Professional Development (Pty)Ltd  
Chairman – Health Science Academy (Pty) Ltd

##### Brief background notes:

- Mr van der Walt was career banker for 35 years with experience locally and internationally.
- Mr van der Walt is a Non-Executive Director on a few boards, part time Management Consultant and Lecturer.
- Mr van der Walt married for 39 years.
- In his free time he enjoys cycling, scuba diving and golf.



**Mrs Ida Asia**

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

Year Joined: 2005  
Age: 55 – 65

#### Skills and Experience

- ✔ Governance
- ✔ Sustainability
- ✔ Quality
- ✔ Ethics
- ✔ Public Sector Experience
- ✔ Private Sector Experience
- ✔ International Experience

Ida Asia has more than 24 years of dynamic leadership experience in the health field in South Africa. She has cultivated an intimate knowledge of the South African health system through her work as a Clinical trainer, and in Human Resources and Technical Management capacities. She has contributed to health systems strategies and held senior management positions focusing on health systems development within a number of national and international organisations. Clinically, Ms. Asia has specialised in reproductive health and hold a Master's degree in Adolescent Health. In addition, she also holds a Master's degree in Business leadership. She led national and international-level training and development programs and participated in relevant national task forces. Her combination of technical skills and health management expertise make her exceptionally well-suited to lead health systems strengthening initiatives and Human Resources management. Ms. Asia is currently the Managing Director at JPS Africa NPC for the past 12 plus years. She is serving as Non-Executive Director on the FPD Board and Chairperson of the FPD Social and Ethics Committee.





## Directors Representing Shareholders



**Dr Mvuyisi Mzukwa**

MBChB (UKZN), Dip Ocohealth, (UKZN), Certified Chair  
Certificate at Directors Association

Year Joined: 2022  
Age: 35 – 45

### Skills and Experience

- ✔ Governance
- ✔ Public Sector Experience
- ✔ Sustainability
- ✔ NGO Experience
- ✔ Quality
- ✔ Private Sector Experience
- ✔ Ethics
- ✔ International Experience

Chairman of the South African Medical Association (SAMA), general medical practitioner and occupational health practitioner in private practice.

Dr Mvuyisi Mzukwa is a General Practitioner and he has been practicing at a private practice in Durban for more than 10 years. He obtained his Medical degree (MBChB) and a Diploma in Occupational Health from the University of KwaZulu-Natal.

He is currently studying towards a Masters of Science in Diabetes at Warwick University, Ireland. Dr Mzukwa is a Medical Ethics Committee (MEC) member, a Socio-Medical Affairs (SMAC) member and a Review Committee Member of the World Medical Association (WMA). He has also served in the WMA council.



**Dr Mohammed Abbas**

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

Year Joined: 2011  
Age: 55 – 65

### Skills and Experience

- ✔ Governance
- ✔ Private Sector Experience
- ✔ Sustainability
- ✔ Quality
- ✔ Ethics

Dr Mohammed Abbas was born in Cape Town and matriculated in 1981 and went on to study medicine at UCT qualifying in 1988 with MB ChB. Dr Abbas did his internship at the Groote Schuur Hospital and commenced private GP practice in 1993. After 5 years of vocational training Dr Abbas passed my FCFP at the College of Medicine and has been practising as a family physician in the suburb of Grassy Park. He has a keen interest in all the aspects of private healthcare including managed care and continuous professional development. Dr Abbas looks forward to the integration of artificial intelligence into medicine and its applications to achieve affordable healthcare.



## Executive Directors



**Dr Gustaaf Wolvaardt**  
Managing Director

MBChB (Pret), MMed (Int) (Pret), FCP (SA), AMP (MBS)  
PGCHE (Pret)

Year Joined: 2000

Age: 55 – 65

## Skills and Experience

- ✓ Governance
- ✓ Sustainability
- ✓ Quality
- ✓ Public Sector Experience
- ✓ NGO Experience
- ✓ Private Sector Experience
- ✓ International Experience

Dr Gustaaf Wolvaardt qualified as a medical doctor in 1983 and as a specialist in Internal Medicine in 1990 and has subsequently completed post-graduate qualification in higher education and in management. In 1991 was appointed as Health Attaché based at the South African Permanent Mission in Geneva. In 1997 he was tasked by the South African Medical Association with establishing the Foundation for Professional Development (FPD), a private institution of higher education focusing on catalyzing social change through developing people, strengthening systems and providing innovative solutions. FPD annually provides management, clinical and educational training programmes to more than 50 000 health care and educational professionals across 40 countries in Africa, organizes various national and international conferences. FPD has a strong health system strengthening focus and has supported more than 1 million PLHIV access treatment and provided 12 million free HIV tests. Other system strengthening projects have focused on the criminal justice and education sector. Dr Wolvaardt was recognized as one of the 25 most influential South African health care leaders by the South African Institute of Health Care Managers.



**Mrs Bontle Zuze Mogakane**  
Strategic Health Information and  
Project Technical Lead

MPH (UP), AHM (FPD/YALE), HCM (FPD), BSc (NWU)

Year Joined: 2007

Age: 35 – 45

## Skills and Experience

- ✓ Governance
- ✓ Quality
- ✓ Ethics
- ✓ Public Sector Experience
- ✓ NGO Experience
- ✓ Private Sector Experience

She holds a Master of Public Health from the University of Pretoria and has over 15 years of experience in HIV/AIDS programming in South Africa and Southern Africa. Her expertise lies in Monitoring and Evaluation (M&E) of Health Programs and Health Systems Strengthening, particularly for PEPFAR, Global Fund, and South African National Department of Health programs. With over a decade at the Foundation for Professional Development (FPD), she served as the Head of Strategic Health Information, overseeing a diverse health portfolio and managing evidence-based health interventions.

In addition, she offered capacity building in M&E, Evidence-Based Planning using the Bottleneck Analysis approach, and application of Soft Skills in public health management. Acting as the Head of the FPD School of Public Health, she played a key role in its establishment under the academic cluster. Her extensive work experience encompasses project management, report/case study and research writing, health data analytics, and utilizing strategic information for evidence-based planning and decision-making at all management levels.

**Her public health technical expertise includes:**

- Proposal development,
- Technical report writing, M&E reporting,
- Strategic planning documentation, scientific writing, and research.



## Company Secretary

SEKREARI

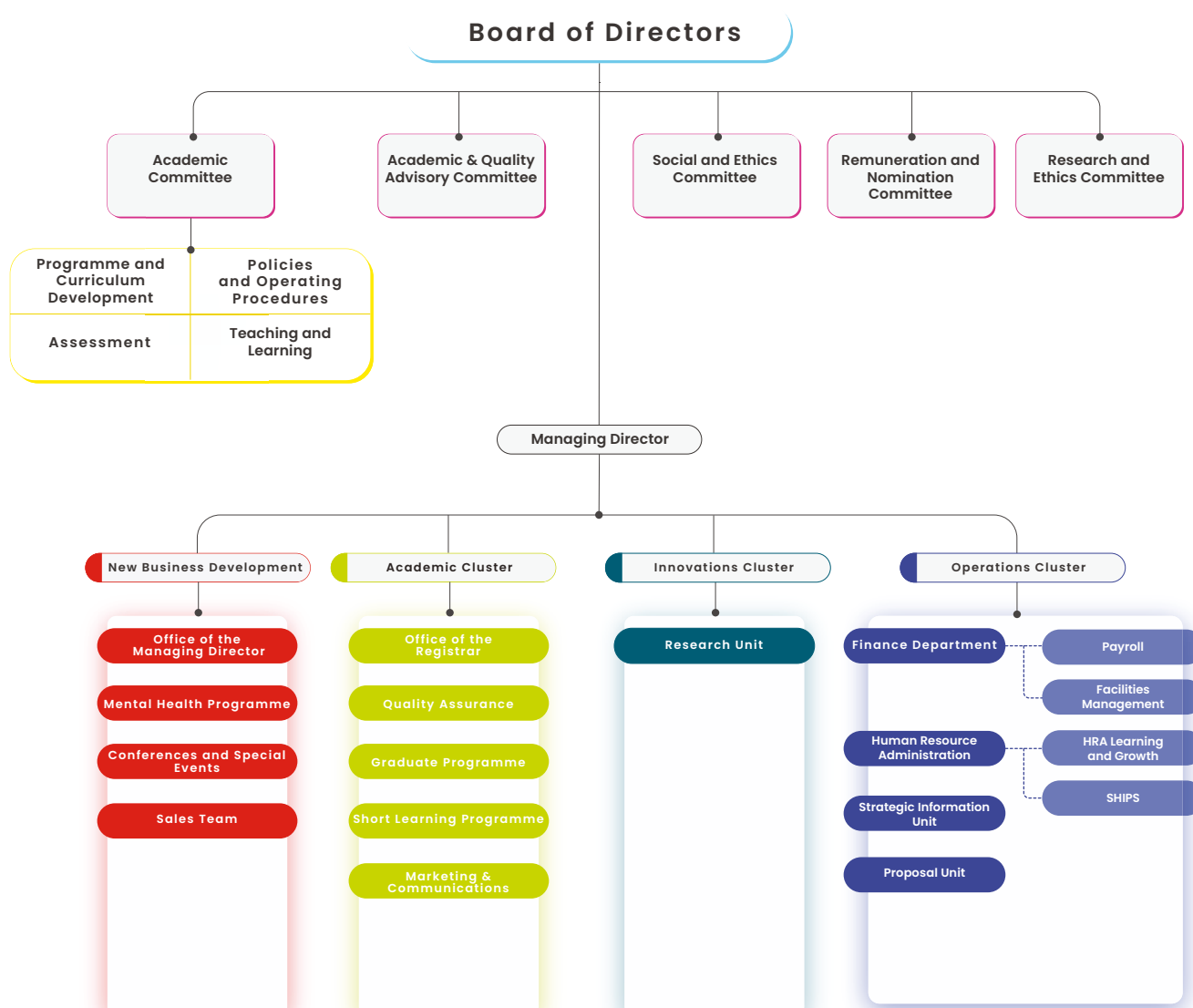


## Organisational and Management Structure

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 will be applicable in 2024





## Programme Advisory and Quality Assurance Committee

	Academic Management Representatives	Administrative Team	Industry Representatives	Faculty Representative	Students and Alumni
Education	<ul style="list-style-type: none"> <li>• Dr Gustaaf Wolvaardt</li> <li>• Ms Amor Gerber</li> <li>• Ms Liezel Rabie</li> <li>• Mrs Lucy Rossouw</li> <li>• Prof Dianne Manning</li> <li>• Mrs Frances Kelly</li> </ul>	<ul style="list-style-type: none"> <li>• Ms Stacey Smallberger</li> <li>• Ms Chantelle Maharaj Bharuth</li> <li>• Mr Rendani Madavha</li> </ul>	<ul style="list-style-type: none"> <li>• Prof Dianne Manning</li> <li>• Association for Health Professions Education and Leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Ms Viwe Dokoda</li> <li>• Mrs Bron Woutje</li> <li>• Dr Liz Wolvaardt</li> <li>• Dr Rivak Punchoo</li> <li>• Prof Ann Carolyn Allais</li> <li>• Ms Alet Bosman</li> </ul>	<ul style="list-style-type: none"> <li>• Dr Jehane Michael Le Grange</li> <li>• Dr Mia-Michaela Beetge</li> <li>• Ms Marisan Marais</li> <li>• Ms Shazia Salie</li> <li>• Ms Hlengiwe Sithembile Dlamini</li> <li>• Ms Anelisa Gumbi</li> </ul>
Health Sciences	<ul style="list-style-type: none"> <li>• Dr Gustaaf Wolvaardt</li> <li>• Ms Amor Gerber</li> <li>• Ms Liezel Rabie</li> <li>• Mrs Lucy Rossouw</li> <li>• Prof Dianne Manning</li> <li>• Mrs Frances Kelly</li> <li>• Dr Riekie Smit</li> <li>• Dr Chris Visser</li> </ul>	<ul style="list-style-type: none"> <li>• Ms Stacey Smallberger</li> <li>• Ms Chantelle Maharaj Bharuth</li> <li>• Mr Rendani Madavha</li> </ul>	<ul style="list-style-type: none"> <li>• Dr Riekie Smit</li> <li>• Dr Chris Visser</li> <li>• Aesthetic and Anti-Ageing Medicine Society of South Africa</li> </ul>	<ul style="list-style-type: none"> <li>• Dr Riekie Smit</li> <li>• Dr Chris Visser</li> <li>• Dr Rabia Wadvalla</li> <li>• Dr Vivien Jandera</li> <li>• Dr Ilze Laurens</li> <li>• Dr Cobys van Niekerk</li> <li>• Prof Andreas Engelbrecht</li> <li>• Ms Kirsten Flanagan</li> <li>• Mr Braam Volschenk</li> </ul>	<ul style="list-style-type: none"> <li>• Dr Jessica Kate Beningfield</li> <li>• Dr Barend Lindeque</li> <li>• Dr Anton Meiring</li> <li>• Dr Emma Sim</li> </ul>
Business School	<ul style="list-style-type: none"> <li>• Dr Gustaaf Wolvaardt</li> <li>• Ms Amor Gerber</li> <li>• Ms Liezel Rabie</li> <li>• Mrs Lucy Rossouw</li> <li>• Prof Dianne Manning</li> <li>• Mrs Frances Kelly</li> <li>• Dr Margot Uys</li> <li>• Mrs Sunet Jordaan</li> <li>• Ms Ernesha Webb-Mazinyo</li> <li>• Mrs Lerisa Roberts</li> </ul>	<ul style="list-style-type: none"> <li>• Ms Stacey Smallberger</li> <li>• Ms Kwanele Sibanda</li> <li>• Ms Onicca Magoro</li> </ul>	<ul style="list-style-type: none"> <li>• Ms Sunet Jordaan</li> <li>• Dr Gustaaf Wolvaardt</li> <li>• Dr Margot Uys</li> <li>• Ms Ernesha Webb-Mazinyo</li> <li>• Mrs Lerisa Roberts</li> <li>• Yale University School of Public Health</li> <li>• Alliance Manchester Business School</li> </ul>	<ul style="list-style-type: none"> <li>• Mr Jan van Rooyen</li> <li>• Ms Sheila Zondo</li> <li>• Mr Edwin Hove</li> <li>• Dr Gustaaf Wolvaardt</li> <li>• Mrs Stacey Ann Pillay</li> <li>• Dr Chris Visser</li> <li>• Mr Barend Peters</li> <li>• Mrs Sunet Jordaan</li> <li>• Mrs Alet Bosman</li> <li>• Mrs Suzanne Mabaso</li> <li>• Mrs Serita Esselaar</li> <li>• Ms Kerry Kyd</li> <li>• Ms Bontle Mogakane</li> </ul>	<ul style="list-style-type: none"> <li>• Ms Leah Maenetja</li> <li>• Ms Kathleen Everett</li> <li>• Ms Ncobile Maseko</li> <li>• Mrs Penelope Shazi</li> <li>• Ms Zikhona Qelo</li> <li>• Mr Karl-Heinz Michel</li> <li>• Ms Mpho Bapela</li> <li>• Mrs Nosiviwe Ndabambi</li> <li>• Mrs Mashudu Mashamba</li> <li>• Mr Phaphedi Ramphisa</li> <li>• Mr Mpho Ndou</li> <li>• Ms Amanda Kubeka</li> <li>• Ms Maqueen Mahloko</li> <li>• Dr Visegan Subrayen</li> <li>• Mr Ntandoyenkosi Ngwenya</li> <li>• Ms Nozipho Bulunga</li> <li>• Mr Thabiso Rapetsoa</li> <li>• Ms Fadilah Haroun</li> <li>• Dr Makaziwe Mgobozi</li> <li>• Ms Anela Maku</li> <li>• Mr Ricardo Barradas</li> <li>• Ms Lulama Ntuta</li> <li>• Mr Francis Kouakou</li> <li>• Mrs Mandisa Mdingi</li> <li>• Mr Paul Mothotse</li> </ul>



	Academic Management Representatives	Administrative Team	Industry Representatives	Faculty Representative	Students and Alumni
<b>Nursing Unit</b>	<ul style="list-style-type: none"> <li>• Mrs Annatjie Peters</li> <li>• Ms Helene Hattingh</li> <li>• Mr Pinkie Lesolang</li> <li>• Ms Rebecca Moema</li> <li>• Prof Rebecca Risenga</li> <li>• Prof Yvonne Havenga</li> <li>• Ms Laetitia Kruger</li> <li>• Ms Isabel Benninghoff</li> <li>• Ms Marinda van Niekerk</li> <li>• Ms Louwna Pretorius</li> <li>• Ms Kim Davies</li> <li>• Ms Nadia landman</li> <li>• Ms Patricia Tjale</li> <li>• Ms Alta Kruger</li> </ul>	<ul style="list-style-type: none"> <li>• Ms Tshepo Gaofetoge</li> <li>• Ms Sharon Paul</li> <li>• Mr Phuti Mokoko</li> </ul>			
<b>Public Health</b>	<ul style="list-style-type: none"> <li>• Dr Gustaaf Wolvaardt</li> <li>• Mrs Jo-Anne Koch</li> <li>• Ms Liezel Rabie</li> <li>• Mrs Lucy Rossouw</li> <li>• Prof Dianne Manning</li> <li>• Mrs Frances Kelly</li> <li>• Mrs Alet Bosman</li> <li>• Mrs Annatjie Peters</li> <li>• Mrs Bontle Mogakane</li> </ul>	<ul style="list-style-type: none"> <li>• Ms Stacey Smallberger</li> <li>• Ms Chantelle Maharaj Bharuth</li> <li>• Mr Rendani Madavha</li> </ul>	<ul style="list-style-type: none"> <li>• Mrs Alet Bosman</li> <li>• Mrs Bontle Mogakane</li> <li>• Mrs Jo-Anne Koch</li> </ul>	<ul style="list-style-type: none"> <li>• Ms Joy Ebonwu</li> <li>• Dr Vusi Nkosi</li> </ul>	<ul style="list-style-type: none"> <li>• Mrs Leigh Stoltz</li> <li>• Dr Nthabiseng Metsing</li> <li>• Ms Florina Tsolo</li> <li>• Dr Londa Buthelezi</li> <li>• Dr Johanna Ndevahoma-Hashipala</li> <li>• Ms Lelethu Bottoman</li> </ul>

## Foundation for Professional Development Research Ethics Committee

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 2024. 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.

### The following persons serve on the FPD REC

Member	Role	Organisation
Mr Braam Volschenk	Chair: Legal Consultant	Private Sector
Prof Remco Peters (Until 31 December 2023)	Vice Chair: Research Specialist	Foundation for Professional Development
Dr Mitch Besser	Gynaecologist/Founder and Medical Director	Mothers2mothers
Prof Pieter du Toit	Education Specialist	University of Pretoria
Dr Margot Uys	Medical Practitioner	Independent
Dr David Kalombo	HIV Specialist	NDAYE Foundation
Mr Henry Teverah	Teacher	Independent
Mr Freedom Mukomana	Data Management Specialist	Foundation for Professional Development
Mrs Alet Bosman	Consultant	Independent
Mrs Pondiso Ziki	Consultant	Independent
Ms Lucy Chimoyi	Scientist	Aurum
Ms Esca Scheepers	Snr Innovation Scientist	Mothers2mothers

## 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.

Role	External Governance structures
<b>Dr Gustaaf Wolvaardt</b> Managing Director	<b>Member of the Board of Directors:</b> FPD Property (Pty) Ltd   Foundation for Professional Development Fund (Non-Profit Company)   Dira Sengwe Conferences (Non-Profit Company)   Health Sciences Academy (Pty) Ltd   PPO Serve (Pty) Ltd   Association of Health Professions Educators and Leadership (NPO)
<b>Mr Henk Reeder</b> Chief Operations Officer	<b>Member of the Board of Directors:</b> HSA Clinical Research Pharmacy (Pty) Ltd
<b>Mrs Bontle Zuze Mogakane</b> Strategic Health Information and Project Technical Lead	<b>Member of the Board of Directors:</b> FPD Property (Pty) Ltd   Foundation for Professional Development Fund (Non-Profit Company)

## Participation of FPD Senior Managers in Advisory Structures

Role	External Governance structures
<b>Dr Gustaaf Wolvaardt</b> Managing Director	FPD Property (Pty) Ltd   Foundation for Professional Development (Pty) Ltd FPD Fund (Non-Profit Company) Dira Sengwe Conferences (Non-Profit Company) Health Sciences Academy (Pty) Ltd PPO Serve (Pty) Ltd Association of Health Professions Educators and Leadership (Non-Profit Company) JPS South Africa (Non-Profit Company)







## FPD Management Team



### Senior Management



**Dr Gustaaf Wolvaardt**  
Managing Director



**Mrs Bontle Zuze Mogakane**  
Strategic Health  
Information and Project  
Technical Lead



**Mrs Jo-Anne Koch**  
Registrar



**Mr Henk Reeder**  
Chief Operations Officer



### Department, Programme and Project Heads



**Mrs Annatjie Peters**  
Academic Lead Clinical:  
Nursing



**Prof Remco Peters**  
Head of Research Unit

(Until 31 December 2023)



**Mrs Ernesha Webb Mazinyo**  
Head:  
Professionalising  
Healthcare Management



**Mr Keith Pullen**  
Head:  
Information Technology

(Until May 2024)



**Ms Liezel Rabie**  
HOU: Graduate Academy



**Mrs Lucy Rossouw**  
HOU: Short Learning  
Programmes

(Until 31 January 2024)



**Mr Francis Kouakou**  
Project Manager  
Conferences & Special Events



**Mrs Frances Kelly**  
Educational Development &  
Quality Assurance



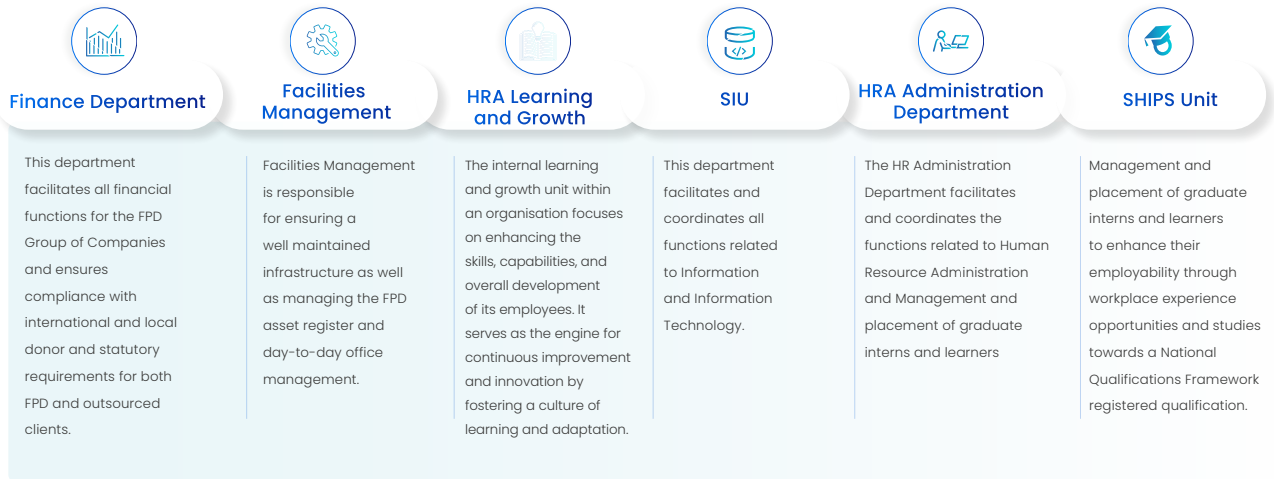
**Louisa de Weerd**  
Head:  
Human Resource  
Administration



**Jean Slabbert**  
Head:  
Strategic Information  
Unit

## Operations Cluster

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



## Employee Satisfaction

FPD is constantly striving to ensure that our employees are engaged in the workplace. Each year an Employee Satisfaction Survey is conducted to determine how satisfied employee are with FPD's implementation of its values. And each staff member commits to this through signing a pledge.



## Staff Development



- In support of FPD's culture of continuous learning, 6 Managers continued studies towards the Advanced Certificate in Management, 1 employee continued studies towards the Higher Certificate in Management and 1 employee continued studies towards Masters of Public Health.
- Employees completed FPD's internal Skills Enhancement Employee Development (SEED) Programme. The SEED Mentally Resilient Workforce Programme provided employees with knowledge and skills to build mental resilience.
- Inhouse MS Excel courses were presented and well attended by employees.

## B – BBEE Status 2023

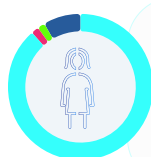


### Level 2 Broad Based Black Economic

African	Coloured	Indian	White	Foreign
Top Management F - 1 M - 0	Top Management F - 1 M - 0	Top Management F - 1 M - 0	Top Management F - 1 M - 2	Senior Management M - 1
Senior Management F - 0 M - 1	Senior Management F - 0 M - 0	Senior Management F - 0 M - 0	Senior Management F - 6 M - 3	Administrators F - 1
Middle Management F - 24 M - 13	Middle Management F - 0 M - 0	Middle Management F - 1 M - 1	Middle Management F - 16 M - 5	
Junior Management F - 22 M - 5	Junior Management F - 2 M - 0	Junior Management F - 2 M - 0	Junior Management F - 8 M - 2	
Administrators F - 18 M - 14	Administrators F - 1 M - 2	Administrators F - 1 M - 0	Administrators F - 1 M - 1	
Learners, Interns, Field Workers F - 214 M - 78	Learners, Interns, Field Workers F - 1 M - 3	Learners, Interns, Field Workers F - 0 M - 0	Learners, Interns, Field Workers F - 0 M - 1	Disabled Middle Management F - 1 M - 2 Junior Management M - 1



### Staff Breakdown



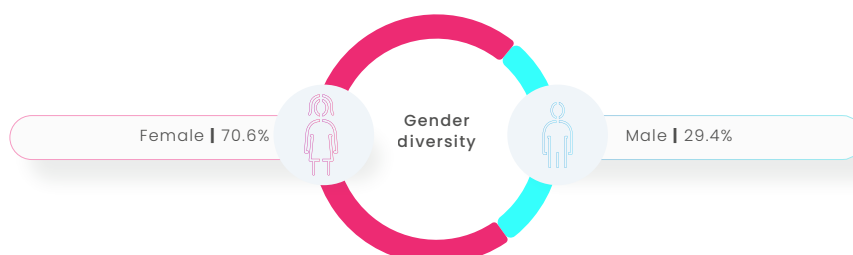
#### Females

- 88.5% | African
- 1.6% | Coloured
- 1.6% | Indian
- 8.3% | White



#### Males

- 84.7% | African
- 3.8% | Coloured
- 0.9% | Indian
- 10.6% | White





## Commitment to International Goals

At FPD we are committed to building a better society through education and development. As an extension of our vision and mission, we strive to operate in support the United Nation's Sustainable Development Goals (SDGs). In addition to the many SDGs to which we contribute indirectly, our work directly contributes to SDG3: Good Health and Well-being and SDG4: Quality Education.

To briefly summarize our work that contributes to achieving these goals:



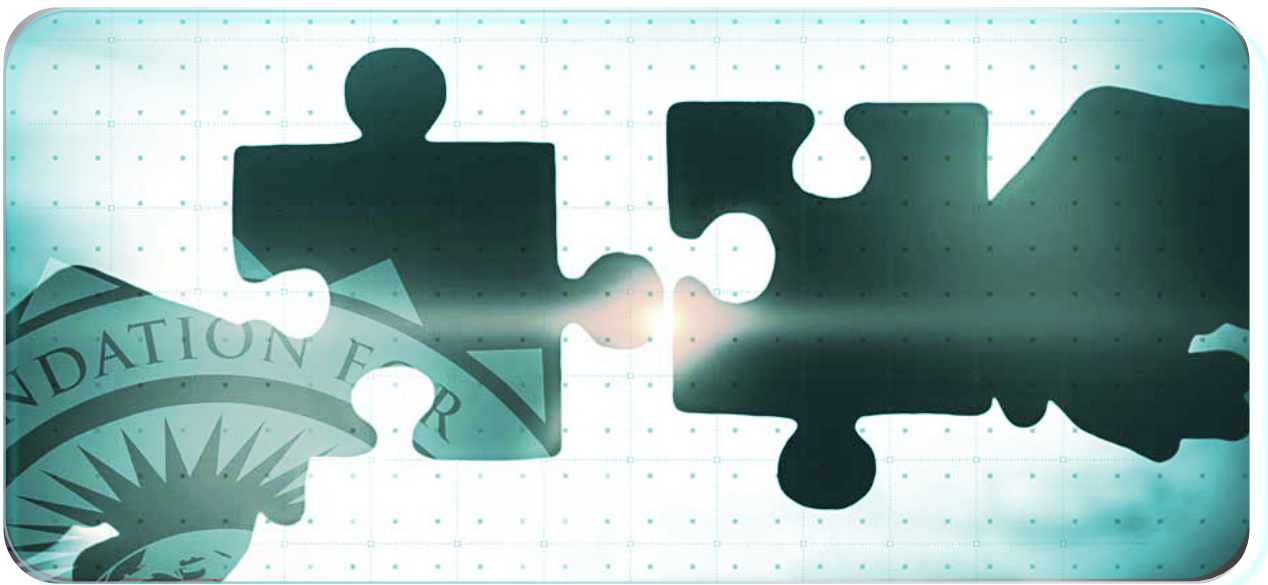
### Good Health

We believe that all people should have access to the full range of quality health services they need, when and where they need them, without financial hardship. In order to support Good Health for all, we deliver high quality healthcare and health management training across Africa, conduct clinical and implementation science research in rural communities and implement health systems strengthening projects in partnership with government and community stakeholders.



### Quality Education

To quote our late and great President Mandela, "Education is the most powerful weapon which you can use to change the world." FPD is an organisation dedicated to realizing SDG4: Quality Education. Our educational model is designed to reduce barriers of access to continuous professional development by bringing training near where people live and work, in modalities (distance, eLearning, blended learning) that allow our students to balance study with other life commitments, contracting content experts to develop. We pride ourselves in developing high quality content that is appropriate. And relevant to the needs of our students, and in securing sponsorship for programs important to Africa (e.g. Mental Health, COVID, GBV) so that most of our students study at no cost.



**8**

# **Risk and Opportunities**

## Risk and Opportunities

At FPD, meticulous attention is devoted to the identification of risks with potential implications for our short, medium, and long-term performance.

A comprehensive evaluation conducted by the FPD Board and Executive Management at the close of 2023 highlighted key risks projected for 2024, encompassing diverse challenges:

- **Cash Flow Pressures:** Concerns arise from delayed payments by government agencies, posing a risk to financial stability.
- **Data-to-Knowledge Transition:** The imperative to enhance the seamless transition of data to actionable knowledge accessible to managers at all levels is underscored.
- **Economic Downturn:** Negative economic sentiment and reduced purchasing power create uncertainties impacting the institution.
- **Loadshedding Impact:** Scheduled power outages present challenges to virtual learning programs.
- **HRH Shortage and Political Constraints:** A severe shortage in Human Resources for Health (HRH) is compounded by political limitations on private higher education's contribution to addressing this shortage.
- **Upcoming Elections:** Anticipation of potential disruptions and delays in tender opportunities due to the upcoming elections in 2024.

In tandem with risk mitigation, FPD is actively capitalizing on opportunities to create sustainable value:

- **Expanded Partnerships:** Increasing collaborations with South African implementing partners as their preferred training supplier on regional and local grants applications.
- **Mental Health Focus:** Intensifying efforts in Mental Health System strengthening, integrating Mental Health screening and care into existing HIV/TB programs.
- **Cross-Border Initiatives:** Exploring avenues to play a larger role in supporting Africa-wide initiatives addressing health workforce shortages.
- **Technology Integration:** Actively evaluating new ways to leverage technology and digital platforms, including the incorporation of artificial intelligence.

The strategic vision for the future at FPD encompasses new marketing initiatives, the development of student platforms, data consolidation for knowledge output, and a steadfast commitment to learning from past mistakes.





9

## Key Performance Indicators





## Developing People



**R12.8 million** amount of sponsorship and funding received



**11** Qualifications  
**2** International Programmes  
**254** Short Learning Programmes



Students Trained:  
**8169**

### 166 graduates in the following qualifications:

- FPD/YALE Advanced Health Management Programme
- Higher Certificate in Management
- Higher Certificate in Practice Management
- Advanced Certificate in Management
- Advanced Certificate in Monitoring and Evaluation
- Advanced Diploma in Aesthetic Medicine
- Post Graduate Diploma in Health Professions Education and Leadership
- Postgraduate Diploma in Distance Higher Education

## Student Satisfaction

The purpose of the student satisfaction survey is to determine if the Academic Cluster is working towards FPD's vision, specifically if we are developing educational programmes that are accessible, affordable, relevant, and of excellent quality.



Average faculty satisfaction rating out of 5 (1 = poor; 5 = excellent)



Tutorial (Contact) 4.3/5



Tutorial (Virtual) 4.4/5



Distance (E-learning) 4.3/5

## Faculty Satisfaction

The purpose of the faculty satisfaction survey is to determine if our academic faculty are satisfied with their experience of working with FPD and with the quality of the courses and qualifications they facilitate.



Average faculty satisfaction rating out of 5 (1 = poor; 5 = excellent)



Tutorial (Virtual) 4.6/5



Tutorial (Virtual) 4.7/5

## Conferences and Events



**1<sup>st</sup> SA Mental Conference** attended by **723** delegates.



**53** Webinars attended by **11 345** delegates.

## Ships Placements 2022/2023



**120**

Pharmacy Assistants



**49**

TVET Interns



**111**

University Graduate Interns



**10**

# Affiliates & Strategic Partners

Affiliations

FPD Affiliates

Strategic Partners

Sponsors and Donors

## Affiliations

- 🎯 The Swiss South African Chamber of Commerce
- 🎯 The Consortium of Universities for Global Health
- 🎯 The South African Private Higher Education Association
- 🎯 The South African Monitoring and Evaluation Association

## FPD Affiliates



### Health Sciences Academy

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 qualification of pharmacists and pharmacy support workers, and the optimal use of existing pharmacy personnel. It is estimated that there are 19 750 pharmacists in South Africa including interns and community pharmacists 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 in April 2023, there are 4 072 learner Basic and 2 302 learner Post Basic pharmacist's assistants busy studying to achieve their qualification. There are 3 401 qualified Basic learners and 16 488 qualified Post Basic learners. The Pharmacy Council has finalised 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) qualification at NQF level 6.

### Expertise and Services

#### Pharmaceutical Sector Training

At any time, HSA has about 1 500 learners enrolled for the National (Basic) and Further Education and Training (Post Basic) Pharmacist's Assistance programme. The present course will see enrolments only until 30 June 2024. Thereafter, the new course for Pharmacy Technician will be implemented.

#### 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. We have updated and re-accredited the course with the South African Pharmacy Council (SAPC). The course consists of four days of practical training and one day for assessments and practical exams.

#### Industry courses

Industry courses include Medicine Registration in South Africa for both pharmacists and regulatory assistants, Good Manufacturing Practice (GMP) as well as immunisation and injection techniques. The course for Immunisation has recently been accredited by SAPC according to the latest curriculum and was implemented in January 2023.

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 14 modules that can be completed as distance modules. Twenty modules are available to expand knowledge and skills for Continued Professional Development (CPD) are also available.





HSA has created a portal for the training of pharmacists and pharmacy support personnel called PharmEd. This portal gives access to courses that addresses practice management issues and other general topics of interest.

As part of our offering to the health sector, we have introduced skills programmes on subjects such as stock management, an introduction to the pharmaceutical sector and diseases as well as customer service, merchandising and sales.

#### Management

HSA has approval from LG SETA for a course in Generic Management at NQF level 4. This course is aimed at new entrants to the workforce who have ambitions to enter the supervisory or management levels. The course can be completed as distance education over 12 months. It can be supplemented with an FET Certificate in Business Administration (NQF 4).



#### Skills Panda

Skills Panda is a training institution that embraces technology to ignite the skills and capabilities in the students we train. We work with corporates and SETAs to fund the learning paths of deserving South African youths to prepare them for high tech and high value careers. Skills Panda training programs are SETA Accredited and B-BBEE aligned ensuring that our clients maximize points earned under Skills Development or Socio-Economic Development. To date, Skills Panda has registered over 800 learners on its virtual campus through sponsored learnerships and short courses/ skills programs. Our learner recruitment efforts centre around learners who are township and rural based with specific preference given to black disabled youths.

#### Our courses offered as a learnership or structured skills programs include:

- Interactive Media
- 3D Animation
- Systems Development
- Technical Support
- Database Development
- Systems Development port



#### PPO Serve

##### Introduction

PPO Serve (Professional Provider Organisation Services) is a health care management company that helps clinicians get organised into teams to 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 on a fragmented service model that forces clinicians to work alone, making it hard to collaborate with colleagues, and results in inefficiencies because it prevents clinicians to deliver the care that their patients really need. Adopting a VBC model is the antidote to the current dysfunction.

PPO Serve organises clinicians into local multidisciplinary teams and provides them with all the tools needed to be a successful in a Value Based Care contract with 3rd party purchasers. Our population medicine product, The Value Care Team (TVCT) is a structured PHC multidisciplinary team of GPs, a consulting physicians and associate allied healthcare professionals, directed our Practice Transformation Coach ('the Coach') and which employs care coordinators (nurses or clinical associates). There are subcontracts for palliative care and other services, including a 24/7 health support call centre and a hospital case management service.

The patient populations of the GP Practices are POPIA enrolled, and Medical Scheme data is augmented by comprehensive clinical and social patient information measures are collected by the Care Coordinators to assess disease severity, frailty, mental health status as well as the degree of social isolation.

Multidisciplinary Team meetings are held to discuss complex cases and set policy, Forums include local clinical and social partners such as from subacute hospitals, local hospice, and psychiatric facilities. Our Intelligent Care System then links every patient to their individual care plans, made up of tasks for the Team to do and which monitors progression. Care plans provide comprehensive proactive care that improves outcomes for patient populations.

Following the Alberton Pioneer ICC, a successful VBC PHC pilot project (which the 3rd party failed to support), a new Value Based Care Population healthcare project was launched in September 2019 in Pretoria North, with the Government Employee Medical Scheme (GEMS), as the anchor medical scheme. This was converted into a national programme in April 2023. It is based on a risk based capitation model (repriced monthly) with a significant portion of the revenue linked to outcomes (measured every 6 months). It has rapidly spread throughout Gauteng and KZN and recently launched in the Eastern Cape.

# NATIONAL FOOTPRINT ROLLOUT STRATEGY



**Objective:** access to VBC benefits for all members

**Focus:** Balance between speedy rollout and quality program delivery

## MULTI DISCIPLINARY TEAMWORK

**Objective:**  
- Establish a fully operational Hub with integrated care

**Activities:**  
- Digital communication strategies, wellness and screening  
- Multi-Disciplinary Team meetings for shared patient work  
- Collaboration with willing specialists

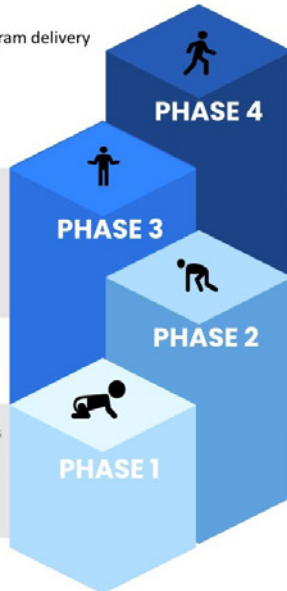
**Outcome:**  
- Savings from improved care efficiency, reduced admissions

## FORM

**Objective:**  
- Select an area and recruit Practices to join local Programme hubs

**Activities:**  
- Train Practices: Contracts, enrolments, operations (Finance, IT)  
- Recruitment of Hub Coach and Care Coordinators (CCs)

**Outcome:**  
- Initial setup phase, no savings expected



## LOCAL IMPROVEMENT FOCUS

**Objective:**  
- Address local challenges to enhance programme outcomes

**Activities:**  
- Identify and address local challenges (e.g., excessive elective surgery; discharge home barriers)  
- Implement targeted interventions

**Outcome:**  
- Incremental savings through focused cost driver management

## CAPACITATE

**Objective:**  
- Staff up the Hub and the Practices with personnel and local partners

**Activities:**  
- Appointment of Care Coordinators (CCs) and Allied staff  
- Identification of local clinical and social support partners

**Outcome:**  
- Initial savings from CCs enrolling and working with high needs patients

## Key Points:

- Cost savings are linked to local Team maturity
- Iterative approach with shared learning across similar areas

A 4 phased rollout plan is followed in each new area (each one has a Coach and is called a Hub).

### The Phases are

- Form the Hub – enrol practices, appoint a Coach, train the Practices on the programme, the use of the ICS and the new financial flows and begin recruiting staff.
- Capacitate – staff up with a Care Coordinators and Allied staff and begin creating local support and referral arrangements
- MDT routine work and meetings for the whole patient population
- Local Focus – data driven strategic focus on local challenges.



In June 2024 there were **157 GP practices** with their **141 000 patients active** on the programme.

## Strategic Partners

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

### International



The University of Manchester  
Alliance Manchester Business School

#### Alliance Manchester Business School

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 the ideas and experience that will equip its graduates (since 1998). AMBS in partnership with FPD offers an international management programme for executive leaders in Africa.



#### Brigham and Associates, Inc.

Brigham and Associates, Inc. is dedicated to improving healthcare and the disability and claims systems to ensure accurate decisions and prevent needless and inaccurate disability claims. We accomplish this through web-based resources, training, speaking, writing, and consultation. FPD has partnered with Brigham and Associates, Inc. to offer an online short course in the Evaluation of Permanent Medical Impairment Rating based on the Internationally accredited AMA Guides with the associated tools to support practitioners with the knowledge and skills to evaluate permanent medical impairment appropriately.



#### Golden Key International Honour Society

Golden Key International Honour Society (GKIHS) is the world's largest collegiate honor society for graduate and undergraduate students, and has strong relationships with over 400 universities around the world. Golden Key is built on the pillars of academics, leadership, and service, and our chapters are committed to implementing service projects and leadership development for all students on their campus.

GKIHS has partnered with FPD to bring its membership access to a unique set of short courses in alignment to the GKIHS pillars. This includes an exclusive short course management package.



#### Next Gen U

NextGenU offers a learning portal invented to help democratize education and aims to educate and improve the capacity of the health workforce. NextGenU offers courses from undergraduate-level pre-health sciences, nursing, and community health worker training through medical and public health graduate training, medical residency programs, and continuing medical education at no or low cost. NextGenU partners with FPD to exchange best practise content to make the best quality content available to more health care workers at an affordable price.



#### Association for Health Professions Education and Leadership (AHPEL)

The Association for Health Professions Education and Leadership (AHPEL) works to advance health professions education in sub-Saharan Africa. FPD joined forces with AHPEL 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. In addition, FPD has partnered with AHPEL to develop the short course in scientific peer review, helping participants navigate the process in reviewing scientific papers and providing adequate feedback to the editorial board of a journal.

# 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. 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 healthcare 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 migrated in 2022 to an endorsement offered by the society after six years of close collaboration for the 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.



## Council for Scientific and Industrial Research

The Council for Scientific and Industrial Research, (CSIR), is South Africa's premier and central scientific research and development organisation. It was established by act of parliament in 1945 and is situated on its own campus in city of Pretoria. The CSIR and FPD have collaborated in supporting the public and private sector by offering infection control and prevention courses.



## Eloquent Advanced Wound Management

Eloquent Learning Health is a training company focusing on evidence based practical training in the Wound Management Environment. FPD has partnered with Eloquent Wound Management to develop a basic wound care course as well as a course to address the management of wound care in the malignant and palliative patient



## The Beauty Brand

The Beauty Brand is a consultancy serving clients who have an appreciation for authentic beauty, personal development, creativity, a passion for learning and being their best selves. The Beauty Brand offerings link together a host of products, services and suppliers that develop client's beauty and brand and ultimately unlocks potential. FPD has partnered with The Beauty Brand to make a short course in personal branding available to you, to help you be deliberate about your personal brand so you can live out your life's mission.



## The Coaching Centre

The Coaching Centre (TCC) has a 20-year history as a pioneer and leader in Coaching and Leadership Development both locally and globally. Under the leadership of Dr Paddy Pampallis, TCC forms part of the recently launched Integral U Africa Institute, an initiative to integrate leading theory and practice from Africa, the east and west, into a relevant and whole offering for integral human development. The Ubuntu Coaching Foundation (UCF), further serves our passion for integration through making coaching and leadership skills development accessible to communities and community organisations.

FPD together with the TCC offers a short course that covers the fundamentals of coaching skills, competencies, frameworks, models and tools through theoretical presentation, group discussions, practical coaching exercises and reflective processes.





### FluidRock

FluidRock is the leading independent governance firm. FluidRock provides a holistic suite of services in a flexible and client-centric manner to ensure the relevant needs of every organisation and its board (governing body), executives and stakeholders are met. Each division is headed up by an industry expert with many years' experience supported by a team of passionate and energetic individuals. In partnership with FluidRock, FPD provides an online short course in Business Ethics for all professionals.



### 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, the UNICEF DHSSI project.



### Indlela

Indlela is a collaboration between the University of Witwatersrand's Health Economics and Epidemiology Research Office (HE2RO) and the University of Pennsylvania's Center for Health Incentives and Behavioral Economics (CHIBE). Indlela is a first-of-its-kind unit focused specifically on improving the effectiveness of the public sector in delivering health care and achieving better health outcomes in South Africa. In 2022, Indlela funded and

provided technical and research support to FPD to test the use of Behavioral Science in creating demand for the GP Care Cell project.



### National Department of Health

FPD is the secretariat for the National HIVTT 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.



### Pioneering Solutions Studio Group (PSSG)

PSS' TRISCOMS® framework is a leader in Education Technology (PSS) and is used in multinational programs by organisations like the United Nations and private sector alike. FPD has partnered with PSSG to create a unique Information Technology School, that is a Microsoft Imagine Academy as well as Microsoft Global training partner and also a CompTIA delivery partner. Their dedicated online LMS (learner management system) is a platform to provide the right tools, resources and preparation materials to certify or qualify in international IT certifications and local qualifications. The training platform includes vendor backed curricula with very exciting features promoting advancement in all IT related careers, from digital literacy to Azure and cloud management and everything in between.



### 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 health care management company that helps clinicians get organised into teams to 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 on a fragmented service model that forces clinicians to work alone, making it hard to collaborate with colleagues, and results in inefficiencies because it prevents clinicians to deliver the care that their patients really need. Adopting a VBC model is the antidote to the current dysfunction.



### South African Dental Association

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. SADA has partnered with FPD to gain accreditation to offer a distance Higher Certificate in Dental Assisting. This will offer a much-needed opportunity to those in rural areas to gain a qualification to improve the availability of dental assistants across the country.



### South African Medical Association

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.



### EM Guidance

The leading independent digital platform that provides locally relevant medicines and clinical support to empower healthcare professional decision making at the point of care. We connect the healthcare ecosystem and medical industry to the frontline, to introduce the latest clinical standards, and advances in medicines, therapeutics and diagnostics.



### Higher Ed Partners Africa

Higher Ed Partners Africa (HEP Africa) helps universities expand access to high-quality and affordable higher education through technology-aided learning in sub-Saharan Africa. It is part of a dynamic, global and mission-driven online programme management (OPM) group with presence on four continents, which is a market leader in each of its geographies.

HEP Africa helps partner universities establish their online footprint, grow online enrolments in a sustainable way and ensure an optimal online student experience that leads to high persistence and graduation rates across their online programmes.



## Sponsors and Donors

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Because Health Workers Save Lives.

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**Right to care**  
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Global Antibiotic Research & Development Partnership

**psi**

**NIH** National Institutes of Health  
Turning Discovery Into Health

**u<sup>b</sup>**  
UNIVERSITÄT  
BERN

**G:ENESIS**  
UNLOCKING VALUE

**Johnson & Johnson**

**Johnson & Johnson**  
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CENTERS FOR DISEASE  
CONTROL AND PREVENTION

**USAID** | **SOUTH AFRICA**  
FROM THE AMERICAN PEOPLE

**PEPFAR**  
U.S. President's Emergency Plan for AIDS Relief



**11**

# Impact Report 2023

Education

Research

Social Media

Student Training and Countries



### Education

- 285** Educational Programmes
- 8169** Students Trained
- 166** Graduates
- 11** Qualifications



### Research

- 37** Conference Presentation
- 4** Active Projects
- 2** Clinical Trials
- 27** Publication Articles



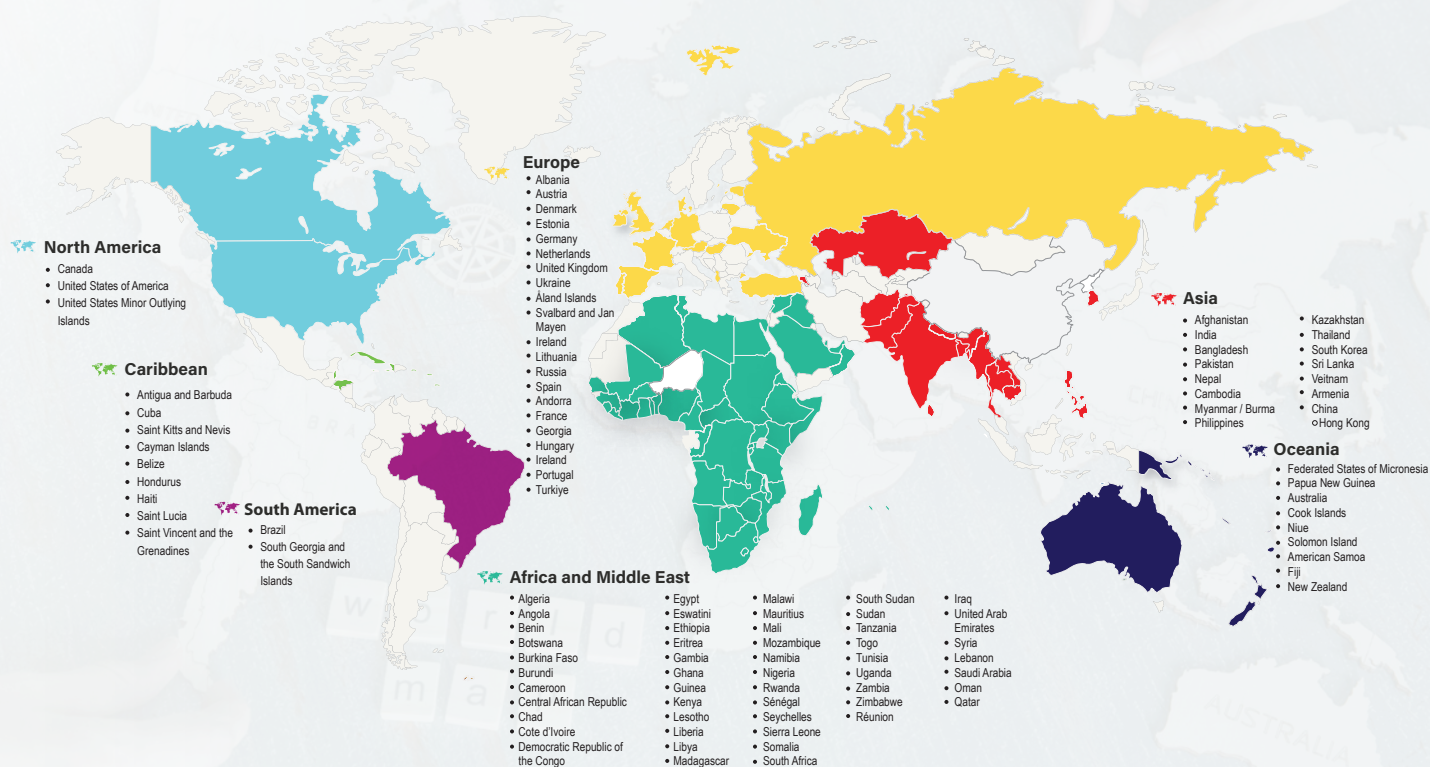
### Social Media Reach

- 20 895** Facebook
- 9835** LinkedIn
- 1925** Instagram
- 660** Youtube

**17** Tiktok

Account created in 2023

AT TIME OF PUBLISHING



**589 263** students trained in **110** countries



12

## 2023 Activities

Academic Cluster

Innovations

Health Systems Strengthening

FPD Support Services

Strategic Information Unit

Finance Department

Human Resources Administration

IT Department



## Academic Cluster

### Developing People

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 2023

- Postgraduate Diploma in Monitoring and Evaluation

#### Qualifications developed, customised, or updated:

- Advanced Diploma in Aesthetic Medicine
- Postgraduate Diploma in General Practice – Rheumatology module
- Master's in Public Health – Maternal mortality module
- Master's in Public Health – Injury prevention module
- Master's in Public Health – Public health nutrition module
- Master's in Public Health – Evaluation of interventions module
- Postgraduate Diploma in Distance Higher Education – Quality enhancement in higher education module
- Postgraduate Diploma in Distance Higher Education – Higher education service-learning module
- Postgraduate Diploma in Distance Higher Education – Leadership and management module

#### Short Learning Programmes developed, customised or updated:

##### Tutorial Short Courses:

- COVID-19 Vaccination Ambassador
- Data Analysis and Presentation

- Extended Focused Assessment with Sonography in Trauma (eFAST)
- Nurse Initiated Management of ART

##### e-Learning Short Courses:

- Diabetes for Nurses
- DREAMS Ambassador Leadership Programme
- Gender Based Violence for Non-professionals
- HIV Testing Services
- Infection Control for Correctional Services
- Introduction to Palliative Care for Nurses
- Mental Health Mentorship
- Mentally Resilient Workforce
- Moderation Short Course
- Postgraduate Supervision
- Research Proposal Writing
- Safety Preparedness
- HIV/AIDS
- Rheumatology
- Short Course in TB
- Software Development Fundamentals Bootcamp
- Telemedicine for Health Care Professionals
- Telemedicine for Medical Practice Support Staff
- Virtual Selling



### Student Enrolment

In 2023 52 574 students, bringing the total number of students who have studied with FPD to

**589 263**

### Race Diversity

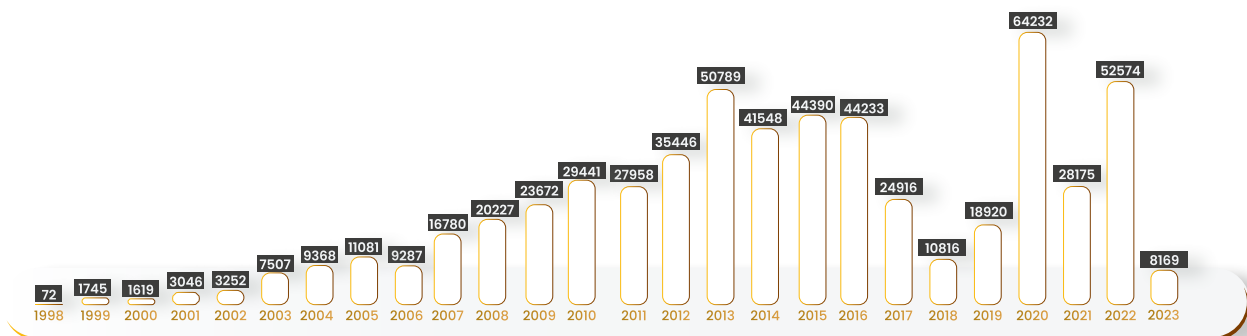
African	4971
ASIAN	90
COLOURED	326
INDIAN	350
OTHER	1463
WHITE	969
	<b>8169</b>

### Gender Diversity

FEMALE	4792
MALE	2166
NOT PREPARED TO DISCLOSE	1211

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.

### Student Enrolment 1998–2023



## Alumni Network



FPD's Alumni Programme was established to help all our Alumni to stay part of the FPD community. The aim is to assist our ALUMNI to stay in touch with FPD, with each other and to stay up to date with new practices, ideas and knowledge.

### Benefits of joining our Alumni Network:

- Receiving quarterly newsletters that will include profiles of successful Alumni, articles on various subjects, competitions, information of upcoming FPD courses and events etc.
- Alumni will be invited to register for free/ sponsored online courses in their field of study/ work.
- Alumni will be invited to free/ sponsored webinars in their field of study/ work.
- Special offers and selected discount on courses.



### FPD strives to guide and support students in acquiring:

- 1 sound knowledge base in the field of study concerned;
- 2 scholarly and/or professional and/or technological dispositions, attributes and competencies appropriate to the field of study and/or future careers;
- 3 academic, professional and employability knowledge, skills, attitudes and values that will enable participation in society as high-level human resources with a view to promoting
- 4 growth and prosperity;
- 5 competencies and attitudes necessary for lifelong learning.

#### FPD Digital Library

The Foundation for Professional Development (FPD) digital Library provides students with access to an amazing range of online resources to explore the subjects they are passionate about. We will also help students to develop skills that will support them as they study, at work, or in everyday life. The online library gives students access to quality-assured and trusted resources that are selected and assessed by subject specialists and academics.

#### 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 onto 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 further assistance through the provision of assessments and assignment guidelines.

#### Continuing Education and Professional Support

FPD complements 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.



#### 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. Graphs provide an overview of the qualifications and expertise of faculty who taught on programmes in 2023.

#### Qualifications of FPD Faculty





During the past year, the following evaluations were conducted:

2023/2024		Projects	
 Grand Challenges Canada	 LALA	1	<p><b>Type of project:</b> Outcome Evaluation</p> <p><b>Name of project:</b> Evaluation of the Yale/FPD Advanced Health Management Programme</p> <p><b>Summary of results:</b> Of the 40,004 participants, 11,159 completed the pre-questionnaire and 4,542 completed the post-questionnaire, resulting in 3,222 questionnaires being matched and analysed. 39% of the participants' Knowledge, Attitude and Practice survey score improved, 27% stayed the same, and 34% decreased post-intervention.</p>
		2	<p><b>Type of project:</b> Outcome Evaluation</p> <p><b>Name of project:</b> Outcome evaluation of the Serious game to improve youth Mental Health.</p>
 Johnson and Johnson Foundation		1	<p><b>Type of project:</b> Implementation and outcome evaluation</p> <p><b>Name of project:</b> Evaluation of the Nurse Educator Leadership Development Programme.</p>
		2	<p><b>Type of project:</b> Outcome evaluation</p> <p><b>Name of project:</b> Outcome evaluation of the Short Course in Research Proposal Writing.</p>
 Pfizer		1	<p><b>Type of project:</b> Outcome evaluation</p> <p><b>Name of project:</b> Outcome evaluation of the Short Course in Research Proposal Writing.</p>
		2	<p><b>Type of project:</b> Outcome evaluation</p> <p><b>Name of project:</b> Outcome evaluation of the Short Course in Telemedicine for Health Care Professionals and Support Staff</p>
 AngloGold Ashanti		1	<p><b>Type of project:</b> Baseline Survey</p> <p><b>Name of project:</b> Employee Wellbeing Survey</p>







## SHIPS Unit

The FPD SHIPS Unit was established in 2012 as a result of the expertise developed through the implementation of the PEPFAR Fellowship Programme. Through this program, more than 200 graduates with a Master's qualification were successfully transitioned from academia to the workplace.

The Unit has since expanded its programme offering to include programmes designed to enhance the skills of university graduate students, TVET students and school-leavers. The purpose of these programmes is to place students and school-leavers with host organisations in the public and private sector to enhance their employability through workplace experience opportunities and studies towards a National Qualifications Framework registered qualification.

### Current Projects



#### Pharmacist Assistant Learnership

The Pharmacist Assistant Learnership Programme was established in 2009. To date this programme has supported more than 3200 learners at Basic and Post Basic level. Learners are placed at private and government hospitals, and private pharmacies to work under the supervision of a tutor Pharmacist. During the first year of the learnership, learners complete a Pharmacist Assistant (Basic) qualification. Thereafter learners can enrol for a second year to complete the Pharmacist Assistant (Post Basic) qualification.



#### TVET Internships

In 2014 FPD secured funding from HWSETA to establish a Work Experience Program for TVET (previously FET) students. The program provides opportunities for work experience to TVET students who have completed the theoretical component of a level N4 – N6 qualification in Business Studies fields. Through this programme, students are mentored and coached to fulfil the 18 months experiential training required to obtain their diploma. More than 400 TVET students have to date participated in the program.



#### University Graduate Internships

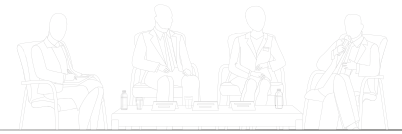
The programme aims to bridge the theoretical and practical aspects of newly qualified graduates, thus making the transition from classroom to workplace easier through supervised work environment exposure. The programme caters for candidates who have completed a university degree in IT, Human Resources, Finance, Marketing, Community Development, Social Work, Bio-medical Technology, Environmental Health, and Psychology. FPD has recruited and placed more than 450 University graduates with partner hosting organisations. Interns are paired with a mentor who guides them to effectively function in the work environment and who shares their knowledge and experience in the Interns' respective field of study.

### Placements during 2022/2023

Pharmacist Assistant Learnership	120
TVET Internships	49
University Graduate Internships	111

**Over 4000**  
students have been  
since 2012





## 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 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.



FPD is registered with the Southern African Association for the Conference Industry (SAACI) as well as with the Association of African Exhibition Organisers (AAXO). Additionally, as the largest organiser of health-related conferences in South Africa, we have extensive experience in registering our conference for CPD points with the Health Professions Council of South Africa (HPCSA).

- COVID-19 changed the way organisations interact and communicate with their staff, clients, suppliers, and other stakeholders. The limitation of people per business event, has not lessened the need for companies to be able to still interact with stakeholders.
- An online event, be it a webinar or virtual conference, requires a certain standard of production quality, even though it varies from an in-person event, it presents its own challenges specifically from a technological and a planning standpoint.
- FPD understands that meetings, trainings, team building, group collaboration and social events etc. has become even more important to organisations in a time where 'working from home' has become the new normal.
- FPD gives organisations the opportunity to still interact with all their stakeholders through our on-line platforms. Virtual meetings, webinars and conferences can be organised by FPD with our on-line event solutions.
- Social Media channels presents an opportunity to reach our targeted audience giving them a snippet of the event.
- Another part of a successful event is entertainment, to highlight the lighter side of events. During a live event, the entertainment is always well received, giving delegates a well-earned kick back moment, allowing them to shift focus for a bit.

FPD's Conferences and Special Events Department provides the following services for on-line events:

- Platform management, setting up the event and pre-testing
- Training and pre-event testing with facilitator
- Developing marketing material for an event
- Marketing the event
- Registration management
- Speaker management
- Database management
- Providing IT Technician during live event
- Online entertainment and networking options
- Online exhibition and networking solutions
- Post event recording
- Post event database
- SMS, Call and WhatsApp support during the event
- Post event reporting



### The FPD Conferences Organising Model

The FPD Conferences 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.

The Conferences and Special Events Department provided the following services for on-line events in 2023:

- Platform management, setting up the event and pre-testing
- Training and pre-event testing with facilitator
- Developing of marketing material for event Marketing
- Registration management
- Speaker management
- Database management
- Providing IT Technician during live event
- On-line entertainment and networking options
- On-line exhibition and networking solutions
- Post event recording
- Post event database
- SMS, Call and WhatsApp support during the event
- Post event reporting

### Conferences / Events Hosted in 2023

Event and Theme	Date	Venue	Delegates
<b>1st SA Mental Health Conference:</b> Join the Movement	24 – 25 April	Gauteng Emperors Palace	723
<b>3rd Nursing Conference</b> Innovative approaches to Nursing	24 – 25 July	Gauteng, Kempton Park, Radisson Hotel	197
<b>11th SA AIDS Conference</b> Act, Connect and End the Epidemic	20 – 23 June	KwaZulu-Natal, Durban ICC	2587

### ASAP II Webinars 2023

	Attendees
Finance & Compliance (French)	648
Leadership & Governance (English)	34
Monitoring and Evaluation (English)	70
Leadership & Governance (French)	363
Finance & Compliance (Portuguesse)	89
Monitoring & Evaluation (Portuguese)	73
Community of Practice Finance & Compliance (French)	83



## Webinars Hosted 2023

Name of the webinar	Attendees	Clients
Mental Health Grand ward Round Clinical Case Discussion	415	Mental Health Systems Strengthening
Mental Health Webinar Series: Are we transforming Mental Health for all and living up to the WHO Mental Health Report 2022?	358	School of Health Sciences
How project management can drive your organisation's success?	202	FPD Business School
How M&E can help your organisation be more sustainable?	359	FPD Business School
Mental Health resilience in the workplace	490	Nursing Education Unit
Mental Health Grand ward Round	603	Mental Health Systems Strengthening
Self-harm and suicide in adolescents - What are we missing how do we cope?	918	School of Health Sciences
Beyond a one-size fits all approach Treatment optimization to improve the quality of life of people living with HIV.	235	J&J
Mental Health: Grand ward Round.	660	Mental Health Systems Strengthening
Holistic Approach to Palliative Care.	197	Nursing Education Unit
Careers in Strategic Procurement.	64	FPD Business School
Behavioral problems in children with a focus on children that act out as part of opposition defiant disorder.	1000	School of Health Sciences
Mental Health: Grand ward Round.	1389	Mental Health Systems Strengthening
Body dysmorphic disorder.	661	School of Health Sciences
Unveiling the Connection: Bridging the Gap in HIV Programs for Severe Mental Health Conditions - A South African Case Study	872	School of Health Sciences
What does disaster management comprise of?	426	Pfizer
Mental Health: Grand Ward Round.	300	Mental Health Systems Strengthening
Giftedness in Children - Is Being Gifted a Blessing or a Curse.	836	Mental Health Systems Strengthening







## Innovations

### Research Unit

The Research Unit continues to contribute to the global and national public health agency in HIV prevention and treatment, and sexually transmitted infections (STIs) in line with its mission statement *“To build a better society through public health capacity building, research, and evidence-based policy and programme development and implementation”*.

The research projects in Buffalo City ensure that the rural Eastern Cape communities, which are among the most impoverished in South Africa, are included in ground-breaking research and have early user experience with emerging public health interventions. All projects are aligned with the public health priorities defined in the National Strategic Plan for HIV, TB and STIs 2023–2028.

The Ndevana Clinical Research Site (CRS) continued to grow during this year including the establishment of an on-site research pharmacy. The INSIGHT study of oral HIV pre-exposure prophylaxis (PrEP) was completed successfully, and with very high rates of follow-up. The study confirmed the high rates of HIV infection and sexually transmitted infections (STIs) among adolescent girls and young women (AGYW) in our vulnerable communities. Also, the discrete choice experiment highlighted the preference for oral or injectable long-action PrEP options. The PURPOSE-01 and PURPOSE-02 trials were taken to scale and recruitment of AGYW, and men who have sex with men (MSM) and transgender people in these respective trials of long-acting injectable lenacapavir for HIV prevention was completed achieving sample size. Retention has been good and follow-up ongoing.

The Research Unit maintained its diverse portfolio and pipeline of investigator-driven research projects in the fields of HIV prevention and treatment, and STIs. New projects include a study of experiences, preferences and choices of HIV PrEP by pregnant and breastfeeding women and a study of *Treponema pallidum* genomics analysis in specimens obtained from patients with syphilis. Also, the focus of the SOAR study – evaluating a behavioural intervention to promote disclosure of HIV-positive status within relationships – was expanded from MSM to include also transgender women.

The STI research portfolio remains the flagship programme of the FPD Research Unit, with projects conducted at five clinical research sites within primary healthcare facilities across Buffalo City and in collaboration with a large network of international partners. Recruitment milestones were achieved for the Philani Ndiphile project of the impact of STI testing approaches in pregnancy on birth outcomes, and a study of antimicrobial resistance of *Neisseria gonorrhoeae* was completed. Highlight of the year is our scientific publication in *The Lancet* of the evaluation of the first low-cost, rapid test globally for point-of-care diagnosis of *Neisseria gonorrhoeae*. A satellite symposium was successfully organised at the SA AIDS conference to discuss approaches and shape the agenda of STI testing in pregnancy.

FPD employs a team of young, energetic and talented researchers who were invited for oral presentations at the ST & HIV World Congress, the SA AIDS Conference, the HIV Clinicians Society Conference and the Eastern Cape Research Seminar. Our research manager of the STI projects received the prize for best oral presentation by a young investigator at the STI & HIV World Congress in Chicago. She also attended a high-level stakeholder meeting by the World Health Organization while the Head of Department was member of several technical advisory groups in STIs and HIV at the National Department of Health and the World Health Organization. He also finished the STIs and viral hepatitis sections of the National Strategic Plan 2023–2028 that was subsequently released by SANAC.

FPD researchers published their findings in a scientific manuscript in a peer-reviewed journal showing capacity building. Senior researchers also held presentations at various in-person and virtual conferences.

#### Highlight for 2023

- ✔ Scientific Publication, Of the evaluation of the first low-cost, rapid test globally for point-of-care diagnosis of *Neisseria gonorrhoeae* in the, ***The Lancet***
- ✔ **Record Output of 27** scientific articles published in peer-reviewed journals
- ✔ Awarded the **best oral presentation**, at the **STI & HIV World Congress in Chicago**





## 2023 ACTIVITIES





## Research Output

### Peer Reviewed

<b>Title</b>	Ten game-changers for Mental Health in South Africa
<b>First Author</b>	Stein DJ
<b>Co – Author</b>	Wolvaardt GG, Zungu N, Shisana O
<b>Journal and Publication Date</b>	S Afr J Psychiatr, Nov-23
<b>Title</b>	World Mental Health Day 2023: we must leave no one behind in the response to HIV and Mental Health
<b>First Author</b>	Wainberg ML
<b>Co – Author</b>	Wolvaardt GG, Gouveia L, Ferencik E
<b>Journal and Publication Date</b>	J Int AIDS Soc 2023, Oct-23
<b>Title</b>	Persons with severe Mental Health conditions should be included as a key population in HIV programmes – a case study of South Africa
<b>First Author</b>	Freeman MC
<b>Co – Author</b>	Wainberg ML, Slabbert JD, Mabela S, Wolvaardt G
<b>Journal and Publication Date</b>	AIDS, Nov-23
<b>Title</b>	A global experience-sampling method study of well-being during times of crisis: The CoCo project
<b>First Author</b>	Scharbert J
<b>Co – Author</b>	Scharbert, J., Reiter, T., Sakel, S., ter Horst, J., Geukes, K., Gosling, S. D., Harari, G. M., Kroencke, L., Matz, S., Schoedel, R., Shani, M., Stachl, C., Talaifar, S., Aguilar, N. M. A., Amante, D., Aquino, S. D., Bastias, F., Biesanz, J. C., Bornamanesh, A., Back, M. D.
<b>Journal and Publication Date</b>	Social and Personality Psychology Compass, Oct-23
<b>Title</b>	Antimicrobial resistance and molecular typing of Neisseria gonorrhoeae isolates from the Eastern cape province in South Africa
<b>First Author</b>	Peters RPH
<b>Co – Author</b>	Jung H, Mitchev N, Mdingi MM, Gigi RMS, Shroufi A, Martinez FP, Bamford C.
<b>Journal and Publication Date</b>	Sex Transm Dis, Dec-23
<b>Title</b>	Genital tract infections, the vaginal microbiome and gestational age at birth among pregnant women in South Africa: a cohort study protocol
<b>First Author</b>	Gigi RMS
<b>Co – Author</b>	Mdingi MM, Jung H, Claasen-Weitz S, Butikofer L, Klausner JD, Muzny CA, Taylor CM, van de Wijgert JHHM, Peters RPH, Low N
<b>Journal and Publication Date</b>	BMJ Open, Dec-23
<b>Title</b>	Doxycycline post-exposure prophylaxis for sexually transmitted infections in South Africa
<b>First Author</b>	Peters RPH
<b>Co – Author</b>	McIntyre JA, Garrett N, Brink AJ, Celum CL, Bekker LG
<b>Journal and Publication Date</b>	S Afr J HIV Med, Sept-23





## Peer Reviewed

<b>Title</b>	Antimicrobial effects of Medicines for Malaria Venture Pathogen Box compounds on strains of <i>Neisseria gonorrhoeae</i>
<b>First Author</b>	Mensah E
<b>Co – Author</b>	Fourie PB, Peters RPH
<b>Journal and Publication Date</b>	Antimicrob Agents Chemother, Oct-23
<b>Title</b>	Examining the uptake of COVID-19 vaccine booster doses among healthcare workers in South Africa: a mixed methods study
<b>First Author</b>	George G
<b>Co – Author</b>	Nota PB, Strauss M, Landsell E, Peters RPH, Brysiewicz P, Nadesan-Reddy N, Wassenaar D.
<b>Journal and Publication Date</b>	PLoS Glob Public Health, Nov-23
<b>Title</b>	High study participation but diverging adherence levels: qualitatively unpacking PrEP use among adolescent girls and young women over two years in Eastern Cape, South Africa
<b>First Author</b>	Krogstad Mudzingwa E
<b>Co – Author</b>	de Vos L, Atujuna M, Fynn L, Mugore M, Mabandla S, Hosek S, Celum C, Bekker LG, Daniels J, Medina-Marino A
<b>Journal and Publication Date</b>	J Behav Med, Dec-23
<b>Title</b>	Developing the Speaking Out and Allying Relationships intervention on videoconference for HIV-positive GBMSM in Eastern Cape, South Africa
<b>First Author</b>	Daniels J
<b>Co – Author</b>	Peters RPH, Portle S, Mashabela N, Struthers H, Radebe O, Nel D, Medina-Marino A, Bongo C, Stephenson R
<b>Journal and Publication Date</b>	Am J Mens Health, Sep-23
<b>Title</b>	Factors that influence adolescent girls and young women's re-initiation or complete discontinuation from daily oral PrEP use: a qualitative study from the Eastern Cape province, South Africa
<b>First Author</b>	de Vos L
<b>Co – Author</b>	Krogstad Mudzingwa E, Fynn L, Atujuna M, Mugore M, Gandhi M, Celum C, Hosek S, Bekker LG, Daniels J, Medina-Marino A
<b>Journal and Publication Date</b>	J Int AIDS Soc, Sep-23
<b>Title</b>	Low prevalence of <i>Schistosoma haematobium</i> infection in pregnant women in Buffalo City district
<b>First Author</b>	Peters RPH
<b>Co – Author</b>	Mdingi M, Jung H, Mukomana F, Gigi RMS, Medina-Marino A, Klausner JD
<b>Journal and Publication Date</b>	S Afr J Infect Dis, Jun-23
<b>Title</b>	Usability of a novel lateral flow assay for the point-of-care detection of <i>Neisseria gonorrhoeae</i> : a qualitative time-series assessment among healthcare workers in South Africa.
<b>First Author</b>	de Vos L
<b>Co – Author</b>	Daniels J, Gebengu A, Mazzola L, Gleeson B, Piton J, Mdingi M, Gigi R, Ferreyra C, Klausner JD
<b>Journal and Publication Date</b>	PLoS One, Jun-23





## Peer Reviewed

<b>Title</b>	New guidance on managing sexually transmitted infections from the Southern African HIV Clinicians Society
<b>First Author</b>	Peters RPH
<b>Co – Author</b>	Garrett N
<b>Journal and Publication Date</b>	HIV Nursing Matters, 2023

<b>Title</b>	Understanding COVID-19 vaccine hesitancy among healthcare workers in South Africa
<b>First Author</b>	George G
<b>Co – Author</b>	Nota PB, Strauss M, Landsell E, Peters R, Brysiewicz P, Nadesan-Reddy N, Wassenaar D
<b>Journal and Publication Date</b>	Vaccines, Feb-23

<b>Title</b>	Does it matter what screener we use? A comparison of ultra-brief PHQ-4 and E-MwTool-3 screeners for anxiety and depression among people with and without HIV
<b>First Author</b>	Basaraba CN
<b>Co – Author</b>	Stockton MA, Sweetland A, Medina-Marino A, Lovero KL, Oquendo MA, Greene MC, Mocumbi AO, Gouveia L, Mello M, Dos Santos P, Suleman A, Mabunda D, Mandlate F, Xavier A, Fumo W, Massinga L, Khan S, Feliciano P, Kann B, Salem AF, Bezuidenhout C, Mootz JJ, Duarte CS, Cournos F, Wall MM, Wainberg ML
<b>Journal and Publication Date</b>	AIDS Behav, Apr-23

<b>Title</b>	I know why I am taking this pill”: young women navigation of disclosure and support for PrEP uptake and adherence in Eastern Cape Province, South Africa
<b>First Author</b>	Daniels J
<b>Co – Author</b>	de Vos L, Bezuidenhout D, Atujuna M, Celum C, Hosek S, Bekker LG, Medina-Marino AM
<b>Journal and Publication Date</b>	PLOS Glob Public Health, Apr-23

<b>Title</b>	What motivated men to start PrEP? A cross-section of men starting PrEP in Buffalo city municipality, South Africa
<b>First Author</b>	Smith PJ
<b>Co – Author</b>	Daniels J, Bekker LG, Medina-Marino AM
<b>Journal and Publication Date</b>	BMC Public Health, Mar-23

<b>Title</b>	A call to standardize the definition and method of assessing women for vaginal discharge syndrome in pregnancy
<b>First Author</b>	Babalola CM
<b>Co – Author</b>	Peters RPH, Mukomana F, Mdingi M, Gigi RMS, Muzny CA, Taylor CM, Medina-Marino A, Klausner JD.
<b>Journal and Publication Date</b>	Open Forum Infect Dis, Apr-23

<b>Title</b>	Vulvovaginal yeast infections during pregnancy and perinatal outcomes: systematic review and meta-analysis
<b>First Author</b>	Gigi RMS
<b>Co – Author</b>	Buitrago-Garcia D, Taghavi K, Dunaiski CM, van de Wijgert JHHM, Peters RPH, Low N
<b>Journal and Publication Date</b>	BMC Womens Health, Mar-23



## Peer Reviewed

<b>Title</b>	Emergence of canonical and noncanonical genomic variants following in vitro exposure of clinical Mycobacterium tuberculosis strains to bedaquiline or clofazimine
<b>First Author</b>	Ismail N
<b>Co – Author</b>	Dippenaar A, Warren RM, Peters RPH
<b>Journal and Publication Date</b>	Antimicrob Agents Chemother, Apr 23

<b>Title</b>	Impact of the first COVID-19 lockdown on male urethritis syndrome services in South Africa
<b>First Author</b>	Dorrell P
<b>Co – Author</b>	Pillay Y, Maithufi R, Pinini Z, Chidarikire T, Stamper N, Frank D, Peters RPH
<b>Journal and Publication Date</b>	Sex Transm Infect, May 23

<b>Title</b>	Same-day treatment following point-of-care sexually transmitted infection testing in different healthcare settings in South Africa
<b>First Author</b>	Mdingi M
<b>Co – Author</b>	Peters RPH, Gigi R, Babalola C, Taylor CM, Muzny CA, Low N, Medina-Marino A, Klausner JD
<b>Journal and Publication Date</b>	Clin Infect Dis, May 23

<b>Title</b>	Intimate partner violence during the COVID-19 restrictions: a study of 30 countries from I-SHARE consortium
<b>First Author</b>	Campbell L
<b>Co – Author</b>	Tan RKJ, Uhlich M, Francis JM, Mark K, Miall N, Eleuteri S, Gabster A, Shamu S, Plášilová L, Kemigisha E, Olumide A, Kosana P, Hurtado-Murillo F, Larsson EC, Cleeve A, Calvo González S, Perrotta G, Fernández Albamonte V, Blanco L, Schröder J, Adebayo A, Hendriks J, Saltis H, Marks M, Wu D, Morroni C, Esho T, Briken P, Hlatshwako TG, Ryan R, Farid NDN, Gomez Bravo R, Van de Velde S, Tucker JD; the ISHARE research consortium
<b>Journal and Publication Date</b>	J Interpers Violence, 2023

<b>Title</b>	Intimate partner violence during COVID-19 restrictions: a study of 30 countries from the I-SHARE consortium
<b>First Author</b>	Campbell L
<b>Co – Author</b>	Tan RKJ, Uhlich M, Francis JM, Mark K, Miall N, Eleuteri S, Gabster A, Shamu S, Plasilova I, Kemigisha E, Olumide A, Kosana P, Hurtado-Murillo F, Larsson EC, Cleeve A, Gonzalez SC, Perrotta G, Fernandez A, Blanco L, Schroder J, Adebayo A, Hendriks J, Saltis H, Marks M, Wu D, Morroni C, Esho T, Briken P, Hlatshwako TG, Ryan R, Farid NDN, Bravo RG, van de Velde S, Tucker JD, The ISHARE Research Consortium
<b>Journal and Publication Date</b>	J Interpers Violence, Nov 23

<b>Title</b>	Associations between the COVID-19 pandemic and women's fertility intentions: a multi-country, cross-sectional (I-SHARE) study
<b>First Author</b>	Zhao M
<b>Co – Author</b>	O'Hara CA, Sahril NB, Liu H, Pei K, Ivanova O, Larsson EC, Shamu S, Kpokiri E, Cleeve A, Tucker JD, Michielsen K, Zhang WH
<b>Journal and Publication Date</b>	BMJ Sex Reprod Health, Oct 23



## Peer Reviewed

<b>Title</b>	Understanding oral PrEP interest, uptake, persistence, and experience of use among heterosexual men in Johannesburg, South Africa: an exploratory pilot study
<b>First Author</b>	Felker-Kantor E
<b>Co – Author</b>	Greener LR, Mabaso S, Kruger W, Hasen N, Khosla A, Malone S
<b>Journal and Publication Date</b>	AIDS Behav, Dec23

## Oral Presentations

<b>Title</b>	Challenges to completion of the NIMART Practical Mentorship Programme
<b>First Author</b>	Peters A
<b>Co – Author</b>	Kelly F
<b>Conference</b>	SA AIDS 2023

<b>Title</b>	Partnerships in education: A case study of the NIMART Training Programme
<b>First Author</b>	Kelly F
<b>Co – Author</b>	Peters A
<b>Conference</b>	SAAHE 2023

<b>Title</b>	STIs and antibiotic resistance
<b>First Author</b>	Peters RPH
<b>Conference</b>	World Antibiotic Awareness Week: STIs and antibiotic resistance. Knowledge Hub 2023

<b>Title</b>	Eliminating STIs as public health threat
<b>First Author</b>	Peters RPH
<b>Conference</b>	SANAC 2023

<b>Title</b>	Imagine the world in 10 years if we did nothing today on NG-AMR
<b>First Author</b>	Peters RPH
<b>Conference</b>	STI & HIV World Congress 2023

<b>Title</b>	Draft guidelines for the clinical management of syphilis
<b>First Author</b>	Peters RPH
<b>Conference</b>	SAHCS Guidelines

<b>Title</b>	SAHIVCS Guideline for the management of sexually transmitted infections
<b>First Author</b>	Peters RPH
<b>Conference</b>	SAHCS Guidelines

<b>Title</b>	Perceived benefits and implementation considerations for a novel lateral flow assay for the point of care detection of Neisseria gonorrhoeae in public healthcare facilities in South Africa
<b>First Author</b>	de Vos L
<b>Co – Author</b>	Daniels J, Mazzola L, Gleeson B, Piton J, Gebengu A, Ferreyra C, Klausner JD, Peters R
<b>Conference</b>	STI & HIV World Congress 2023



## Oral Presentations

<b>Title</b>	Treatment uptake following STI testing in pregnancy in the Eastern Cape
<b>First Author</b>	Mdingi M
<b>Conference</b>	SA AIDS 2023
<b>Title</b>	STI treatment and partner notification outcomes in pregnant women in South Africa
<b>First Author</b>	Mdingi M
<b>Co – Author</b>	Gigi RMS, Peters RPH, Babalola C, Taylor CM, Muzny CA, Low N, Medina Marino A, Klausner JD
<b>Conference</b>	STI & HIV World Congress 2023
<b>Title</b>	Preparedness of pregnant women to wait for same day results of sexually transmitted infections
<b>First Author</b>	Gigi RMS
<b>Co – Author</b>	Mdingi M, Muzny CA, Taylor CM, Babalola C, Medina Marino A, Klausner JD, Peters RPH, Low N
<b>Conference</b>	STI & HIV World Congress 2023
<b>Title</b>	Improving Management of Sexually Transmitted Infections During Pregnancy in Buffalo City Metropolitan Municipality, Eastern Cape, South Africa
<b>First Author</b>	Mdingi M
<b>Co – Author</b>	Gigi R, Mphathi Z, Babalola C, Taylor C, Muzny C, Low N, Medina-Marino A, Klausner J, Peters R
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023
<b>Title</b>	Prep Choice: Assessing Pregnant And Postpartum Women's Preferences For Hiv Prevention Strategies
<b>First Author</b>	de Vos L
<b>Co – Author</b>	Gebengu A, Babalola C, Rousseau E, Vundhla P, Mussah A, Morroni C, Klausner J, Peters R, Joseph Davey D
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023
<b>Title</b>	Evaluation of a Lateral Flow Assay For Point-Of-Care Detection of Neisseria Gonorrhoeae Infection In Symptomatic Individuals In South Africa
<b>First Author</b>	Peters RPH
<b>Co – Author</b>	Mazzola L, Mdingi MM, Jung H, Gigi RMS, Piton J, Daniels J, de Vos L, Adamson P, Gleeson B, Ferreyra C, Klausner JD
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023
<b>Title</b>	STI Treatment and Partner Notification outcomes in Pregnancy, Buffalo City Metropolitan Municipality, Eastern Cape
<b>First Author</b>	Mdingi M
<b>Co – Author</b>	Gigi R, Babalola C, Taylor C, Muzny C, Low N, Medina-Marino A, Klausner J, Peters R
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023
<b>Title</b>	Usability and Implementation of Point-Of-Care Testing For Neisseria Gonorrhoeae at Primary Healthcare
<b>First Author</b>	de Vos L
<b>Co – Author</b>	Gigi R, Babalola C, Taylor C, Muzny C, Low N, Medina-Marino A, Klausner J, Peters R
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023



## Oral Presentations

<b>Title</b>	Mental Health Help Seeking Pathways of Patients in Buffalo City Metro Health District
<b>First Author</b>	Mazinyo E
<b>Co – Author</b>	Mlanjeni L, Sweetland A, Daniels J, Medina-Marino A
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023

<b>Title</b>	Prospective Study of Patients Diagnosed With A Mental Health Disorder in Buffalo City Metro Health District Primary Health Care Facilities
<b>First Author</b>	Mazinyo E
<b>Co – Author</b>	Mlanjeni L, Sweetland A, Daniels J, Medina-Marino A
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023

<b>Title</b>	STIs: a neglected epidemic
<b>First Author</b>	Peters RPH
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023

<b>Title</b>	Talking STIs: a nurse perspective
<b>First Author</b>	Mrano A
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023

<b>Title</b>	Diagnostic testing or syndromic management for STIs
<b>First Author</b>	Mdingi M
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023

<b>Title</b>	How can we turn the tide on the emerging burden of syphilis
<b>First Author</b>	Peters RPH
<b>Conference</b>	Eastern Cape Public Health Research Seminar 2023

<b>Title</b>	Should People with Severe Mental Health Conditions Be Added as a Key Population by UNAIDS and the HIV/STI/TB National Strategic Plan
<b>First Author</b>	Freeman M
<b>Co – Author</b>	Slabbert J, Mabela S, Wainberg M, Kgoebane B
<b>Conference</b>	Mental Health Conference 2023

<b>Title</b>	Integrating Mental Health and HIV care in South Africa – views from a round table of experts
<b>First Author</b>	Mabela S
<b>Co – Author</b>	Freeman, M. Kgoebane, B. Slabbert, J. & Malepe T
<b>Conference</b>	Mental Health Conference 2023

<b>Title</b>	Use of innovation to reach and to sensitize adolescents on LGBTQIA+ stigmatization
<b>First Author</b>	Slabbert J
<b>Co – Author</b>	Kelly F
<b>Conference</b>	Mental Health Conference 2023



## Poster Presentations

<b>Title</b>	The effectiveness of two different nurse training models for managing Multidrug Resistant-Tuberculosis (MDR-TB) in South Africa
<b>First Author</b>	Peters A
<b>Co – Author</b>	Kock Y
<b>Conference</b>	IUATLD 2023

<b>Title</b>	Correlation between academic achievement and satisfaction on e-learning courses
<b>First Author</b>	Kelly F
<b>Co – Author</b>	de Bruyn M
<b>Conference</b>	SAAHE 2023

<b>Title</b>	Exploring the enablers and barriers to healthcare professionals completing e-learning short courses
<b>First Author</b>	Pillay S
<b>Co – Author</b>	Kelly F
<b>Conference</b>	SAAHE 2023

<b>Title</b>	The Impact of the COVID 19 pandemic on STI services in the Eastern Cape Province of South Africa
<b>First Author</b>	Dorrell P
<b>Co – Author</b>	Pillay Y, Maithufi R, Pinini Z, Chidarikire T, Stamper N, Frank D, Peters R
<b>Conference</b>	SAAIDS 2023

<b>Title</b>	Antimicrobial susceptibility and molecular epidemiology of Neisseria gonorrhoeae infection in East London, South Africa
<b>First Author</b>	Peters RPH
<b>Co – Author</b>	Bamford C, Jung H, Mdingi M, Gigi R, Martinez FP
<b>Conference</b>	ECCMID 2023

<b>Title</b>	Evaluation of a lateral flow assay for point of care detection of Neisseria gonorrhoeae infection in asymptomatic individuals in South Africa
<b>First Author</b>	Peters RPH
<b>Co – Author</b>	Mazzola L, Mdingi MM, Jung H, Gigi RMS, Piton J, Daniels J, de Vos L, Adamson P, Gleeson B, Ferreyra C, Klausner JD
<b>Conference</b>	STI & HIV World Congress 2023

<b>Title</b>	High incidence of syphilis in pregnant women irrespective of HIV status in East London, Eastern Cape, South Africa
<b>First Author</b>	Mdingi M
<b>Co – Author</b>	Gigi RMS, Gigi, Babalola C, Taylor CM, Muzny CA, Low N, Medina-Marino A, Klausner JD, Peters RPH
<b>Conference</b>	SAHIVCS Conference 2023



## Poster Presentations

**Title** Prevalence and incidence of *Trichomonas vaginalis* in pregnant women in South Africa

**First Author** Mdingi M

**Co - Author** Gigi RMS, Peters RPH Babalola C, Taylor CM, Muzny CA, Low N, Medina-Marino A, Klausner JD

**Conference** STI & HIV World Congress 2023

**Title** Prevalence and incidence of *Chlamydia trachomatis* and *Neisseria gonorrhoeae* among pregnant women in a high HIV prevalence setting in South Africa

**First Author** Gigi RMS

**Co - Author** Mdingi M, Muzny CA, Taylor CM, Babalola C, Medina-Marino A, Klausner JD Peters RPH, Low N

**Conference** STI & HIV World Congress 2023

**Title** Interactive psychosocial support map – an innovative way to access Mental Health services

**First Author** Mabela S

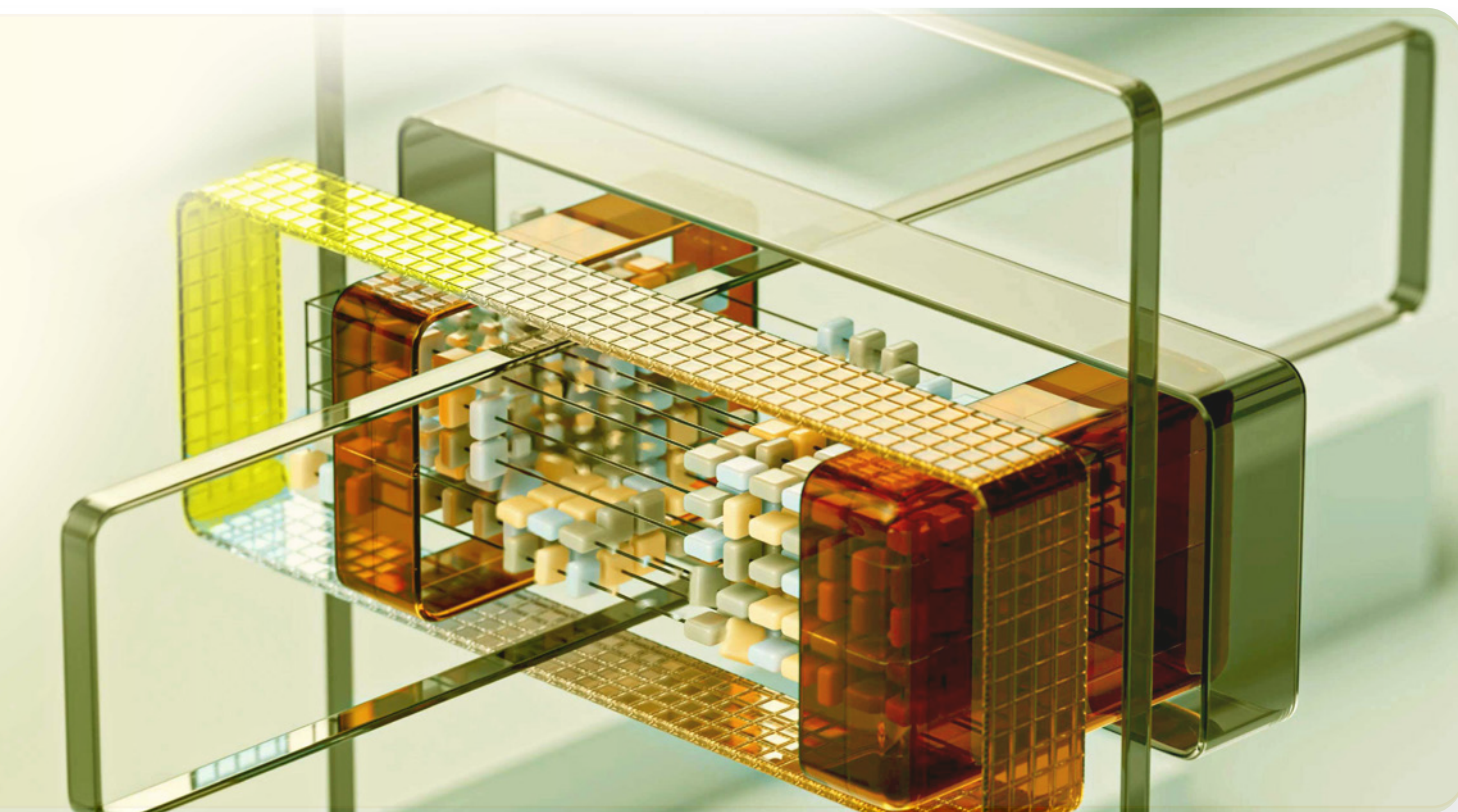
**Co - Author** Kruger W, Malepe T

**Conference** Mental Health Conference 2023

**Title** Use of Technology to Address the Growing Mental Health Pandemic

**First Author** Kgoebane B

**Conference** Mental Health Conference 2023





## Accelerating Support for Advanced Local Partners (ASAP)

Accelerating Support for Advanced Local Partners (ASAP) Contract was three-year USAID-funded contract under IntraHealth with one year extension. ASAP is a project designed to rapidly prepares local partners, and national government to serve as prime partners for USAID/PEPFAR programming in compliance with USAID and PEPFAR procedures for PEPFAR program implementation.

### ASAP has two strategic objectives:

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

FPD's primary role under ASAP is to provide discrete training (in person and online) in leadership development, monitoring and evaluation (M&E) and other courses as defined during project implementation, provide M&E technical assistance and support convening and engagement including the annual USAID Local Partners meeting, and providing secretariat services to three Local Partner-led Communities of Practice (current COPs include: Leadership and Governance, Monitoring and Evaluation, Finance and Compliance available in English, French and Portuguese).

### The following activities were conducted in 2023:

#### Community of Practice

##### English COPs

Leadership and Governance  
M&E

5 - Sessions  
4 - Sessions

##### Portuguese COPs

Finance and Compliance  
M&E

5 - Sessions  
5 - Sessions

##### French COPs

Finance and Compliance  
Leadership and Governance

11 - Sessions  
8 - Sessions

#### Training

USAID Financial Management and  
Compliance with a NON-US New  
Partner Focus

51 - attendees

Short Course in Fighting Fraud  
and Complying with Conflict of  
Interest

14 - attendees

### Project Sponsors



**PEPFAR**  
U.S. President's Emergency Plan for AIDS Relief



**USAID**  
FROM THE AMERICAN PEOPLE

**IntraHealth**  
INTERNATIONAL  
Because Health Workers Save Lives.





## Health Systems Strengthening



### Grand Challenges Canada: LALA




#### Usage and uptake


During 20/06/2022 to 28/02/2023 saw 689 unique visitors to the LALA website. Most (588, 85%) were from South Africa (Section 2.2 of supplementary report). Site engagement was low (bounce rate 85.7%), low completion rate of quiz (15%), and low completion rate between pre - and post-questionnaire (17%). Social media campaigns reached 4261. We partnered with the Moya App, a data free messaging service, to reach more. From 23/09/2022-20/10/2022, the LALA campaign received 33517 clicks. Only 115 accessed the LALA site via Moya, indicating that users liked LALA but not the data-heavy site.

A Progressive Web Application (PWA), mini version of LALA, was included on Moya (data-free) from 15/11/2022. PWA1 included the pre- and post-questionnaire and learning quiz. By 22/11/2022 PWA1 got 35255 clicks. Though improved, the quiz completion rate was still low (14%); 25% for pre- to post- questionnaire completion.

PWA2 included shorter quiz and questionnaires (5 questions each), messages from LGBTQI with lived experience, a puzzle and infographic. In 33 days, PWA2 saw 40004 clicks, completion rate increased to 28% and questionnaire completion to 41%.

- DO YOU WANT TO LEARN MORE?
- WANT TO MAKE A DIFFERENCE?
- WILLING TO PLAY A GAME AND EARN DATA?





Follow

#### Project Reach

website	689
social media	4261
Moya ad	33517
PWA1	35255
PWA2	40004

## The first Serious Game for Mental Health in Africa

FPD, with funding from Grand Challenges Canada is in the process of developing Africa's first serious game for Mental Health. In fact, as far as we know, this is the first serious game for healthcare in Africa.

Serious gaming simply refers to a game that is developed with a specific purpose. The StepWell Saga is developed to not only educate users on Mental Health but also impart Mental Health resilience techniques while having fun.

Step into the epic fantasy world of The StepWell Saga, a captivating role-play game that invites players to become the heroic saviour of the Land of StepWell. In this immersive adventure, you will take on the role of a courageous hero, joining forces with The Resistance to combat the oppressive darkness that has engulfed the realm. Your mission? To find and harness the power of Light Crystals and, in doing so, restore the much-needed light to StepWell.

### How do you drive out the darkness? BY TURNING ON THE LIGHT!

Game development completed on 26 December 2023 with the official launch and start of the game evaluation planned for February 2024.

Watch this space and search for "**StepWell**" on your Android, iOS and Huawei devices.

Who says learning can't be fun?!





## CDC Mental Health Projects

Improving Mental Health and HIV/TB Service Integration (IMHSI) in South Africa under the President's Emergency Plan for AIDS Relief (PEPFAR)

### Purpose

IMHSI is an above-site project heavily reliant on DSP and IPs to support the inclusion of Mental Health services into routine HIV/TB service provision activities.

#### Project Focus

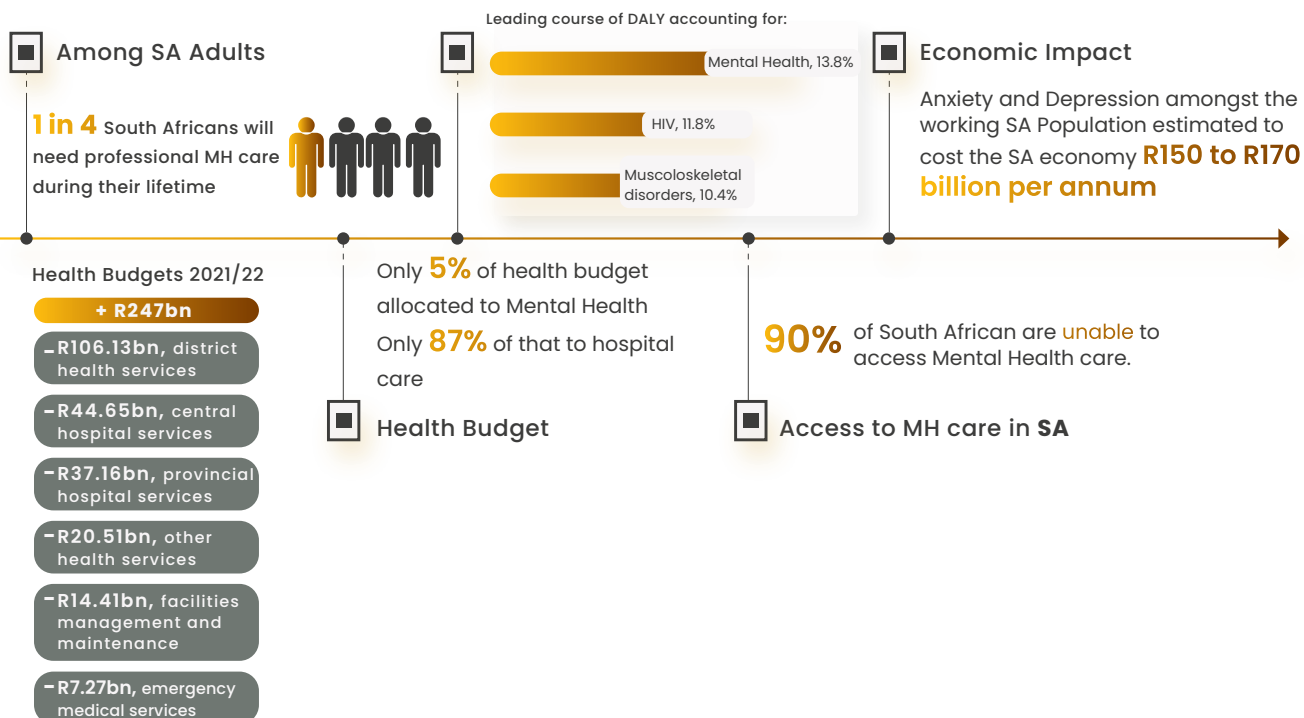
##### PLHIV and vulnerable & at-risk individuals:

- improve access, retention and adherence to effective HIV services
- decrease stigma/discrimination for PLHIV affected by:
  - common MH disorders like anxiety & depression
  - complex MH disorders like neurotic and psychotic disorders
  - harmful substance use including alcohol abuse

##### Decrease Health Care Worker:

- stress
- anxiety and
- to increase the quality of HIV/TB service in SA

### Need – We have a Mental Health pandemic





## 2023 Activities

### Strategy 1

#### Highlights:

- FPD hosted the first South African Mental Health Conference in conjunction with the National Department of Health on 24–25 April 2023 with 723 delegates.
  - Eight out of the nine Members of the Executive Councils (MECs) for Health in South Africa not only participated in the conference but also remained present for both days.
  - The deputy president of the republic of South Africa officially closed the country's first ever Mental Health conference.
  - Total number of 673 participated in the conference:

Mental Health Participants			
Committee Members	20	Scholarships	294
Dignitaries	50	Media Houses	16
Speakers	167	Media Representatives	23
Oral Sessions	37	Satellite Sessions	3
Poster presentations	29	Exhibitors Comp	40
Exhibition Companies/ Stands	24	TOTAL PARTICIPANTS 673	

- Re-scheduling of anti-depressants to allow for nurse-prescribing Roundtable meeting with pharma companies held on 18 October 2023.
  - The submission of the advocacy/motivation document to SAHPRA is expected to take place in February 2024.
- Acceptance of a position paper to be published in the November 2023 edition of the AIDS journal. The paper is titled 'Persons with severe Mental Health conditions should be accepted as a key population in HIV programs'.
- Article accepted for publication, this time in the SA Journal of psychiatry, on 'A summary of the 3 round tables held in year 1 and SA Mental Health conference'.

### Strategy 2

#### 2023 IMHSI Mental Health training performance

Training	Training completed in 2023	2023 Number Trained
mhGAP	5	182
Clinical Mentoring	0	0
Master Class	2	57
Overview of Mental Health and screening tools	10	319
Mental Health review boards	1	14
Webinars	8	6477
Grand Ward Rounds	6	3591
<b>TOTAL</b>	<b>34</b>	<b>10 640</b>



## Number of clients screened by two partner programmes in 2023

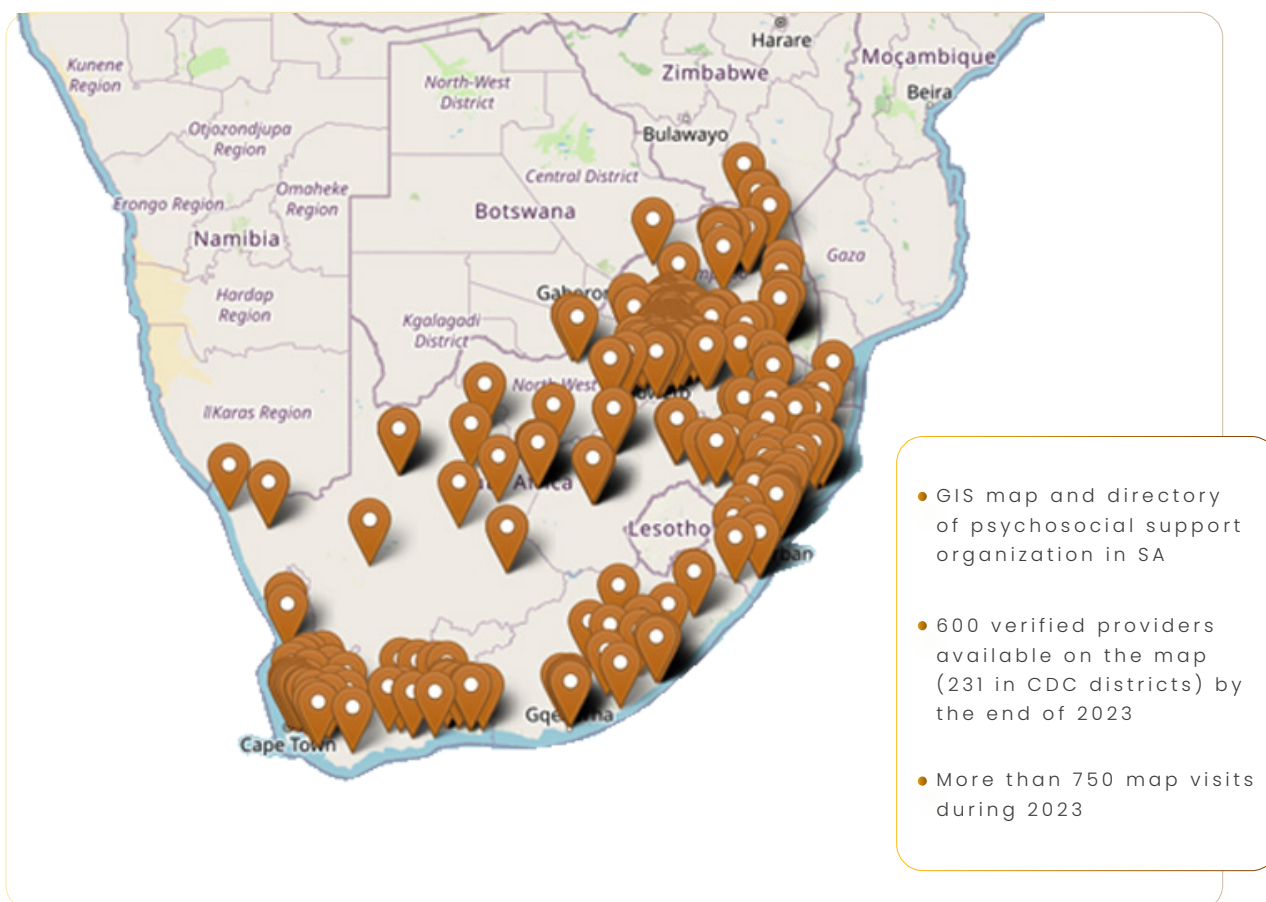
	Number Screened	Number Screened Positive	Number referred	Point of screening intervention *
Female	86 080	4 189	3 659	2 985
Male	21 305	888	628	518
<b>TOTAL</b>	<b>107 385</b>	<b>5 077</b>	<b>4 287</b>	<b>3 503</b>

\*Please note that the indicator definition for Point of screening interventions changed from 1 October 2023. Reducing the numbers reported under this indicator dramatically

### Strategy 3

#### Highlights:

- IMHSI Satellite Session at SA AIDS Conference 2023 with the title “People with Mental Health Conditions are Now Considered a Priority Population – Now What?”.
- Identification of People with Mental Health issues as a Priority Population in the new NSP for HIV, TB and STIs.
- CANSA has incorporated Mental Health in their CANSA Fact Sheet on Cancer Survivorship, addressing the needs of a vulnerable population.





## 2023 ACTIVITIES



### Strategy 4

The figure below provides the Masiviwe reach since the various platforms were launch. Facebook, Instagram and “X” (Twitter) launched in mid to late 2022, while the LinkedIn, YouTube and TikTok pages launched during the course of 2023.



**13 313 456**

People reached across all platforms  
by 31 December 2023.

**8 283**

visitors on the MASIVIWE website  
during 2023 (www.masiviwe.org.za)

#### Social Media Reach



Facebook

6 584 660



Instagram

186 419



LinkedIn

408 209



YouTube

157 660



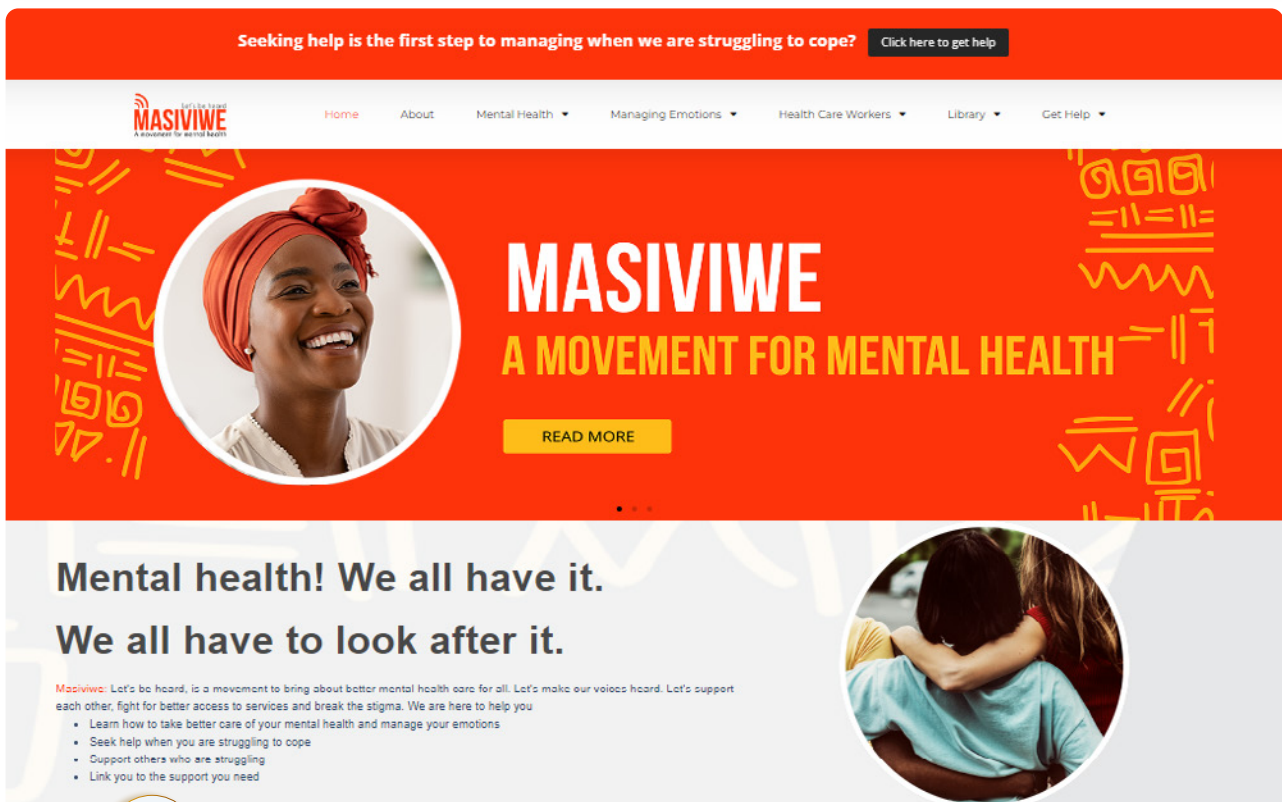
X

2 618 915



TikTok

3 068 885



The community doesn't understand Mental Health, there is depression, stress. Mental Health issues are killing the community because people don't have that knowledge. **Gauteng, Male, 36**





## FPD Support Services

### New Business Development Unit

The New Business Development Team is made up two units: Proposal Support Team and the Sales Team.

#### Proposal Support Team

As part of FPD's continued ability to identify opportunities, the Proposal Unit serves to identify, co-ordinate 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 workflow ensuring sustainability and continuous growth.

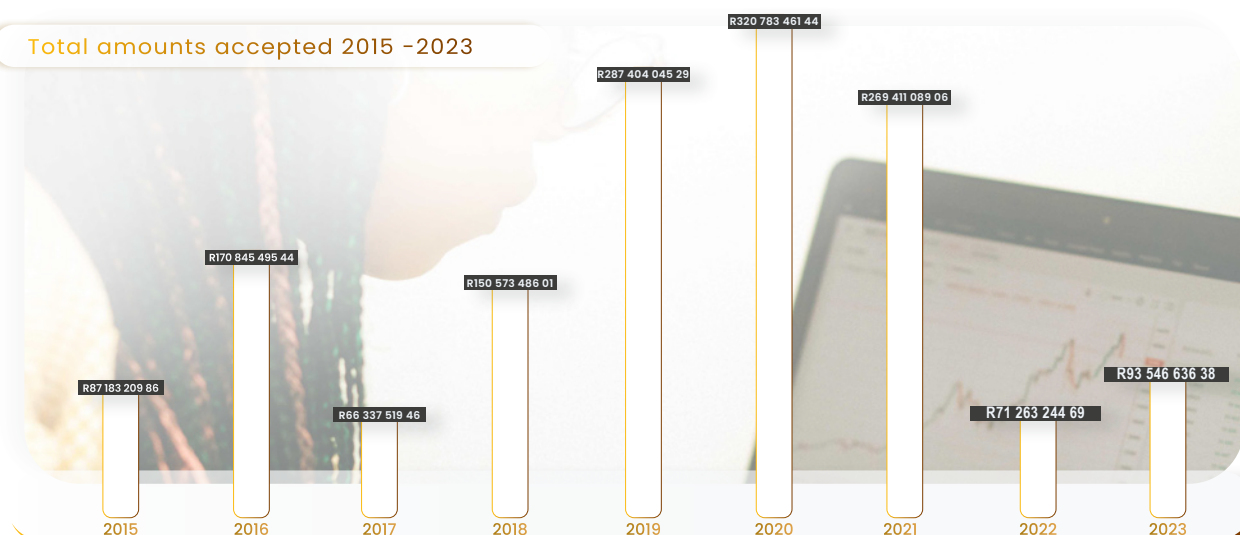
- Overall project management of the proposal development process.
- Administrative support during the proposal writing process.
- Reducing the workload of staff by assisting with research, proof reading and editing.
- Providing templates and examples of well-written proposals.
- Submitting the final,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

The 2020 - 2021 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.

#### Sales Team

The 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.

Total amounts accepted 2015 -2023





## Strategic Information Unit (SIU)

The Strategic Information Unit is responsible for the development of all FPD software solutions, including website development and updates, conference applications, GIS maps, database development, REDCap management, and AI opportunities identification and training. SIU activities are divided into two distinct categories: (1) projects for larger development activities, and (2) tickets for management of routine SIU request that generally take less than two weeks to complete.

### Completed Projects

Projects implemented during the reporting year, as of 31 December 2023. The FPD SIU managed to complete 39 projects in 2023, 3 more were cancelled, 3 on hold, and 8 still in progress at the end of the year – 3 of them behind schedule at the time.

Projects	Description
FPD Data Pipeline project	The Wimpy FPD Data Pipeline project was the FPD SIU's flagship project for 2023. The project deliverable, FPD's own data pipeline that pulls and consolidates all FPD data from all sources into a single platform, is central to the SIU's ability to conduct effective and efficient data modelling and analysis, to inform cost-saving decision-making, and ultimately gain wisdom from our data.
Data Push/value-added system (VAS) phases 1-5	In the initial phase, the primary focus was on making the system operational and promoting user engagement. This involved closely monitoring financial transactions and recording them in the database. Storing transaction data enabled the generation of basic reports, facilitating analysis of factors like project data consumption and identification of purchasing entities. The successful launch was complemented by thorough training sessions for the training department, equipping them with the skills to effectively navigate and utilize the newly implemented VAS system.
Phase 1	
Phase 2 & 3	Phase 2 & 3 of the VAS system incorporates a purchase in bulk and reporting features. The buy in bulk feature allows a user to import a file, on a specific Excel template, into the system. The system then checks the import for errors and allows for amendments to be made. If there are no errors, a button can be pressed to send data to all numbers contained in the file instantly. The file would contain multiple records with the necessary fields required to complete a purchase.
Phase 4	Modifications to the database update process. Initially, manual updates were performed in response to errors in purchases. However, we transitioned to a revised approach wherein we ensure the database integrates the most recent file from third-party providers before authorizing users to execute bundle purchases.
Masiviwe.org.za – Custom Map	A custom developed, replicable map was developed to not only address the shortcomings of the proprietary map originally built for the Masiviwe site, but also to provide the SIU with the ability to customise and include new features when identified, use on other FPD projects in future, and potentially market the platform commercially to other institutions.
Phase 1	
Phase 2	Should individuals notice that their employer's provider information is absent from our map, they can utilize the new feature located at the bottom of the map. By entering basic information, FPD will be able to reach out, verify the last details, and subsequently include them as a provider on the map.
Foundation.co.za Revamp	The motivation for updating the current FPD website, which is over 6 years old, is to provide a fresh look and enable FPD to control its online course-selling system. Building the new website with an integrated payment solution aims to establish a system that can accommodate future developments without requiring frequent redesigns. This strategy reduces dependence on third-party developers, expedites the implementation of changes, and minimizes unnecessary development costs. The Foundation website has served as an informational hub, but limitations in online functionality prompted the initiative to transform it into a comprehensive portal. The newly implemented features include a secure payment gateway, workshop pricing options, application fee payment for graduate courses, a voucher payment system, invoice generation, cart management for bulk payments, and robust data backup. The introduction of online course registration streamlines the enrollment process, offering students greater convenience and an enriched academic experience.



## Projects

## Description

Retrospective Mapping of Mental Health Referral Pathways with Vula	<p>The Masiviwe team reported that Mental Health specific referral pathways are not in place in any district in South Africa. The team, in collaboration with the SIU, will make use of actual referral data from the Vula mobile referral application to map actual pathways. The Vula team is currently developing the data export with inputs on required fields from the SIU, whereafter the retrospective mapping will be done by the SIU mapping specialist.</p> <p>These maps are to be shared with district, provincial and national Departments of Health (DoH), other Mental Health Service providers, and automated to update continually. The solution is planned to be replicable for other Vula specialties included on its platform, and similarly shared with DoH to ascertain whether the planned referral pathways across specialities align with what is actually happening.</p>
Finalisation of the Data Security section of the CDC Evaluation protocol	<p>In response to data management concerns raised by the CDC Atlanta during their final review of the IMHSI Evaluation protocol, a Data Management Plan (DMP) is being developed. The DMP aims to address queries and will outline the data expected to be collected or generated during the CDC Evaluation study. It will detail how the data will be managed, described, analyzed, and stored, and specify mechanisms for data sharing and preservation at the study's conclusion. The collaborative effort of the team and stakeholders will ensure compliance with regulations such as the Protection of Personal Information Act (POPIA) and the National Institute of Health (NIH) Data Management and Sharing Policy.</p>
Data Cleaning and Prepping for Research	<p>In the previous COP year FPD closed the GPCC Project. There are 2 research projects that were born from the GPCC project. The SIU team ensured that the data from the project was cleaned, deidentified and that data dictionaries were provided.</p>
Mozambique DHIS	<p>Access to the Mozambique DHIS system is intermittent. The SIU team created data capture forms within excel to populate the various dimensions required for reporting. As well as consolidate the various facilities into a dashboard.</p>
Dashboards – Proposal/Sales, IMHSI, Research (NIHSTI)	<p>To streamline and provide consistent factual information to the Management Committee FPD is moving away from Excel Reports to PowerBI. This allows data to be interrogated more thoroughly. IMHSI, Proposal/Sale and the NIHSTI are the first projects/departments to switch over to PowerBI.</p>
Foundation website – Website Manager	<p>The Website Manager is a versatile tool for managing our academic website. It empowers academic staff to edit course content and allows staff to create and manage events. It also facilitates the creation and tracking of vouchers for courses, including all necessary information. Users can easily view all vouchers and payments received on the website.</p> <p><b>Project Deliverable/features added:</b></p> <ul style="list-style-type: none"> <li>• Dashboard Insights</li> <li>• Course Content Editing</li> <li>• Event Management</li> <li>• Voucher Creation and Tracking</li> <li>• Payment Records</li> <li>• Course Registration Monitoring</li> </ul>
Shortened Course Registration form on Portal and MPC	<p>The information gathered from the course registration forms is deemed unreliable due to the form's excessive length, making it inconvenient for students to navigate through 420 professions. In our current approach, we have streamlined the process by only requesting essential details that were not previously included in the profile registration form.</p>
IMHSI COP	<p>This project required its own Community of Practice (COP) platform to facilitate communication and engagement among our students. Developing a fresh COP involved designing a new interface, implementing a new database, and ensuring an updated look and feel.</p>
PowerBI reporting for FPD	<p>The reports, initially hosted with PSS, were transferred to FPD for cost savings and greater control over data views. Within FPD, customized views were created for staff to easily track new students, monitor course enrollment and purchases, identify completions, and recognize individuals without active engagement. Comprehensive training sessions were conducted to grant staff members access to the platform, ensuring effective utilization of its capabilities.</p>

Projects	Description
PowerBi reporting for HSA	Initially hosted with PSS, the reports were transferred to FPD for cost savings and enhanced control over data views. Within HSA, specific views were set up for staff, facilitating the identification of new students, tracking course enrollment, monitoring purchases, identifying completions, and recognizing individuals without active engagement. Comprehensive training sessions were carried out to grant platform access to staff members as needed, ensuring effective utilization of its capabilities.
HSA Annual Reporting	We are required to generate a report indicating the number of students who have successfully completed the course, those currently in progress, and those yet to commence. This information is essential for HSA to appropriately allocate funds across the three-year duration of the students' course completion timeline.
Understanding our students	<p>We need to gain clarity on our student demographics and understand the extent of each student's course enrolment. Our reporting efforts delved further to examine the number of courses undertaken by individual students, distinguishing between those purchased and those accessed for free. Additionally, we implemented a dedicated view to identify our top-performing courses, considering both the revenue generated and the number of students enrolled.</p> <p><b>Project Deliverable/features added:</b></p> <ul style="list-style-type: none"> <li>• Reporting on student numbers and courses</li> </ul>
TB Conference Website	The TB conference scheduled for 2024 will be hosted by FPD. During the AIDS conference held in Durban this year, we unveiled the TB conference. Before its official launch at the ongoing conference, we needed to publish essential information such as the date, venue, chair, and theme of the conference on the website.
Cart data reporting	We need to identify students who added courses to their cart but did not complete the purchase. This provides insights into the courses that people are interested in but may be unable to afford. This information allows us to send targeted email reminders, notifying them that we've noticed the course in their cart, and encouraging them to proceed with the purchase.
REDCAP php upgrade	Upgrading the PHP version on the server hosting the REDCAP project is imperative. This is not only essential for the smooth functioning of all system functionalities but also serves to reduce the risk of data loss or server corruption. The upgrade is vital to maintain compatibility with the latest features and security enhancements, ensuring optimal operation of the REDCAP project. Staying current with technology allows for the proactive addressing of potential vulnerabilities or issues associated with outdated PHP versions. This approach safeguards the server's integrity and the data stored on it, minimizing the likelihood of disruptions or data corruption linked to an outdated infrastructure.
Ticketing system	Recognizing the challenges posed by a high volume of emails and the potential for them to be lost, we implemented Brightpod as a solution for internal staff to efficiently request assistance or tasks related to various websites or projects. Brightpod's workflow functionalities allow individuals submitting tickets to track the progress of their requests, providing visibility into the current status and estimated completion time. This implementation not only facilitates effective task management but also empowers the team to enhance project and time management. By centralizing task management and workflow tracking, resources can be allocated more effectively, ensuring timely project execution and improving overall team efficiency.
HSA co-operation with EMGuidance	We found it necessary to integrate one of HSA's courses into the new provider platform. Following thorough consultation sessions, we reached a consensus on the most effective approach. As a result, the course has been successfully added and is currently accessible to all EMGuidance students. This integration ensures that the valuable content from HSA is now readily available to and can be utilized by the entire EMGuidance student community.
Portal how to videos	Recognizing a high volume of support tickets on Zendesk related to basic functions on the Portal platform, we addressed the issue by creating comprehensive how-to videos covering various platform sections. These instructional videos serve as valuable resources for students, offering step-by-step guidance on navigating and utilizing specific features. To ensure widespread accessibility, these videos are available on both the Portal platform and YouTube. The goal is to empower students with self-help resources, allowing them to independently address common queries and navigate the Portal platform more effectively, thereby reducing dependency on support tickets for basic functionalities.



Projects	Description
PHP upgrade of all websites	Initially hosted with PSS, the reports were transferred to FPD for cost savings and enhanced control over data views. Within HSA, specific views were set up for staff, facilitating the identification of new students, tracking course enrollment, monitoring purchases, identifying completions, and recognizing individuals without active engagement. Comprehensive training sessions were carried out to grant platform access to staff members as needed, ensuring effective utilization of its capabilities.
HSA Annual Reporting	We are required to generate a report indicating the number of students who have successfully completed the course, those currently in progress, and those yet to commence. This information is essential for HSA to appropriately allocate funds across the three-year duration of the students' course completion timeline.
Understanding our students	<p>We need to gain clarity on our student demographics and understand the extent of each student's course enrolment. Our reporting efforts delved further to examine the number of courses undertaken by individual students, distinguishing between those purchased and those accessed for free. Additionally, we implemented a dedicated view to identify our top-performing courses, considering both the revenue generated and the number of students enrolled.</p> <p><b>Project Deliverable/features added:</b></p> <ul style="list-style-type: none"> <li>• Reporting on student numbers and courses</li> </ul>
TB Conference Website	<p><b>Project Deliverable/features added:</b></p> <ul style="list-style-type: none"> <li>• PHP upgrade</li> </ul>
Optimizing Zendesk Functionality to Enhance Productivity	For an extended period, Zendesk was improperly configured, limiting its utilization beyond student ticket submissions and staff responses. To address this, the first step involved understanding Zendesk's functionalities, leading to the creation and implementation of a Zendesk operations manual. This manual optimized triggers and introduced a live chat feature on the website.
Masiviwe website updates	The Masiviwe website requires regular updates and maintenance to ensure its optimal functionality. These updates involve monthly additions of new articles and the diligent resolution of any existing bugs on the website. Consistent maintenance is crucial for upholding screening procedures and ensuring the website remains robust and reliable over the long term.







## 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, GlobalFund and the KFW Development Bank.

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 various partner organisations and selected outsourced clients.

### Financial Services



# Human Resources Administration

During 2023 the Human Resources Administration department managed the recruitment and onboarding processes of 77 new employees and administered the offboarding of 353 employees.

A Wellness Day was hosted and well attended by employees.

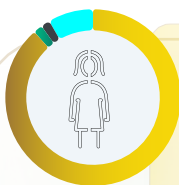
Five social functions were hosted at Head Office.

## Employees were rewarded for long service:

- 5 years' service: 5 employees
- 10 years' service: 8 employees
- 15 years' service: 4 employees

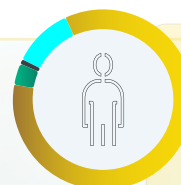
## Employment Diversity

African	Coloured	Indian	White	Foreign
Top Management F - 1 M - 0	Top Management F - 1 M - 0	Top Management F - 1 M - 0	Top Management F - 1 M - 2	Senior Management ● - 1
Senior Management F - 0 M - 1	Senior Management F - 0 M - 0	Senior Management F - 0 M - 0	Senior Management F - 6 M - 3	Administrators F - 1
Middle Management F - 24 M - 13	Middle Management F - 0 M - 0	Middle Management F - 1 M - 1	Middle Management F - 16 M - 5	Disabled Middle Management F - 1 M - 2
Junior Management F - 22 M - 5	Junior Management F - 2 M - 0	Junior Management F - 2 M - 0	Junior Management F - 8 M - 2	Junior Management M - 1
Administrators F - 18 M - 14	Administrators F - 1 M - 2	Administrators F - 1 M - 0	Administrators F - 1 M - 1	
Learners, Interns, Field Workers F - 214 M - 78	Learners, Interns, Field Workers F - 1 M - 3	Learners, Interns, Field Workers F - 0 M - 0	Learners, Interns, Field Workers F - 0 M - 1	



### Females

- 88.5% | African
- 1.6% | Coloured
- 1.6% | Indian
- 8.3% | White



### Males

- 84.7% | African
- 3.8% | Coloured
- 0.9% | Indian
- 10.6% | White



## IT Department

The IT Department is instrumental in 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 united 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 maximizing and optimizing IT solutions that we provide or facilitate.
- We work with external institutions to explore emerging technologies and to set policies, standards, and guidelines.

### Cyber Security Summary 2023

FPD IT Department has continued to stay abreast of the latest Cyber-attacks by implementing and maintaining state of the art security systems to combat the ever-increasing threat of Cyber Attacks by keeping systems current and constantly monitoring the following:

- Firewalls
- Robust Antivirus /Malware Systems
- Early warning monitoring systems
- Staff Training and awareness Ongoing

**To date, we have had no Data Security breaches on our servers**

- FPD continues to include Cyber Security tips biweekly which is published in the FPD "Insider" and sent out to all staff members. The news includes information on all the different kinds of Cyber Security threats and prevention in detail which include:
  - Malware
  - Phishing
  - Ransomware
  - Denial of Service
  - Denial of Service
  - Cryptojacking
  - SQL Injection
  - Zero Day exploits

Training for staff to increase Staff awareness is going.



### Lotus Notes Servers

Lotus Notes Server attacks registered **28**.



### Attacks blocked and removed

**126801**

Mail Spam/Malware  
Ransomware

**6908**

DDOS attacks



**13**

## **Future Expectations**







## Future Expectations

Our strategies outline a path filled with ambition and resolve, embodying our collective dedication to advancing public health through innovation, education, and relentless pursuit of excellence.

In 2024 we will display a steadfast commitment to ensuring FPD not only sets but achieves realistic, yet ambitious targets. We have worked hard in the previous year to instil a culture of accountability and transparency, bolstered by the investment in our Strategic Information Unit. This initiative will ensure our team is equipped with real-time, unbiased data, empowering us to make informed decisions that drive our mission forward.

The digital era demands we optimize technology across all aspects of our work. Recognizing the transformative power of artificial intelligence, we are committed to making every member of our team AI literate. This foundational shift is pivotal, ensuring our processes remain at the forefront of innovation, thereby enhancing our effectiveness and impact.

Commercial growth remains a cornerstone of our strategy, vital for rebuilding our reserves. Through strategic partnerships with EMGuidance and HEPSA, we are reimagining our educational offerings, making them more accessible and impactful. We will continue to position FPD as the training partner of choice for local and international donor implementing partners. These collaborations, along with a renewed focus on in-person learning, underscore our adaptability and dedication to excellence.

In response to the evolving landscape of public health, we are expanding our conference division and webinar offerings. These platforms not only serve as revenue streams but also as crucial forums for dialogue and advancement in public health discourse.

Our commitment to system strengthening activities is unwavering. We will continue to confront the healthcare human resource crisis head-on, advocating for lifting the barriers preventing the private sector from addressing the acute shortage that the public sector is unable to address and confronting the inefficiencies and incompetencies that

lead to stress and burnout amongst the health workforce. Access for all to Mental Health care and supporting the mental wellbeing of healthcare workers will remain a high priority of our work in this area and we will continue our support for PEPFAR Africa's localisation efforts. New focus areas aimed at pandemic preparedness and climate change resilience reflect our continued commitment to a healthier future.

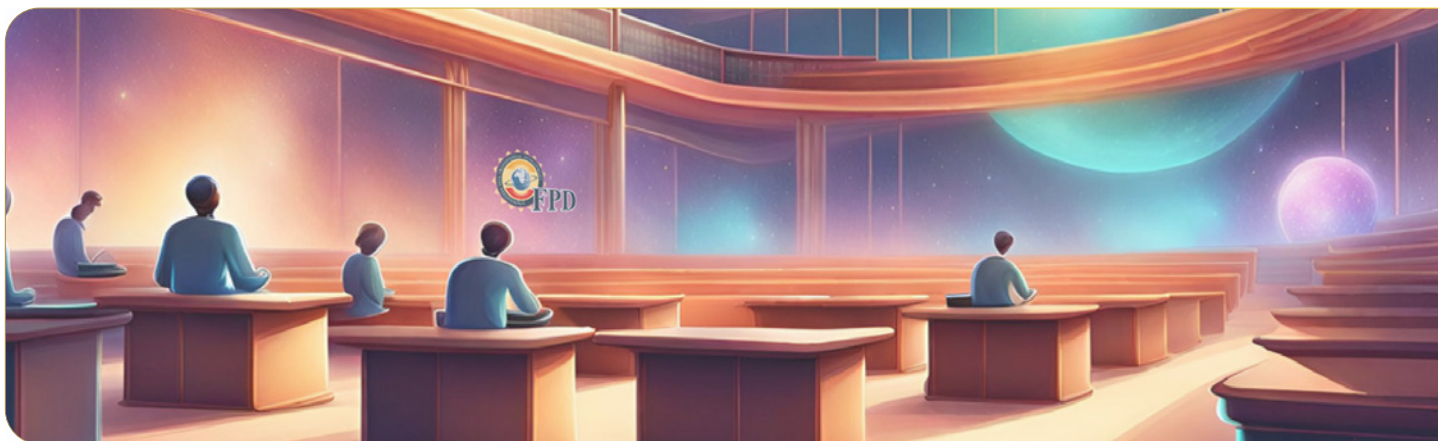
Building a high-performance team is essential to our vision. The strides made in rightsizing and strategic appointments, alongside the establishment of the FPD Talent Academy, exemplify our commitment to nurturing talent and ensuring our team's resilience and competency.

Our financial health is paramount. Through prudent budgeting and a focus on commercial activities, we aim to rebuild our reserves, ensuring our sustainability and ability to invest in our mission.

Looking ahead, FPD stands at a pivotal juncture. The path forward involves significant investment in health human resources, leveraging technology, and expanding our educational programs. Our ambition to fast-track clinical undergraduate production through innovative training methods is bold but achievable with the continued support and dedication of our team, partners, and stakeholders.

Together, we are not just navigating the challenges of today but shaping the future of healthcare education and public health.

I am confident that our ambitions are achievable as long as we move forward with confidence, united in our mission, and inspired by the impact we can achieve.



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**General**

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

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[www.foundation.co.za](http://www.foundation.co.za)

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The Willows

Pretoria



FPD is a member of  
the SAMA Group