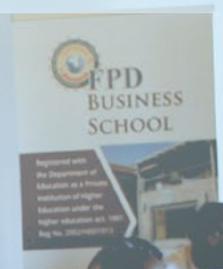


FPD

INTEGRATED ANNUAL REPORT

2022/23

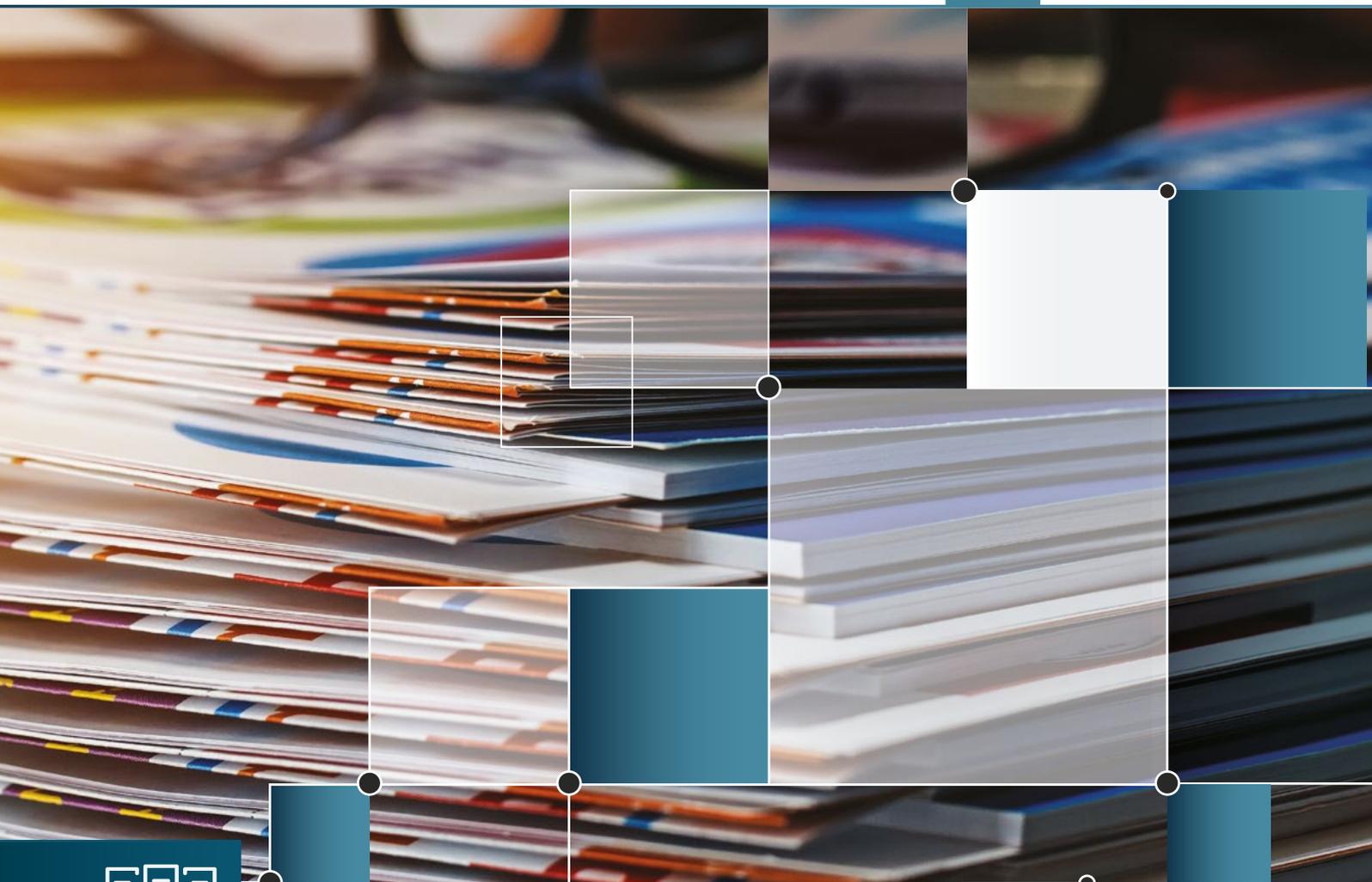
**Building a better society through
education & capacity development.**





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ABOUT THE INTEGRATED REPORT



About the Integrated Report

This is the 1st year that FPD is using integrated reporting in our annual 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.

We believe this new format will assist us to better communicate FPD's impact and stakeholders.





FROM THE MANAGING DIRECTOR

Message from Managing Director

7





Message from Managing Director

Annual Reports provide an opportunity to reflect on the achievement of the past year and an opportunity to say *"look at how great we are."* More importantly, it is also an opportunity for projecting into the future. 2022 was FPD's 25th birthday and to be honest it was a rough year. Over the last 25 years, as a social entrepreneurial organization, FPD has made a huge impact not only in South Africa but across the region. We remain true to our mission to catalyse social change through developing people, strengthening systems and providing innovative solutions.

The past few years have changed the world in which we operate. We have had to learn to live with a pandemic, adapt to remote working, learn to live with loadshedding and watch family and colleagues battle with mental health issues. As an organization working predominantly within the health sector, we were confronted daily with the challenges facing the healthcare sector in our country and region ranging from service delivery challenges, lack of resources, corruption and a general economic downturn. This big anniversary, was also an opportunity to reflect on reinvention and repositioning FPD for the future.

FPD expended considerable resources and reserves in supporting the pandemic emergency response, something which I do not regret. We all had to do our part to save lives and jobs. But what we also realized was the enormity of the challenges that we face in the health sector in Africa. No matter how dedicated our staff are, or how sincere our commitment is and what we have achieved in the past, the future demands a longer term strategic and focused approach. We need to find ways of amplifying our impact by doubling down on what we are good at and stepping away from what other organizations can do as well as we can or even better.

In 2023, our focus will be on areas where we are best positioned to play a pivotal role. Reflecting on the past has allowed us to define what we believe are our core strengths. These include:

- We are a health sector specific Private Higher Education Institution based in Africa and probably one of the largest health sector training organizations in Africa.
- We have to the best of our knowledge the only health sector specific Business Schools in the Region.
- We have a 20-year plus track record of working with many large donors and an impeccable audit track record.
- We have significant experience in leveraging technology and innovation in transforming health care delivery and education.
- We have successfully conceived and implemented innovative pilot programmes designed to test service delivery models that are compatible with a variety of health care funding models including donor and National Health Insurance models.
- We are good at building multisectoral coalitions to address neglected public health epidemics developed over the past 25 years areas such as HIV/AIDS/GBV and more recently in the mental health field.
- We have a deep understanding of developing indigenous civil society based institutions and a demonstrated ability and willingness to transfer technical expertise and systems to such organizations.
- We have a long-standing commitment to professionalizing healthcare management and health professions education.

I believe that FPD can play a pivotal role in the future of healthcare in Africa by focusing on our strengths and by partnering with organizations dedicated to solving the major challenges the continent faces.

FPD can play a pivotal role in:

- **Professionalizing Health Management:** Although there are many good health policies in place, there is often a lack of emphasis on the implementation, monitoring, and assessment of these policies throughout the system¹. Leadership & management is deemed the most critical of the six HSS building blocks, identified by World Health Organization (WHO), as it directly influences the other five building blocks and drives their interactions. Good leadership, stewardship and management of health systems is a prerequisite for the successful implementation of ambitious health policies². Failure to achieve strategic goals like the MDGs and UHC is often the result of weaknesses in the public healthcare system around strategy execution, as well as implementation and evaluation—processes which are heavily dependent on the competency and accountability of managers within the health system³. Lack of managerial capacity has been blamed for most health systems "inefficiencies". Weak leadership and management at various levels in the health system translate into inadequate operational and financial planning, poor workforce planning and human resource (HR) management, weak procurement and distribution systems for medical products and technology, inadequate use of strategic information Monitoring and Evaluation (M&E), and poor accountability structures. This inevitably contributes to suboptimal service delivery and subpar quality. Effective leadership and management in health services is the key to using available resources effectively and achieving measurable results. WHO estimates that between 20- 40% of health resources are wasted or lost to corruption⁴ and stresses that preventing such wastage through improved management would dramatically increase resources available for UHC. Professionalizing healthcare management as part of health system strengthening efforts holds promise as a fundamental leverage point for achieving health system performance goals within existing human, technical and financial resources⁵. FPD's twenty-year experience supports the consensus in HSS literature that healthcare management needs to be professionalized and that formal qualifications should become a prerequisite for appointment to managerial positions^{7,8,9,10,11}. We are well positioned to expand access to high quality healthcare management qualifications and short courses and support access to a full portfolio of managers' continuous professional development needs (e.g. communities of practice, professional coaching, dissemination of management good practices through regional meetings, conferences, and publications).

¹ Coovadia H et al. 2009. The health and health system of South Africa: historical roots of current public health challenges. The Lancet, Vol 374, 817-834.

² <http://www.who.int/workforcealliance/knowledge/toolkit/26/en/>

³ Coovadia H et al. 2009. The health and health system of South Africa: historical roots of current public health challenges. The Lancet, Vol 374, 817-834.

⁴ http://www.who.int/whr/2010/10_chap04_en.pdf?ua=1

⁵ WHO (2007). Towards Better Leadership and Management in Health: Report on an international consultation on strengthening leadership and management in low-income countries.

⁶ Rowe, L.A., Sister Brilliant, B., Cleveland, E., Dahn, B. T., Ramasathan, S., Podesta, M., Bradley, E.H. (2010). Building capacity in health facility management: guiding principles for skills transfer in Liberia. Human Resources for Health 8(5).

⁷ http://www.who.int/hiv/pub/ma/om_10_leadership_management.pdf

⁸ <https://online.husson.edu/role-hospital-management-transforming-healthcare/>

⁹ <https://www.brightsonsbm.com/news/importance-management-skills-healthcare/>

¹⁰ <http://hbswk.hbs.edu/item/what-health-care-managers-need-to-know-and-how-to-teach-them>

¹¹ <http://www.who.int/bulletin/volumes/65/12/07-04526/en/>

continued

- **Addressing the Human Resources for Health (HRH) crisis in Africa:** We are experiencing an HRH crisis that has a significant impact on the delivery of healthcare services across the continent. These challenges include a shortage of health workers, inadequate training and education, brain drain, and unequal distribution of health workers. Many countries on the continent have fewer than one health worker per 1,000 population, which is far below the World Health Organization (WHO) recommendation of 2.3 health workers per 1,000 population. This shortage is further compounded by the fact that many health workers are concentrated in urban areas, leaving rural and remote areas underserved. Inadequate training and education are major challenges facing the health workforce in Africa. Many health workers are not adequately trained to provide quality healthcare services, which impacts the quality of care provided. In addition, many healthcare training institutions lack the necessary resources, infrastructure, and faculty to provide high quality education and training. FPD is perfectly positioned to help solve this problem using online technology and distributed learning platforms. FPD has the systems and qualifications in place to play a major role in rapidly increasing the health workforce, if not hampered by politics.
- **Professionalizing Health Education:** Health educators play a critical role in promoting and improving health outcomes by providing education to individuals and communities. To effectively deliver health education, health educators must have strong competencies as educators. Developing these competencies enables them to design and deliver evidence-based health education programs that meet the needs of diverse populations.¹² Health educators who have well-developed competencies as educators are better able to engage learners, facilitate learning, and evaluate the effectiveness of their programs.¹³ Continuous professional development can enhance the competencies of health educators, improve their effectiveness, and ultimately lead to better health outcomes for individuals and communities.¹⁴ FPD through its partnership with Association for Health Professions Education and Leadership (AHPEL) can help improve the quality of health educators.
- **Developing models to integrate public private service delivery:** Many African governments and bodies have committed to achieving universal health care (UHC) to improve health outcomes and reduce health inequalities. Public-private partnerships (PPPs) have the potential to support these efforts by leveraging the strengths of both sectors to deliver high-quality health services to all. PPPs can bring in private sector resources, expertise, and innovation to address challenges faced by public health systems, such as inadequate infrastructure, limited human resources, and insufficient funding. However, careful consideration is needed to ensure that PPPs align with the goals of UHC and that they are sustainable, equitable, and transparent.¹⁵ The lack of integration between the private and the public healthcare sector is another major challenge however the pandemic also showed the potential that collaboration between these sectors hold for achieving UHC and leveraging all health sector infrastructure in a country. Our investment in PPO Serve has allowed us to develop considerable expertise that can be leveraged across the region as countries start moving towards value-based care contracting models and UHC.
- **Mental Health System Strengthening:** Although infectious diseases such as HIV/TB/STIs remain major public health challenges, thanks to COVID, we are all much more acutely aware of the massive mental health pandemic. This front of mind awareness of mental health and the rapid adoption of technology creates a major opportunity for the African continent to use technology to increase access to treatment. FPD will leverage its technology expertise and HIV/TB experience to expand its focus on mental health system strengthening helping to establish a broad social movement under the Masiviwe brand that will create the same movement that we had the privilege to be part of in the early stages of the HIV pandemic to bring mental health out of the shadows and bring access to mental health care to everyone in the continent people needs such care.
- **Supporting the development of a strong network of health-sector civil society implementing partners in Africa:** What we have learned from the South African AIDS response is that you need strong local implementation partners that can engage with donors on equal terms and operate on business principles. FPD has developed an African-led, South-to-South (S2S) peer partnership model designed to accelerate international capacity development efforts aimed at African-based civil society organizations and will work with international partners willing to support this goal.

THANK YOU

As always, this message is an opportunity to thank the Board of FPD for their unstinting support and guidance and to acknowledge and thank our donors and partners without whom our work would not be possible. This year has been a challenging period for all the FPD staff, and I really appreciate the contributions of those that were able to rise above the challenges of the past year. A great organization recognizes its social responsibility and actively seeks to create positive social and environmental impact through its operations, products, and services. It strives to be a good corporate citizen and makes a positive contribution to the communities and environment in which it operates. I believe that FPD has the potential to reinvent itself in 2023 and reposition itself to be a great African organization.

DR GUSTAAF WOLVAARDT
Managing Director



FPD AT A GLANCE 2022

Education	➤ 10
Research	➤ 10
Health Systems Strengthening	➤ 10
Innovations	➤ 10



FPD at a Glance 2022

EDUCATION



52 574 students trained through **285** Educational Programmes (Short courses and Qualifications)

12 103 delegates attended **78 webinars**

1691 delegates attended the **7th SA TB Conference**

RESEARCH



21 Scientific articles were published

14 active research grants in 2022 (10 current and 4 new)

10 oral and 7 poster presentations at conferences

2 trials active at the Ndevana Clinical Research Site

HEALTH SYSTEMS STRENGTHENING



- 1** Technical assistance & capacity development to the South African Government on Mental Health and HIV/TB Services Integration
- 2** Advanced Clinical Care (ACC) support to national department of health, People Who inject Drugs program (PWID), High Transmission Area (HTA) program review and above site PrEP
- 3** Medical Male Circumcision Scale Up and Sustainability to Avert New HIV Infections (MMC SUSTAIN)

INNOVATIONS

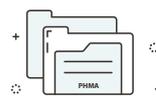


PROJECTS:



GP CARE CELL PROJECT (GPCC)

1 NHI demonstration project modeling an approach to private sector GP contracting towards the purchaser / provider split



PROFESSIONALIZING HEALTH MANAGEMENT IN AFRICA

7 African countries supported with professionalizing health management through educational technical assistance and/or management training (Kenya, Malawi, Mozambique, São Tomé and Príncipe, South Africa, Tanzania and Uganda)



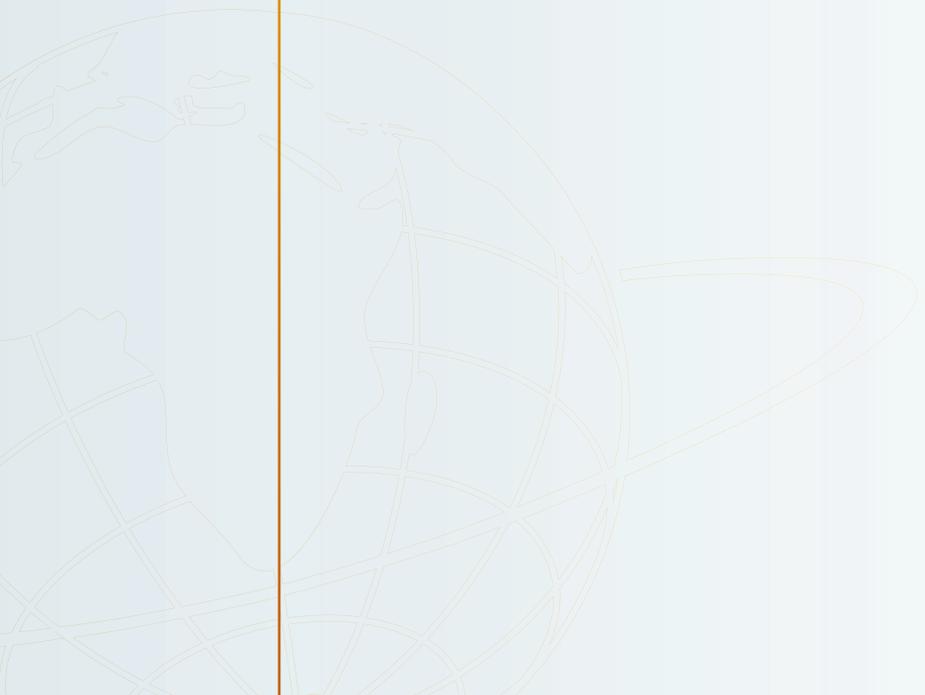
ACCELERATING SUPPORT FOR ADVANCED LOCAL PARTNERS (ASAP)

6 Local Partner Communities of Practice supported in 3 languages (English, French and Portuguese) in support of USAID's Localization agenda and ASAP



MISSION, VISION AND VALUES

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Mission	12
Values	12



Mission and Vision



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.

INTEGRITY

FPD and its staff adhere to moral and ethical principles in all their activities. This is reflected in honest and professional conduct, personal accountability and a commitment to not abuse the resources of the organisation or its sponsors. Most of all, FPD will not compromise its institutional principles for the sake of political expedience.

QUALITY

FPD strives to guarantee the excellence of all its products and services. All such services are designed to meet the current needs of its clients 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.

RESPECT

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

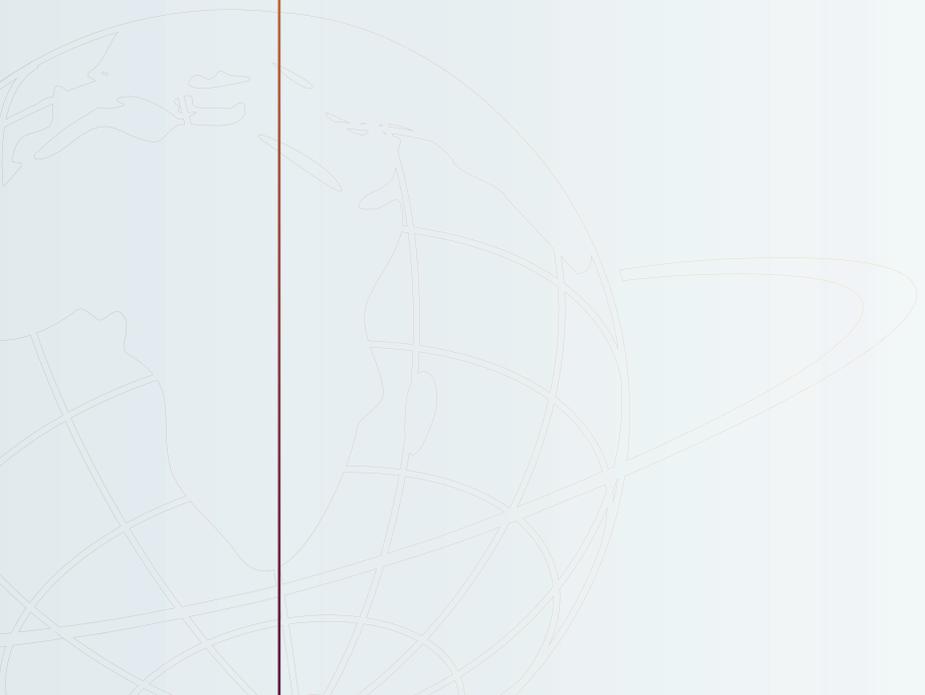
FREEDOM TO CHALLENGE

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.



BUSINESS MODEL

Business Model	➤ 14
Customer	➤ 15



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 customized training programmes.

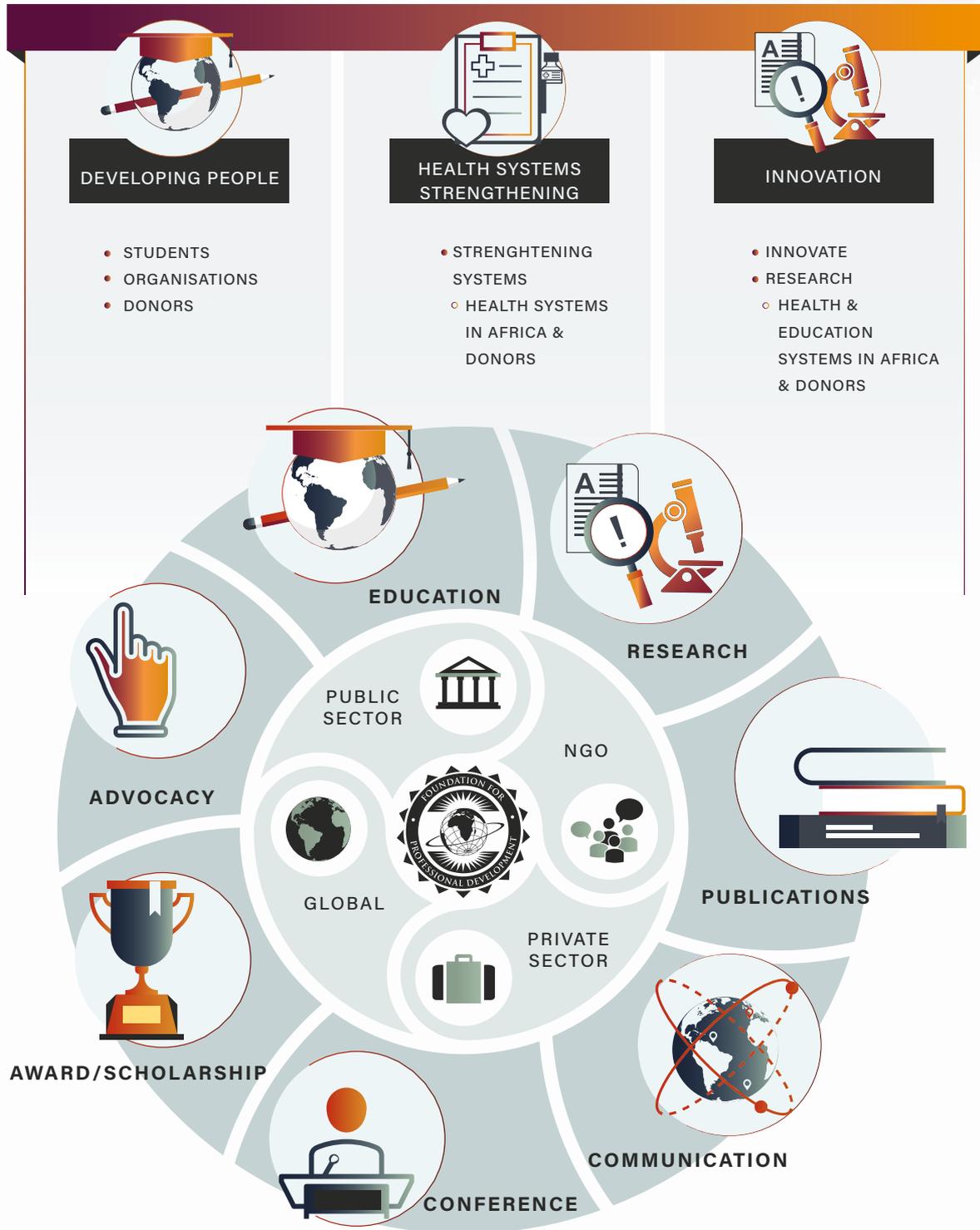
The strategic plan for the last four years deemed it prudent to ensure long term sustainability by increasing commercial activities to balance the generous donor funding we received in the past. Donor funding will

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 retains its focus on developing people, strengthening systems, innovation and research. We will continue to expand our reach and diversify our funding through a mix of donor funding, sponsorship and commercial sales.





DEVELOPING PEOPLE

- STUDENTS
- ORGANISATIONS
- DONORS

HEALTH SYSTEMS STRENGTHENING

- STRENGTHENING SYSTEMS
- HEALTH SYSTEMS IN AFRICA & DONORS

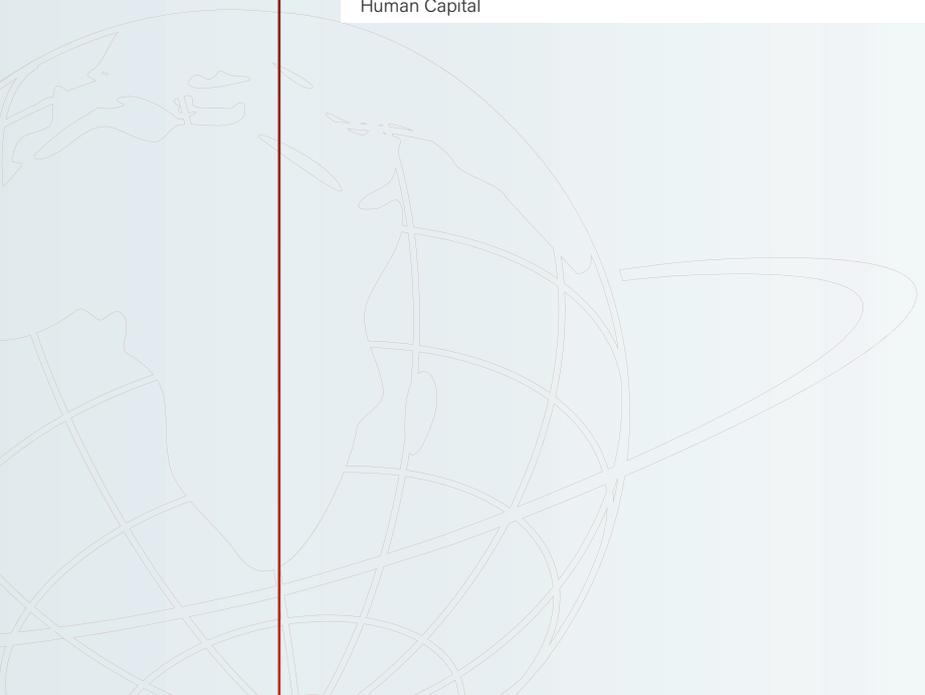
INNOVATION

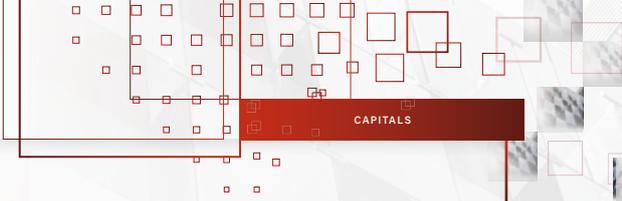
- INNOVATE
- RESEARCH
- HEALTH & EDUCATION SYSTEMS IN AFRICA & DONORS



CAPITALS

Capitals	➤ 17
Intellectual Capital	➤ 18
Financial Capital	➤ 28
Social and Relational Capital	➤ 30
Manufactured Capital	➤ 32
Natural Capital	➤ 32
Human Capital	➤ 32





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



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 unit managed to complete eight development projects and start five more by 15 December 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.



INPUTS

- ▶ Content expert developers & peer reviewers
- ▶ Training material
- ▶ Instructional Design and Desk Top Publishing
- ▶ Budget
- ▶ Staff time
- ▶ Anchors
- ▶ Faculty/Facilitators
- ▶ Attendees
- ▶ Expert Committee members
- ▶ Speakers
- ▶ Sponsors
- ▶ Exhibitors
- ▶ Delegates
- ▶ Marketing activities
- ▶ Funding/sponsorships
- ▶ Host organisations
- ▶ Tuition providers



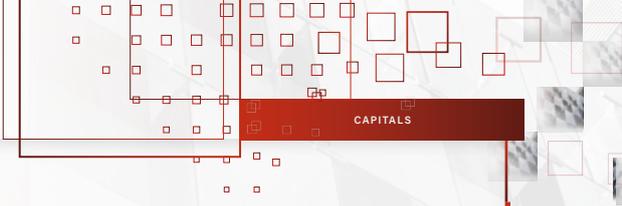
PROCESS

- ▶ Student and Delegate support
- ▶ Sponsor/client support
- ▶ Learner and host monitoring and support
- ▶ Data collections, data input, data analysis and presentation
- ▶ Quality Assurance
- ▶ Planning, monitoring and reporting on activities
- ▶ System fixes, maintenance and upgrades
- ▶ Financial documentation requests, allocations, reviews, forecasting and budget management
- ▶ Regulatory and compliance reporting
- ▶ Training (distance, blended, face to face, eLearning, virtual)



OUTPUTS

- ▶ Number of people trained
- ▶ Number of graduates
- ▶ Number of delegates
- ▶ Number of learners placed
- ▶ Satisfaction ratings from various customers
- ▶ Financial targets met



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"> • Focus on developing transformational leaders. • International academic partners: <ul style="list-style-type: none"> ◦ Yale School of Public Health ◦ Alliance Manchester Business School 	<ul style="list-style-type: none"> • Focus on enhancing the professional development and competencies of educators. • Also offers courses that aim to support researchers to excel in an academically challenging environment. 	<ul style="list-style-type: none"> • Focus on clinical courses and qualifications designed to enhance the clinical skills of healthcare professionals. • All clinical courses are accredited for CEU points by the Health Professions Council of South Africa.
NURSING	PUBLIC HEALTH	INFORMATION TECHNOLOGY
<ul style="list-style-type: none"> • Focus on preparing nurses to meet the dynamic health needs of the South African community through the developing of clinical knowledge and practical skills. • Short Courses target nurses, community health workers, the general public and other categories of health care workers. 	<ul style="list-style-type: none"> • Focus on producing public health professionals that can adapt and localise international public health policies with the aim of promoting the population health. 	<ul style="list-style-type: none"> • Focus on enhancing digital literacy and IT skills for the 21st century. • Microsoft Authorised Education Partner. • Partnerships with: <ul style="list-style-type: none"> ◦ Microsoft Imagine Academy ◦ Microsoft Global Training ◦ MICT SETA ◦ CompTIA Certiport
DEPARTMENTS		
STUDENT ADMINISTRATION & ENGAGEMENT	EDUCATION INNOVATION	QUALITY ASSURANCE & EVALUATION
<ul style="list-style-type: none"> • Logistical arrangements for courses and qualifications. • Provides administrative support and engages with students to support them in achieving their academic goals. • Provides administrative support to stakeholders, faculty and alumni. 	<ul style="list-style-type: none"> • Curriculum design of qualifications and short learning programmes (SLPs). • Submission of SLPs to professional bodies for accreditation for CPD points. • Quality assurance of teaching and learning material. • Instructional design of teaching and learning material (both face to face and elearning). • Designing of assessments and advising on teaching and learning strategies. 	<ul style="list-style-type: none"> • Ensuring the quality of FPD's educational products. • Submission of new qualifications for accreditation. • 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.
SHIPS	CONFERENCES & SPECIAL EVENTS	MARKETING & COMMUNICATIONS
<ul style="list-style-type: none"> • Management and placement of graduate interns and learners to enhance their employability through workplace experience opportunities and studies towards a National Qualifications Framework registered qualification. 	<ul style="list-style-type: none"> • Event management services for in-person, virtual and hybrid events. 	<ul style="list-style-type: none"> • Graphic design of educational and marketing material. • Ensuring continuous communication about FPD, its events, people, projects, programmes and research to the university community and our diverse external audiences.

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.



FPD
BUSINESS
SCHOOL

NQF LEVELS



CHE ACCREDITED QUALIFICATIONS

ADVANCED CERTIFICATE IN HEALTH MANAGEMENT

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

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 **6**

HIGHER CERTIFICATE IN PRACTICE MANAGEMENT

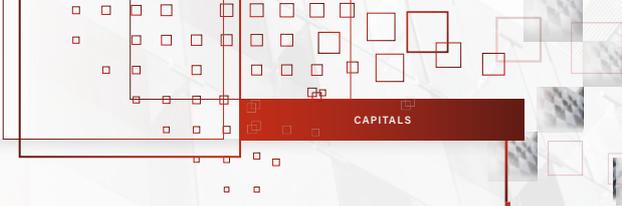
This qualification is targeted predominantly at self-employed healthcare practitioners and practice managers. The programme has been designed to provide participants with the business and management skills that are essential for managers of private practices.

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.

NQF LEVEL **5**



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.

Yale 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

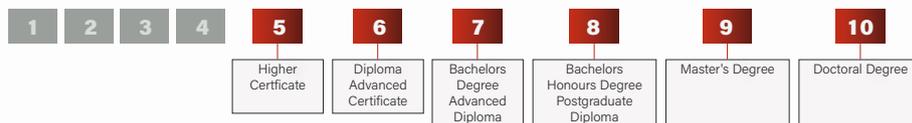
- ▶ Introduction to Project Management
- ▶ Financial Management
- ▶ Monitoring and Evaluation
- ▶ Monitoring and Evaluation in the PEPFAR Environment
- ▶ Personal Branding
- ▶ Leading Change Management
- ▶ Management and leadership short course package for medical registered students
- ▶ Management and leadership short course package for Golden Key
- ▶ Persuasive Business Proposal Writing

ASSISTED TUTORIAL

- ▶ Financial Management
- ▶ Project Management
- ▶ Problem Based Selling - Now Transforming Sales Management
- ▶ Leader as Coach: An Introduction to Coaching Fundamentals



NQF LEVELS



CHE ACCREDITED QUALIFICATIONS

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).

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**

SHORT COURSES

E-LEARNING

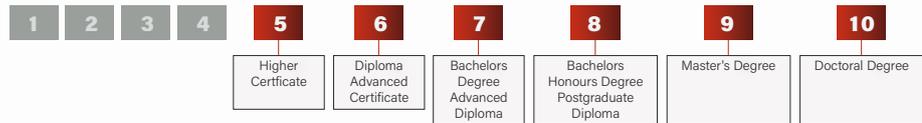
- ▶ Scientific Peer Review
- ▶ Masterclass on Critical Thinking
- ▶ Assessor Training
- ▶ Moderator Training
- ▶ Preparing Abstracts, Presentations and Journal Writing
- ▶ Research Supervision
- ▶ Research Methodology

ASSISTED TUTORIAL

- ▶ Lecturing Methods MasterClass (Formerly Masterclass on How to Facilitate)



NQF LEVELS



CHE ACCREDITED QUALIFICATIONS

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 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 (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.

NQF LEVEL **8**

SHORT COURSES

E-LEARNING

- ▶ Clinical Approach to Communicable Diseases Short Course
- ▶ CPD Unlimitted Package for Healthcare Professionals
- ▶ CPD Unlimitted package for Medical Intern
- ▶ Clinical Management of Cardio- and Common Vascular Disease
- ▶ SA Legal system, Health law and Human Rights
- ▶ Professional Ethics in the Healthcare environment
- ▶ Relationship in the Healthcare environment
- ▶ Common Paediatric Respiratory Conditions
- ▶ ICD 10 Coding for Healthcare Professionals
- ▶ ICD 10 Coding for Non-Healthcare Professionals
- ▶ Clinical Management of Metabolic Syndrome
- ▶ Rational Use of Antibiotics
- ▶ Mental Health Emergencies: Suicide prevention
- ▶ Clinical Management of Mental Health
- ▶ Evaluation of Medical Impairment based on the AMA 6th ed
- ▶ HPCSA Board Examination

- ▶ Evaluation of Medical Impairment based on the AMA 6th ed (Based on AMA 6th ed)

TUTORIAL

- ▶ Dispensing for Doctors
- ▶ Evaluation of Permanent Medical Impairment Rating (based on AMA – 6th edition)
- ▶ Adjudication of Permanent medical impairment rating claims (based on AMA – 6th edition)
- ▶ Emergency toxicology and venomology
- ▶ MHGAP for mental neurological and substance use disorders in a non-specialised setting
- ▶ Clinical Management of Mental Health
- ▶ Medical Ethics
- ▶ Clinical Management of Tuberculosis for Healthcare Providers
- ▶ Clinical management of cardio- and common vascular disease

(Continued)



SHORT COURSES

TUTORIAL

- ▶ Clinical Management of respiratory diseases
- ▶ Short Course in ICD 10 coding
- ▶ Good Clinical Practice

ASSISTED TUTORIAL

- ▶ Basic Abdominal and Pelvic Ultrasound
- ▶ Basic Obstetrics and Gynaecology Ultrasound
- ▶ Emergency Medicine
- ▶ Management of Type 2 Diabetes: Optimising Patient Outcomes
- ▶ General Practitioner (GP) focused ultrasound
- ▶ Extended Focused Assessment with Sonography in Trauma

RESPONSE SUPPORT COURSES

The School of Health Sciences has continued to provide support to practitioners throughout the COVID-19 pandemic. We have adapted and moved into a post-COVID-19 era but still experience acute new cases that have different needs compared to what was covered in our initially developed courses. The pandemic has also highlighted the need for preparedness should a similar event occur, and our practitioners have highlighted this need. FPD remains responsive and adaptable in the new-norm post-COVID-19 especially with its possessive mental health effects. In 2022 FPD with the support of USAID and Right to Care trained over 13 000 healthcare professionals on the following topics:

- ✔ Infection Prevention and Control
- ✔ Clinical Communication skills
- ✔ Retaining in hospital care skills for COVID-19
- ✔ Optimizing outpatient management of patients with COVID-19

MENTAL HEALTH TRAINING

Training on mental health was a strategic focus in 2022. With funding from Anglo Gold Ashanti, FPD trained 1 506 healthcare professionals in 22 one-day sessions. Ashanti to provide 22 one-day session on mental health resilience (MHR) training to groups of healthcare professionals.

FPD, funded by CDC and working in collaboration with the National Department of Health Mental Health Directorate, offered training to upskill mental health practitioners at the coalface on the WHO MhGAP training course, to ensure that mental health users get the healthcare services that

they deserve. We trained 633 students in 25 3-day virtual workshops with ongoing mentorship and support, hosted eight MH-themed webinars with 6,027 attendees, and conducted two (2) Grand Ward Round webinars with 743 attendees.



SHORT COURSES

E-LEARNING

- ▶ Basic Airborne Infection Prevention and Control
- ▶ Infection Control in Health Care Facilities
- ▶ Infection Control in the Health Care Environment
- ▶ Waste Management
- ▶ Integrated Adherence Counselling in Healthcare Setting
- ▶ Nurse Mentorship
- ▶ HIV Testing Services (HTS)
- ▶ Rapid Testing Quality Improvement Initiative (RTQII)
Combined HTS and RTQII
- ▶ Key Population Sensitization and Competing Development
Toolkit
- ▶ Nurse Initiated Management of Anti-Retroviral Therapy
(NIMART)
- ▶ Nurse Initiated management of Anti-Retroviral Therapy
(NIMART) Refresher Course
- ▶ Advanced Clinical Care for Professional Nurses
- ▶ Key Population Sensitization and Competing Development
Toolkit
- ▶ Paediatric HIV for Nurses
- ▶ TB for Non-Professionals
- ▶ Basic Wound Care
- ▶ Wound Care for Malignant and Palliative Wounds
- ▶ Wound Care in the Diabetic Patient
- ▶ Mental Health for Nurses
- ▶ Mental Health for Non-Professionals
- ▶ Care for the Older Person
- ▶ Gender Based Violence
- ▶ Case Management and ICD10 Coding
- ▶ Medical Terminology and Anatomy for non-health
professionals
- ▶ HIV in the Workplace
- ▶ Wellness in the Workplace
- ▶ Clinical Communication Skills
- ▶ National Department of Health/UNICEF Risk Communication
and Community Engagement Training court
- ▶ Law and Ethics for Nurses
- ▶ Batho Pele Principles

TUTORIAL

- ▶ Nurse Mentorship Programme
- ▶ Basic Airborne Infection Control
- ▶ Nurse Initiated Management of Anti-Retroviral Therapy
(NIMART)
- ▶ HIV Rapid Testing Quality Improvement Initiative (RTQII)
- ▶ Introduction of TB for Non-Professionals
- ▶ Introduction of HIV for Non-Professionals
- ▶ Wound Care
- ▶ Integrated Adherence Counselling
- ▶ HIV Testing Services
- ▶ Case Management and ICD10
- ▶ Gender Based Violence for Non-Professionals
- ▶ Paediatric HIV
- ▶ Physical Examination & Health Assessment Skills
- ▶ Physical Examination & Health Assessment Refresher
- ▶ Occupational Health Risk Assessment
- ▶ Contraception and Fertility
- ▶ Key Populations
- ▶ Medical Terminology and Anatomy (add for Non-Professionals)
- ▶ Audiometric Testing Techniques
- ▶ Audiometry Refresher
- ▶ Spirometry Testing Techniques
- ▶ Spirometry Refresher
- ▶ Vision Screening in Industry

CORRESPONDENCE

- ▶ Medical Terminology and Anatomy for Non-Healthcare
Professionals

SHORT COURSES

- ▶ Microsoft Teams
- ▶ MOS - Microsoft Excel 2016/2019
- ▶ MOS - Microsoft Excel Expert 2016/2019
- ▶ MOS - Microsoft PowerPoint 2016/2019
- ▶ MOS - Microsoft Word 2016/2019
- ▶ MOS - Microsoft Word Expert 2016/2019
- ▶ MOS Excel & Excel Expert 2016/2019
- ▶ MOS Word & Word Expert 2016/2019
- ▶ MOS 2016/2019 : Word, Excel & Powerpoint
- ▶ Complete Microsoft Office 2016/2019 Certification Bundle
- ▶ NC: End User Computing NQF L3/4
- ▶ NC: Systems Support NQF L5
- ▶ NC: Systems Development NQF L5
- ▶ MCF Azure Fundamentals
- ▶ MCF M365 Fundamentals
- ▶ MCF Azure AI Fundamentals
- ▶ MCF Azure Data Fundamentals
- ▶ MCF Power Platform Fundamentals
- ▶ MCF Dynamics 365 Fundamentals CRM
- ▶ MCF Dynamics 365 Fundamentals ERP
- ▶ MCF Security, Compliance and Identity Fundamentals
- ▶ CompTIA A+
- ▶ CompTIA Network+
- ▶ CompTIA Security+
- ▶ CompTIA CASP+
- ▶ CompTIA IT Fundamentals+ (ITF+)
- ▶ CompTIA CySA+
- ▶ Yenza Izinto Microsoft Digital literacy
- ▶ MOS (Microsoft Office Specialist) exams
- ▶ MCF (Microsoft Certified Fundamentals) exams
- ▶ CompTIA Pearson VUE exams
- ▶ Microsoft Pearson VUE exams
- ▶ Microsoft Teams for end users
- ▶ Cyber Security
- ▶ Introduction to Data Science
- ▶ Working with non-relational data
- ▶ Using data in software applications
- ▶ Analysing and Visualising data with Excel
- ▶ Social Media Navigator
- ▶ Yenza Izinto: Microsoft Digital Literacy v.2
- ▶ Yenza Izinto: Microsoft Digital Literacy v1.0

NQF LEVELS



CHE ACCREDITED QUALIFICATION

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.

NQF LEVEL **9**

SHORT COURSES

E-LEARNING

- ▶ CPD/CME package in Global Health
- ▶ CPD/CME package in International Ethics, Professionalism and Human Rights
- ▶ CPD/CME package in international public health
- ▶ Introduction to Epidemiology
- ▶ Introduction to Biostatistics
- ▶ Disaster Management

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. We have a strategic focus on professionalising healthcare management in support of Universal Health Coverage (UHC). Our current projects include below:



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

PROJECTS

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.

The FPD-RU houses the newly established, rural Ndevana Community Research Site where clinical trials are conducted in collaboration with the Desmond Tutu Health Foundation. 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.

GP CARE CELL PROJECT (GPCC)

During 2022, FPD implemented the GPCC targeting the scale up of HIV testing and ART in two districts (Johannesburg and Sedibeng) with funding from Anova / USAID. During the project, the GPCC started 2,746 patients on ART and achieved a 94% viral suppression rate at 12 months. FPD also implemented a small pilot project targeting men (general populations) at started 564 men on Prep at ten pilot sites demonstrating interest for PrEP amongst general population men in the South African private sector. FPD also undertook a Behavioral Economics research project in collaboration with Indlela to better understand demand creation.

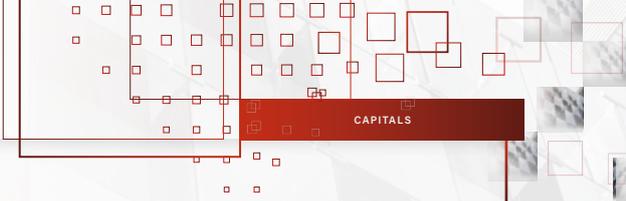
The General Practitioners Care Cell (GPCC) is a National Health Insurance (NHI)-demonstration programme that was conceptualized and implemented to help shape the South African Government's NHI learning agenda. Co-developed with PPO Serve and officials at various levels in the Department of Health and shortlisted as a Finalist in Healthcare for the Vision 2030 Awards in 2019, the GPCC is a structured network of GP practices and community pharmacies that are organised and managed to deliver standardized clinical services using the purchaser-provider split as envisioned under the NHI. The GPCC operated in Gauteng Province 2018-2022.

PROFESSIONALISING HEALTHCARE MANAGEMENT (PHM)

FPD has partnered with UNICEF regional and country offices in support of various district health systems strengthening initiatives. FPD has supported UNICEF ESARO, UNICEF Country Offices and local institutional partners to develop and professionalize district healthcare management in support of improved district health governance and management performance in target districts in Kenya, Malawi, Tanzania and Uganda (2018, 2019-2022), Mozambique (2021-2023), South Africa (2021-2022) and São Tomé and Príncipe (2022-2023). FPD has as strategic focus on supporting the scale up and institutionalisation of Evidence-Based Planning using the Bottleneck Analysis (EBP/BNA) approach based on the Tanahashi model of effective coverage.

ACCELERATING SUPPORT FOR ADVANCED LOCAL PARTNERS (ASAP)

Accelerating Support for Advanced Local Partners (ASAP) is a three-year USAID-funded contract under with a one-year extension (ASAP II) under IntraHealth. ASAP 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. FPD's primary focus areas include provision of country-tailored training, regional e-learning scholarship programmes, and secretariat services for Local Partner-led Communities of Practice



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.



INPUTS

- ▶ Budget
- ▶ Funding
- ▶ Staff time
- ▶ Experts



PROCESS

- ▶ Planning, 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
- ▶ Policy recommendations
- ▶ Development recommendations

DEPARTMENTS

MMC SUSTAIN

Medical Male Circumcision Scale Up and Sustainability to Avert New HIV Infections (MMC SUSTAIN) is a three-year investment from Bill & Melinda Gates Foundation (BMGF).

The grant was awarded to a consortium comprising of Genesis Analytics (Genesis) and Foundation for Professional Development (FPD) in September 2018.

The strategic goal is to go beyond scaling-up the national MMC program and partnered with government stakeholders to transition towards sustainability of MMC in South Africa. The MMC SUSTAIN team is providing technical assistance to the South African National MMC program to build resilient local systems to successfully plan, effectively manage, and efficiently execute the program at scale. The project is structured as a demonstrative pilot where key interventions are implemented in select geographies and handed over to the National Department of Health for scaled implementation. The project will end in 2023.

CDC FUNDED PROGRAMMES

The CDC funded People Who Inject Drugs (PWID), Advanced Clinical Care (ACC), High transmission Area (HTA), Pre-Exposure Prophylaxis (PrEP), Men who have sex with men (MSM), Zenzele Adherence communication, form part of the Health System Strengthening Innovation Cluster. This cycle of CDC funding concluded in 2022 with the distribution of PrEP, continued Adherence Communication activities, the ACC handover to the new grantee, and close out report writing.

A new CDC funded 5-year project started in January 2022. This grant 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 policies, guidelines and standard operating procedures, (2) capacity development of SAG and implementing partner staff on mental health needs and services to People Living with HIV (PLHIV) and vulnerable/at-risk individuals, (3) referral network development for mental health services for PLHIV and HCWs, and (4) community/stakeholders engagement on improvement of MH services for PLHIV and vulnerable/at-risk individuals.

GRAND CHALLENGES CANADA: LALA

FPD is piloting an intervention, funded by Grand Challenges Canada, to educate and sensitize youth and adolescents to the challenges experienced by LGBTQIA+ individuals (LALA). The intervention includes a curated online resource platform providing users (including LGBTQIA+ youth) with a repository of resources (www.learnabout.co.za). FPD contracted Moya to reach 50 000 of its users with the LALA post that included a link to the website. Though we quickly reached the first 30,000, we noticed that it did not lead to clients accessing our website. During October 2022, FPD and its web developers created a data light version of the LALA pre- and post-assessment questionnaire, the learning quiz, and an age and sex at birth webform application. This was included on the Moya platform as a Progressive Web Application (PWA) in November 2022 to reach the remaining 20,000 Moya users.

GRAND CHALLENGES CANADA: STEPWELL

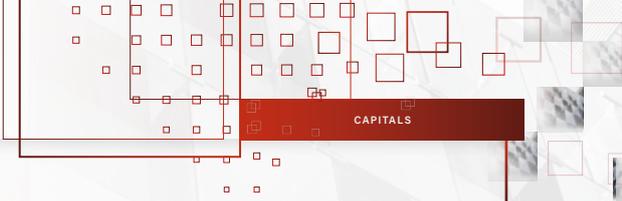
In October 2022, FPD received funding from Grand Challenges Canada to design, develop and pilot an intervention to promote mental health wellbeing using a smartphone serious game (StepWell). Serious games combine education with the fun aspects of video games for the purposes of training or learning. The game is currently in development phase and will launch in November 2023. The intervention will be evaluated between November 2023 and March 2024 to determine if it improves users' mental health literacy, mental health wellbeing, functioning, and resilience; if it reduces the severity of symptoms of depression and anxiety; and if users find the game engaging and fun.

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.



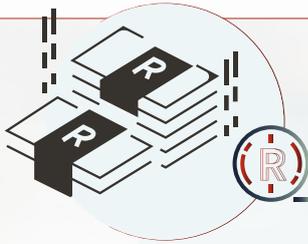


RESOURCES SECURED BY GRANT PROJECTS

SPONSORED TRAINING PROVIDED

During 2022, 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.



• **R9.9 million** in educational grants and sponsorships were received during **2021/2022**

• **R755 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. In 2022, the Council on Higher Education (CHE) performed a virtual reaccreditation visit. 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 organizations. In 2022 this team exceeded their target and achieved 120% of target.

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.

SALES TEAM

Corporate and Donor Relationship Manager

Mr Marcus Wolvaardt

Government Relationship Manager

Ms Rethabile Monare

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:

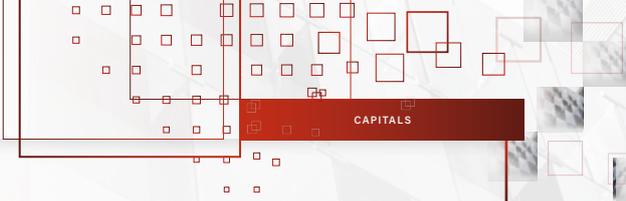
Public Sector Organisations

- 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

🕒 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 (COPES SA)
- Corridor Empowerment Project
- FHI360
- Health Systems Trust
- Healthi Choices
- HSM Consulting
- Impilo Medical Equipment Suppliers
- iInfo4africa
- 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
- 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 USAIDWits Health Consortium (WHC)
- Wits Health Consortium

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

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

Manufactured Capital

Our manufactured capital consists of our business structures and operational processes which include property, plant, equipment and information technology.

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.

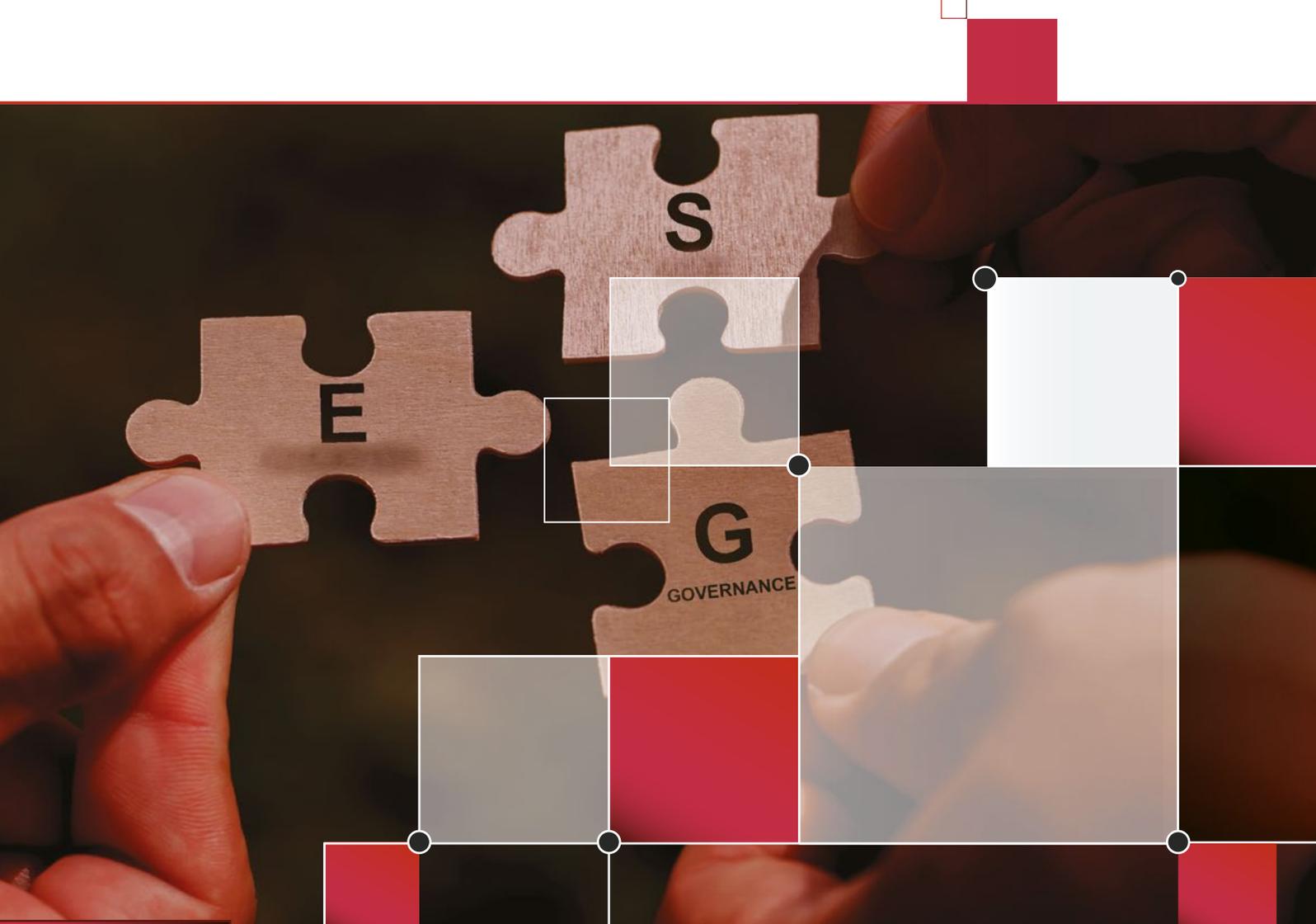
Natural Capital

We are actively striving to conserve natural resources through the implementation of water saving initiatives, recycling of paper and implementation of large scale solar solutions at our Head Office and Research sites.

Human Capital

Our human capital is our largest asset and we continue to develop staff by equipping them with knowledge and skills. Our SEED programme was well attended during 2022 with 94 employees passing all the modules.





GOVERNANCE AND QUALITY ASSURANCE STRUCTURES

FPD Board of Directors	> 34
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Commitment to International Goals	> 44



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.

I.D

INDEPENDENT DIRECTORS

OTHER ADMINISTRATIVE POSITIONS

SKILLS SET



MR DOUW VAN DER WALT
Chairperson

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

Year Joined: 2002
Gender: M
Age: 55 - 65

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.

Governance	Sustainability	Quality
X	X	X
Ethics	Finance	Public Sector Experience
X	X	X
NGO Experience	Private Sector Experience	International Experience
X	X	X



MRS IDA ASIA
Director

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

Year Joined: 2005
Gender: F
Age: 55 - 65

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 organizations. Clinically, Ms. Asia has specialized 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.

Governance	Sustainability	Quality
X	X	X
Ethics	Finance	Public Sector Experience
X		X
NGO Experience	Private Sector Experience	International Experience
X		

D.R.S

DIRECTORS REPRESENTING SHAREHOLDERS



DR MVUYISI MZUKWA

Director

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

Year Joined: 2022

Gender: M

Age: 35 - 45

OTHER ADMINISTRATIVE POSITIONS

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.

SKILLS SET

Governance	Sustainability	Quality
X	X	X
Ethics	Finance	Public Sector Experience
X		X
NGO Experience	Private Sector Experience	International Experience
X	X	X



DR MOHAMMED ABBAS

Director

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

Year Joined: 2011

Gender: M

Age: 55 - 65

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.

Governance	Sustainability	Quality
X	X	X
Ethics	Finance	Public Sector Experience
X		
NGO Experience	Private Sector Experience	International Experience
	X	

E.D

EXECUTIVE DIRECTORS

OTHER ADMINISTRATIVE POSITIONS

SKILLS SET



DR GUSTAAF WOLVAARDT

Managing Director

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

Year Joined: 2000
Gender: M
Age: 55 - 65

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 (www.foundation.co.za). 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.

Governance	Sustainability	Quality
X	X	X
Ethics	Finance	Public Sector Experience
	X	X
NGO Experience	Private Sector Experience	International Experience
X	X	X



MS STACEY ANN PILLAY

Head: Academic Cluster

BA, Hon Psychology, HCM, HCert(Management)

Year Joined: 2020
Gender: F
Age: 35 - 45

Stacey Ann Pillay is the Academic Executive Foundation for Professional Development, leading seven academic programmes as well as conferencing and learnerships. Stacey was the previous CEO of Africa Health Placements (AHP) and advanced in her career at the organisation from administrative assistant over a 10-year period. Stacey has supported hundreds of doctors in their transition to serving in underserved areas in Africa. In 2015, Stacey was one of 25 participants from six African countries selected by the University of Cape Town's Graduate School of Development Policy and Practice for the 'Leading in Public Life' Programme. Stacey was also selected as a fellow by the Vedica Scholars Programme for the Global Programme for Women's Leadership in 2019.

In her various roles Stacey managed relationships with a range of key stakeholders including existing and potential donors, government, and healthcare regulators. Stacey has led diverse teams of people and continues to mobilise her team and others around a social mission.

Governance	Sustainability	Quality
X	X	X
Ethics	Finance	Public Sector Experience
X		X
NGO Experience	Private Sector Experience	International Experience
X	X	

COMPANY SECRETARY:

Sekretari (Pty) Ltd

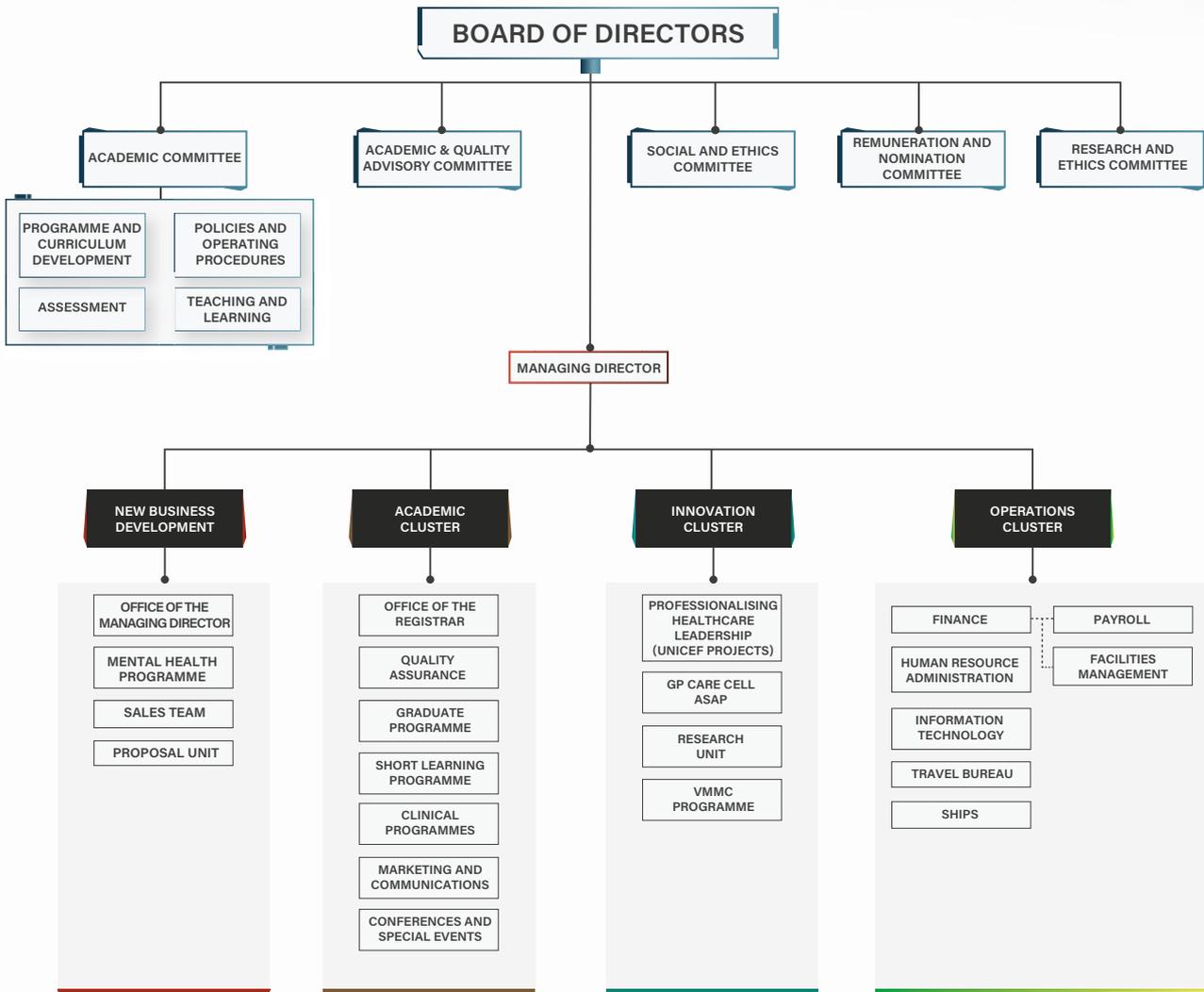


Organisational and Management Structure

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 2023



PROGRAMME ADVISORY AND QUALITY ASSURANCE COMMITTEE

	ACADEMIC MANAGEMENT REPRESENTATIVES	ADMINISTRATIVE COORDINATOR	INDUSTRY REPRESENTATIVES	FACULTY REPRESENTATIVE	STUDENTS AND ALUMNI	
EDUCATION	<ul style="list-style-type: none"> MRS LIEZEL WOLVAARDT MS AMOR GERBER MRS LUCY ROSSOUW 	<ul style="list-style-type: none"> MS CHANTELE MAHARAJ BHARUTH 	<ul style="list-style-type: none"> PROF DIANNE MANNING 	<ul style="list-style-type: none"> DR CAROL ALLAIS MS VIWE DOKODA 	<ul style="list-style-type: none"> MRS STACEY ANN PILLAY DR PAULA BARNARD-ASHTON MS LAETITIA CRAUSE MS DEBBIE PILLAY MS ZIZIPHO DOM MS MICHELLE VAN HEERDEN 	
HEALTH SCIENCES	<ul style="list-style-type: none"> DR MARGOT UYS MS MAROLIEN GROBLER 	<ul style="list-style-type: none"> MS SHARON PAUL 	<ul style="list-style-type: none"> DR DA NORVAL MRS KARIN NEL 	<ul style="list-style-type: none"> DR RIEKIE SMIT DR CHRIS VISSER 	<ul style="list-style-type: none"> DR CHRIS VISSER 	
PROGRAMME EVALUATOR:						
Ms Frances Kelly						
BUSINESS SCHOOL	<ul style="list-style-type: none"> MS AMOR GERBER MRS STACEY ANN PILLAY MS SUZANNE MABASO DR GUSTAAF WOLVAARDT DR MARGOT UYS 	<ul style="list-style-type: none"> MS STACEY SMALBERGER 	<ul style="list-style-type: none"> DR DA NORVAL MRS KARIN NEL 	<ul style="list-style-type: none"> MS ALET BOSMAN DR MARGOT UYS MS MAUREEN FOURIE DR CHRIS VISSER MS SUNET JORDAAN 	<ul style="list-style-type: none"> MR NKAGISANG NTWAGAE MS FAHEMAH CARELSE MR PEDRO DA SILVA MS PEARL TLAKULA DR CATHARINA ENGELBRECHT MR MALESELA MAKHAFOLA MS DIMAKATSO KHIBA MS NOBESUTU SOMPINI MR MVUMELWANE SIKHOTHA DR MAKGABO SETATI 	
NURSING UNIT	<ul style="list-style-type: none"> MS ANNATJIE PETERS MS HELENE HATTINGH MR PINKIE LESOLANG MS REBECCA MOEMA PROF REBECCA RISENGA PROF YVONNE HAVENGA MS LAETITIA KRUGER MS ISABEL BENNINGHOFF MS MARINDA VAN NIEKERK MS LOUWNA PRETORIUS MS KIM DAVIES MS NADIA LANDMAN MS PATRICIA TJALE MS ALTA KRUGER 	<ul style="list-style-type: none"> MS TSHEPO GAOFETOGE MS SHARON PAUL 				

	ACADEMIC MANAGEMENT REPRESENTATIVES	ADMINISTRATIVE COORDINATOR	INDUSTRY REPRESENTATIVES	FACULTY REPRESENTATIVE	STUDENTS AND ALUMNI
PUBLIC HEALTH	<ul style="list-style-type: none"> • PROF DIANNE MANNING • DR GUSTAAF WOLVAARDT • MS BONTLE MOGAKANE • MS ANNATJIE PETERS • MS LIEZEL WOLVAARDT • MS ALET BOSMAN • MS AMOR GERBER 	<ul style="list-style-type: none"> • MS STACEY SMALBERGER • MS CHANTELE MAHARAJ BHARUTH 			

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 2023. The aim of the FPDREC is to promote the conduct of ethical research. The Committee is guided by relevant South African law, ethics guidelines, professional standards, international standards and guidelines as well as codes of practice. The FPDREC is scheduled to meet once a month to assess research proposals.

The following persons serve on the FPD REC

MEMBER	ROLE	ORGANISATION
Mr Braam Volschenk	Chair: Legal Consultant	Private Sector
Prof Remco Peters	Vice Chair: Research Specialist	Foundation for Professional Development
Dr Mitch Besser	Medical Education and Clinical Practice	Mothers2mothers
Prof Pieter du Toit	Education Specialist	University of Pretoria
Dr Margot Uys	TB and Education Specialist	Foundation for Professional Development
Dr David Kalombo	HIV Specialist	NDAYE Foundation
Mr Henry Teverah	Lay member and community Representative Educationist	Vhallenges Park Primary School
Mr Freedom Mukomana	Data Management Specialist	Foundation for Professional Development
Dr Chris Visser	Medical Practitioner / Head of Clinical Unit: Family Medicine, Johannesburg Health District DCST	Gauteng DoH & Wits University
Mrs Alet Bosman	Consultant	Independent
Mrs Pondiso Ziki	Consultant	Independent
Ms Lucy Chimoyi	Scientist	Aurum
Dr Rachel Chinyakata	Research Associate	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.

MEMBER	EXTERNAL GOVERNANCE STRUCTURES
Dr Gustaaf Wolvaardt Managing Director	Member of the Board of Directors: 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 (Non-Profit Company)
	Chairman of the Board of Directors: Qode Health Solutions (Pty) Ltd
Ms Stacey Pillay Academic Executive	Member of the Board of Directors: FPD Property (Pty) Ltd Foundation for Professional Development Fund (Non-Profit Company)
Mr Henk Reeder Chief Operations Officer	Member of the Board of Directors: Brighter Futures Tuition (Pty)Ltd Astrocyte (Pty) Ltd

PARTICIPATION OF FPD SENIOR MANAGERS IN ADVISORY STRUCTURES

MEMBER	EXTERNAL GOVERNANCE STRUCTURES
Dr Gustaaf Wolvaardt Managing Director	National HIV Think Tank National Department of Health: Risk Communication and Community Engagement (RCCE) Technical Working Group
Dr Margot Uys Head of Department: School of Health Sciences	National HIV Think Tank National TB Think Tank National Mental Health Think Tank FPD Ethics Committee
Mr Barend Botha Technical Advisor	CCMDD TWG at District, Province & National
Dr Nkhensani Nkhwashu Head of Cluster: Health Systems Strengthening	National HIV Self Testing TWG Member National HIV Think Tank Member National HIV prevention working group Member National HIV Nerve Centre Member
Ms Thato Farirai HTS Specialist	National HIV Self Testing TWG National HIV prevention working group National HIV Nerve Centre

FPD Management Team



SENIOR MANAGEMENT

DR GUSTAAF WOLVAARDT



MANAGING DIRECTOR

MRS SUZANNE MABASO



**HEAD:
INNOVATIONS**

DR NKHENSANI NKHWASHU



(Until 15 May 2022)

**HEAD:
HEALTH SYSTEMS
STRENGTHENING**

MRS STACEY ANN PILLAY



ACADEMIC EXECUTIVE

MR HENK REEDER



**CHIEF OPERATIONS
OFFICER**

DEPARTMENT, PROGRAMME AND PROJECT HEADS

ACADEMIC CLUSTER

MRS STACEY ANN PILLAY



**HEAD OF SCHOOL:
Business School**

DR MARGOT UYS



**HEAD OF SCHOOL:
School of Health Sciences**

MRS ANNATJIE PETERS



**HEAD OF SCHOOL:
Nursing Education Unit**

MR ROELOF DE BRUYN



(Until 31 July 2022)

**HEAD OF SCHOOL:
School Information
Technology**

MS BONTLE MOGAKANE



(Until 31 December 2022)

**HEAD OF SCHOOL:
School of Public Health**

DR CYNTHIA HENLEY-SMITH



(Until 31 July 2022)

**HEAD OF SCHOOL:
School of Education**

MS AMOR GERBER



**REGISTRAR AND HEAD
OF CONFERENCING**

MS LUCY ROSSOUW



**HEAD:
Student Administration and
Engagement Unit**

MRS LIEZEL WOLVAARDT



**HEAD:
Education Innovation
Department**

MRS TIYANI ARMSTRONG



(Until 31 December 2022)

**HEAD:
SHIPS Unit**

MR DANIEL DU BRUYN



**PROJECT MANAGER:
Marketing and
Communications**

INNOVATIONS

PROF REMCO PETERS



**HEAD OF RESEARCH
UNIT**

DR RIA SCHOEMAN



**HEAD OF COLLABORATION:
FPD AND DTHF**

MRS SUZANNE MABASO



**HEAD:
■ GP Care Cell Project
■ ASAP**

MS ERNESHA WEBB MAZINYO



**HEAD:
Professionalising Healthcare
Management**

OPERATIONS

MR HENK REEDER



**CHIEF OPERATIONS
OFFICER**

MS MAUREEN FOURIE



**HEAD:
Human Resource
Administration**

MR KEITH PULLEN



**HEAD:
Information Technology**

Operations Cluster



DEPARTMENTS

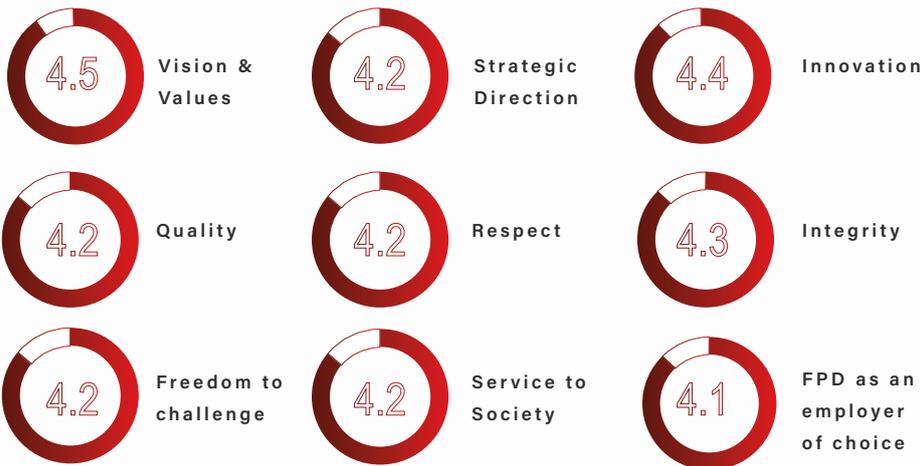
The Operations Cluster provides cross-cutting operational support to all FPD Departments and includes:

FINANCE DEPARTMENT	FACILITIES MANAGEMENT	TRAVEL BUREAU	IT DEPARTMENT	HRA ADMINISTRATION DEPARTMENT
This department facilitates all financial functions for the FPD Group of Companies and ensures compliance with international and local donor and statutory requirements for both FPD and outsourced clients.	Facilities Management is responsible for ensuring a well maintained infrastructure as well as managing the FPD asset register and day-to-day office management.	FPD established a commercial Travel Bureau that manages all travel arrangements for FPD staff, faculty, conference delegates and outside clients.	This department facilitates and coordinates all functions related to Information Technology.	The HR Administration Department facilitates and coordinates the functions related to Human Resource Administration.

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.

91 responses / 30% response rate



Ratings:
 1 = strongly disagree
 2 = disagree
 3 = neither
 4 = agree
 5 = strongly agree

SUPPORT SERVICES



STAFF DEVELOPMENT



A Head of Cluster completed the **Post Graduate Diploma in Health Professions Education** and Leadership with distinction.



10 Managers completed the Advanced Certificate in Management of which 9 completed it with distinction.



A Head of Cluster received ICF credentials as an **Associate Certified Coach (ACC)**



A total of **107** employees successfully completed the Skills Enhancement Employee Development (SEED) Programme.



2 Employees passed the Higher Certificate in Management.



12 employees completed external skills development programmes.



Inhouse Excel training was presented and well attended by staff.

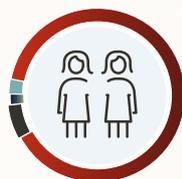
B - BBEE STATUS



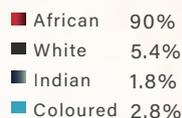
During 2022 FPD's commitment to transformation was reflected in its rating as a **Level 1 Broad Based Black Economic Empowerment** organisation.

	AFRICAN		COLOURED		INDIAN		WHITE		FOREIGN		DISABLED		TOTAL	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Top Management	1				1			2	1				3	2
Senior Management	4	1					10	4	1	2	1		16	7
Middle Management	28	13			2	2	13	10	2	1	1	2	46	28
Junior Management	17	9	2		3	1	11	3	1			1	34	14
Administrators	21	11	4	2	1		1	1	1			1	28	15
Learners, Interns, Field Workers	411	166	8	4	3	1					50	36	472	207
													599	273

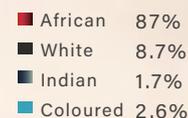
STAFF BREAKDOWN



Females



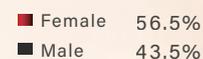
Males



Foreigners



Disabled



Commitment to International Goals



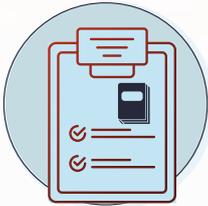
At FPD we are committed to building a better society through education and development. As an extension of our vision and mission, we strive to operate in support the United Nation's Sustainable Development Goals (SDGs). In addition to the many SDGs to which we contribute indirectly, our work directly 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 organization 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.





RISK AND OPPORTUNITIES

Risk and Opportunities

➤ 46



Risk and Opportunities

At FPD we pay special attention to identify the risks that could affect our performance on the short, medium, and long term, and to take mitigation steps to manage and mitigate against these risks.

At the end of 2022, factors that could adversely affect our institution were assessed by the FPD Board and Executive Management. Possible risks that could arise in 2023 were identified and evaluated. These were predominantly linked to:

- Pressure on cash flow linked to slow payment by government agencies.
- The need to improve the transition of data to information to knowledge that is readily available and in a format that is usable for managers at all levels.
- Negative economic sentiment and reduced purchasing power.
- Detrimental effect of continuing loadshedding (scheduled power outages) on virtual learning programmes.
- A severe HRH shortage in the country but a political environment that limits the private higher education sector to contribute fully to solving this shortage.

Beside our possible risks, we have also been focusing on and making use of the opportunities ahead of us to create sustainable value, including:

- New and potential donors – FPD has established a presence in the USA to engage with new and potential donors and funders and position FPD as an African based provider of high quality and affordable training solutions.
- Increase our partnership with South African based implementing partners as their training supplier on regional and local grants applications.
- Increasing our focus on mental health system strengthening and integrating mental health screening and care into existing HIV/TB programmes.
- Exploring ways to play a greater role across our borders in support of Africa wide initiatives to address health workforce shortages.
- Evaluating new possible ways to actively use technology and digital platforms more actively including the use of artificial intelligence.





KEY PERFORMANCE INDICATORS

Developing People

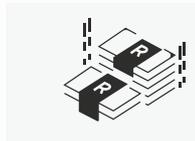
➤ 48

Health Systems Strengthening

➤ 50



Developing People



R9.9 million amount of sponsorship and funding received



11 Qualifications
2 International Programmes
254 Short Learning Programmes



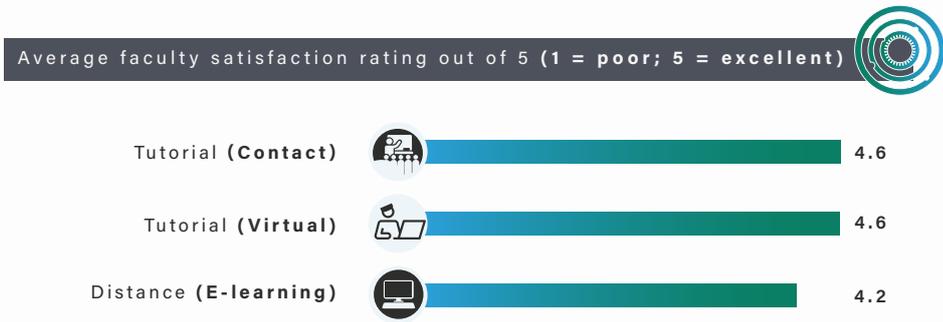
Students Trained:
52 574



- 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

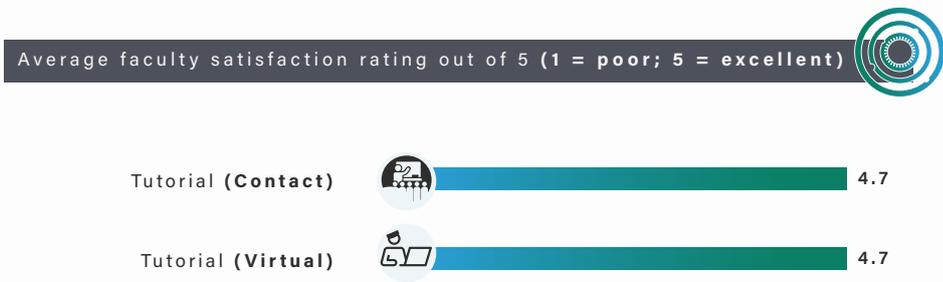
STUDENT SATISFACTION

The purpose of the student satisfaction survey is to determine if the Academic Cluster is working towards FPD’s vision of building a better society through education and capacity development, specifically if we are developing educational programmes that are accessible, affordable, relevant, and of excellent quality.



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.



Health Systems Strengthening



During 2022, FPD partnered with UNICEF and Ministries of Health in seven (7) African countries (Kenya, Malawi, Mozambique, São Tomé and Príncipe, South Africa, Tanzania, Uganda) to improve district health governance and management by co-designing local healthcare management curricula and supporting the customisation and institutionalisation of Evidence-Based Planning using the Bottleneck Analysis (EBP/BNA) approach.

PREVIOUS CDC GRANT ENDING MARCH 2022



MENTAL HEALTH AND HIV/TB SERVICES INTEGRATION



STRATEGY 1

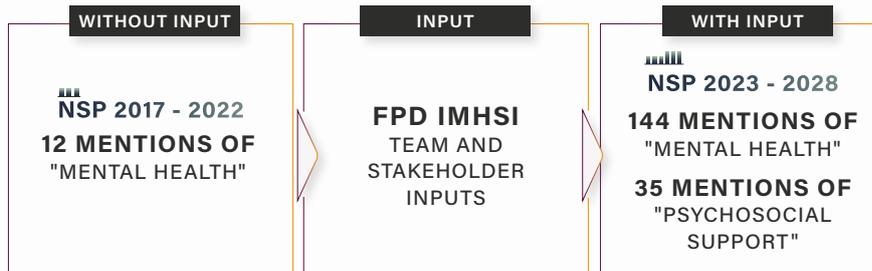
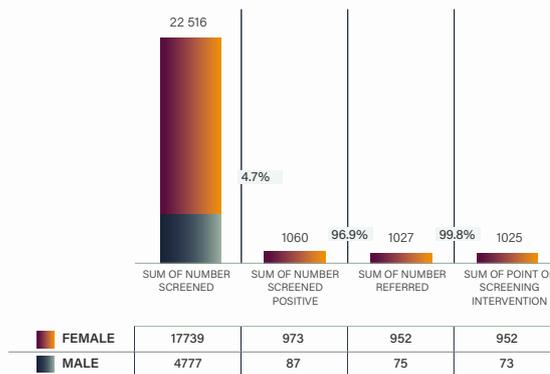
Provide technical assistance to the South African Government (SAG) on policies, guidelines, and standard operating procedures.



ACHIEVEMENTS

- 2 POSITION PAPERS
- 3 ROUNDTABLE MEETINGS FACILITATED (2X CLIENT FOCUS & 1X HEALTHCARE WORKER FOCUS)
- JOINT HIV/TB THINK TANK MEETING WITH MENTAL HEALTH FOCUS
- GEMS COMMITMENT TO INCLUDE MENTAL HEALTH IN 2023 BENEFITS PACKAGE
- DPSA BUY-IN TO INCLUDE MENTAL HEALTH IN EMPLOYEE ASSISTANCE PROGRAMMES
- FIRST IMHSI IMPLEMENTATION DATA ON TB/HIV CARE'S AGYW PROGRAM

IMSI COP21 MENTAL HEALTH CASCADE
AUGUST TO DECEMBER 2022





STRATEGY 2

Capacity development of SAG and implementing partner staff on mental health needs and services to People Living with HIV (PLHIV) and vulnerable/at-risk individuals.

ACHIEVEMENTS

7603 MENTAL HEALTH CARE WORKERS TRAINED THROUGH **35** WORKSHOPS

TRAINING	2022 TARGET	WORKSHOPS	ACTUAL	% ACHIEVED
MhGAP	650	25	833	139%
Webinars	1500	8	6027	402%
Grand Ward Rounds	No Target	2	743	n/a
Total	2150	35	7603	354%



STRATEGY 3

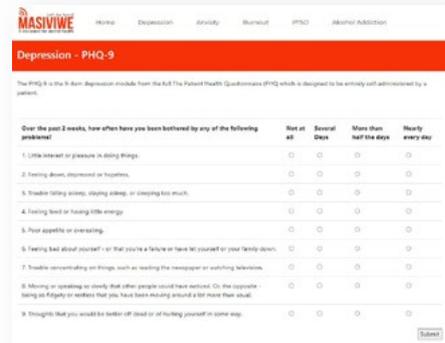
Referral network development for mental health services for PLHIV and HCWs.

ACHIEVEMENTS

INTERACTIVE MENTAL HEALTH RESOURCES MAP



SELF-SCREENING TOOLS AVAILABLE TO ALL USERS, INCLUDING HCWS



STRATEGY 4

Community/ stakeholders engagement on improvement of MH services for PLHIV and vulnerable/at-risk individuals.



WEBSITE	FACEBOOK	TWITTER	INSTAGRAM	LINKEDIN	YOUTUBE
<ul style="list-style-type: none"> Visitors: 5 400 Bounce Rate: 0.86% Site Launched: 13 July 2022 FPD and outsourced clients. 	<ul style="list-style-type: none"> Page Likes: 7 071 Cumulative Reach: 3m+ 93 pieces of content developed Page launched: 15 June 2022 	<ul style="list-style-type: none"> Follower: 698 Impressions: 290 101 Page Launched: 9 August 2022 	<ul style="list-style-type: none"> Followers: 567 Impressions: 162 939 Page Launched: 15 June 2022 	<ul style="list-style-type: none"> Followers: 183 Impressions: 141 204 Page Launched: 9 August 2022 	<ul style="list-style-type: none"> Followers: 17 Views: 2 007 Page Launched: 13 July 2022



ADVANCED CLINICAL CARE SUPPORT TO NATIONAL DEPARTMENT OF HEALTH, PEOPLE WHO INJECT DRUGS PROGRAM, HIGH TRANSMISSION AREA (HTA) PROGRAM REVIEW AND ABOVE SITE PREP SUPPORT

192 474
 PACKS OF PREP. 192 474 PACKS DISTRIBUTED TO 56 PEPFAR PARTNER SITES. 83070 PACKS OF PREP DISTRIBUTED TO XEON HOLDING (PTY) LTD

102
 VIRTUAL SUPPORT VISITS TO PARTNERS CONDUCTED BY FPD'S PHARMACIST AND POST - BASIC PHARMACIST ASSISTANT

114
 KP SENSITIZATION TRAINING ATTENDEES



MEDICAL MALE CIRCUMCISION SCALE UP AND SUSTAINABILITY TO AVERT NEW HIV INFECTIONS (MMC SUSTAIN)

In partnership with Genesis Analytics and funded by the Bill & Melinda Gates Foundation

165
 MMC CHAMPIONS ESTABLISHED

56
 DATA MANAGEMENT MEETINGS HOSTED

554
 DELEGATES ATTENDED 18 VMMC RELATED TRAININGS

118
 CONTINUOUS QUALITY IMPROVEMENT ASSESSMENT CONDUCTED 36 DATA QUALITY AUDITS CONDUCTED

GP CARE CELL PROJECT (GPCC)



A PROJECT BY



IN PARTNERSHIP WITH



66 535
 CLIENTS TESTED FOR HIV 2,745 PATIENTS INITIATED ON ART AND A 93.3% VIRAL LOAD SUPPRESSION RATE ACHIEVED

PREP FOR MEN IN SOUTH AFRICA, **564** MEN INITIATED

FUNDED BY

BEHAVIOURAL SCIENCE PRINCIPLES USED MARKETING MATERIALS TO DRIVE DEMAND FOR FREE TESTING

FUNDED BY



AFFILIATES & STRATEGIC PARTNERS

Affiliations	> 54
FPD Affiliates	> 54
Strategic Partners	> 56
Sponsors and Donors	> 60



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).



PPO SERVE

Introduction

PPO Serve (Professional Provider Organisation Services) is a health 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. PPO Serve helps clinicians to form their own multidisciplinary teams by providing them with all the tools needed to set up a successful Value Based Care business.

Our population medicine product, The Value Care Team (TVCT) is structured as a multidisciplinary team of GPs, a consulting physicians and associate allied healthcare professionals, directed by a Business Manager and employs nurse care coordinators. There are subcontracts for palliative care; with a 24/7 health support call centre and a hospital case management service. The approach includes the POPI enrolling of target patient populations, and the creation of complete and accurate patient information. Care Coordinators assess severity using disease specific, frailty, mental health tools as well as the degree of social isolation. Multidisciplinary team forums then link every patient to individual care plans which are then loaded into the workflow system that specifies tasks and monitors progression. Forums include local clinical and social partners such as from subacute hospitals, the local hospice, and psychiatric facilities. Care plans provide comprehensive proactive care that improves outcomes for patient populations. 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, and this has been renewed for 2021.

The GP Care Cell is a PEPFAR sponsored HIV focused product for non-Scheme members that links our managed network of GPs to the Gauteng Health Department for access to antiretroviral therapy and NHLS pathology tests for the screening, identification and management of people living with HIV. The GPCC has run projects in Tshwane, Ekurhuleni, Johannesburg, and Sedibeng Health districts. It has the potential to be a national franchise model for public private collaboration.

The Birthing Team is our maternity product, where the team is made up of midwives backed by obstetricians, and the aim is to change the current culture of the default delivery being the caesarean section (around 80% currently in the private sector) and instead do normal vaginal deliveries whenever possible. TBT has done some 2,000 deliveries for self funded women, and two of the 3 major units have achieved 40% CS rates, with ongoing reduction as the Teams mature. TBT is now contracting with medical schemes.

The Cardiac Focused Factory is a product in development, which aims to efficiently use cardiac catheterisation laboratories to provide angiograms with or without coronary interventions plus pacemaker insertions at significantly reduced prices, based on a Team model that achieves economies of scale including staff substitutional and switching much of the work up and post procedure care from the hospital back into the PHC service.



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

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 (GKHS) 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.

GKHS has partnered with FPD to bring its membership access to a unique set of short courses in alignment to the GKHS 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.



IQVIA

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

IQVIA's HCP Space is a holistic networking and learning platform for healthcare professionals. FPD and IQVIA have partnered to offer their respective content to healthcare professionals through the reach of both IQVIA and FPD's online platforms.

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.



INDELELA

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 private company that creates new local healthcare systems that work for both patients and doctors, with the aim of making quality healthcare more affordable and accessible to all South Africans. Private healthcare is becoming increasingly unaffordable for the majority of South Africans. This is due to a fragmented service model and the absence of remuneration models that fund value. PPO Serve develops

multidisciplinary teams, called Integrated Clinical Consortia™ (ICC™), which provide comprehensive healthcare in systems for the people they serve and are paid based on the value they deliver. PPO Serve supplies the support services and easy to use toolkits and an IT system to enable them to work together in teams. During 2022, FPD worked closely with PPO Serve to implement the GP Care Cell (GPCC) project, a model to contract and manage private GPs and community pharmacies to initiate uninsured PLHIV outside public sector clinics; in previous years we worked on an Ideal Clinic modelling project in line with the vision for NHI.



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.

Sponsors and Donors





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Impact Report

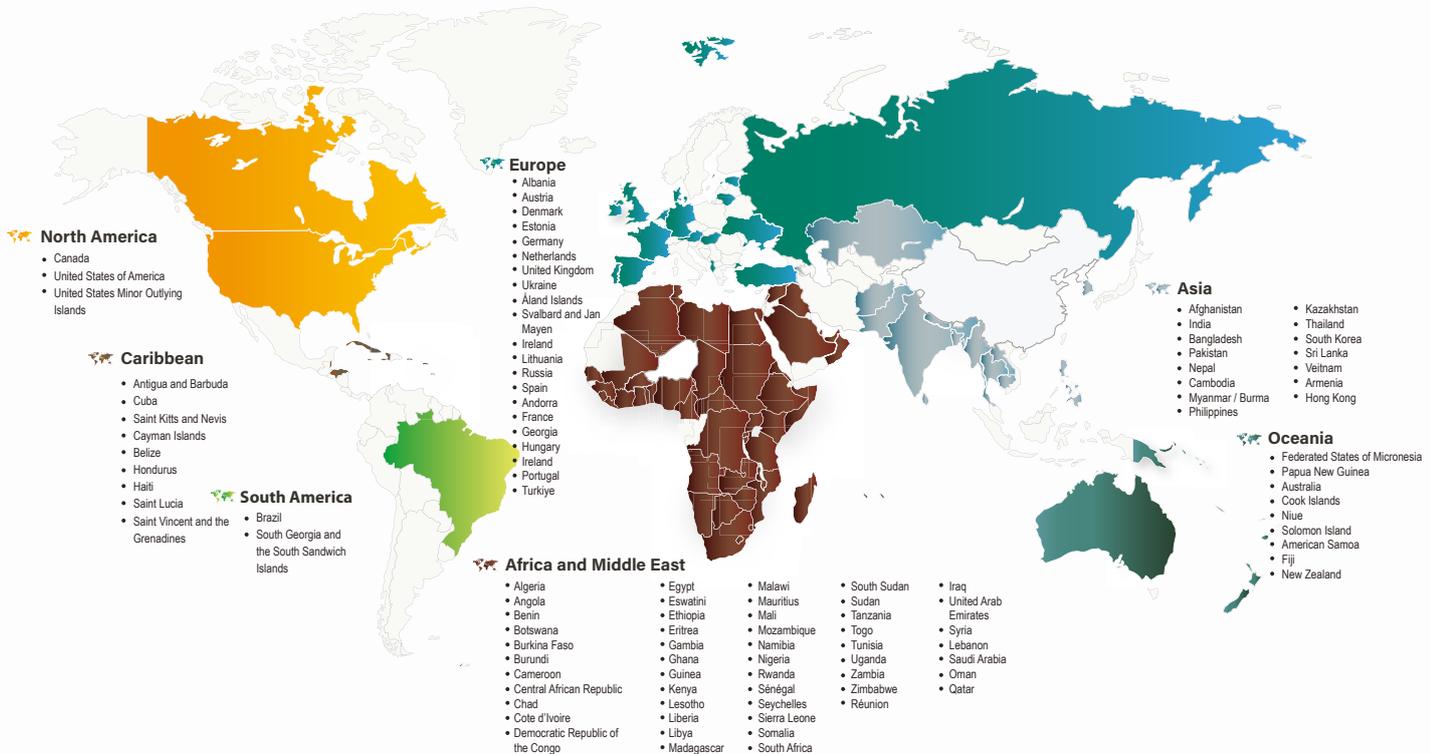
EDUCATION 2022



RESEARCH 2022



COMMUNICATIONS REACH *at time of publishing*

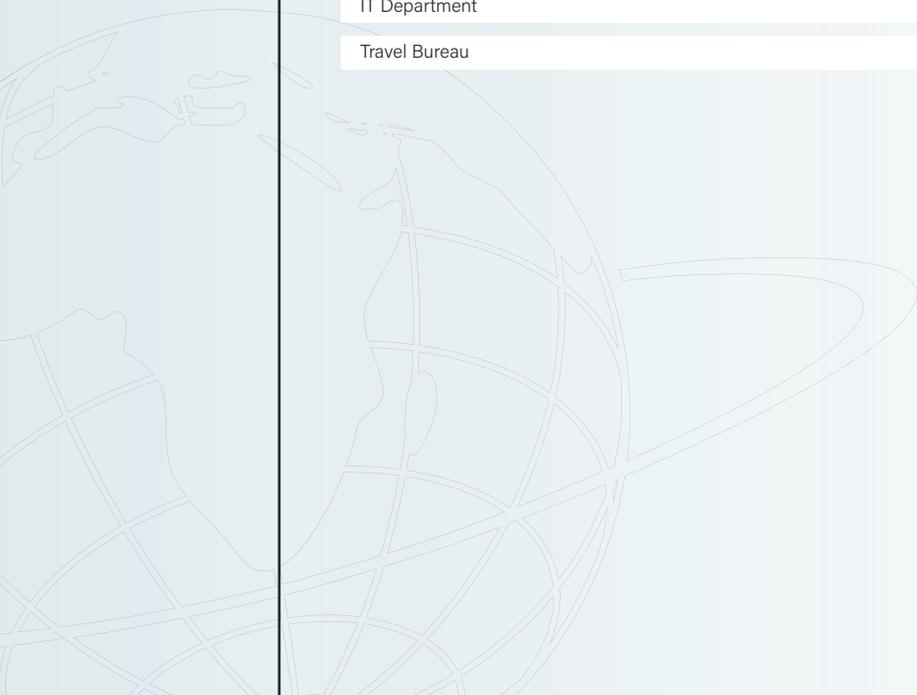


581 094 students trained in **110** countries



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IT Department	88
Travel Bureau	89



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 2022:

- Postgraduate Diploma in Monitoring and Evaluation

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

Tutorial Short Courses

- FAST Ultrasound
- Advanced Project Management
- Health Information Management (Medical Billing)
- Toxicology and Venomology
- Nurse Initiated Management of Anti-Retroviral Therapy (NIMART)

e-Learning Short Courses

- Strategic Procurement
- Strategic Marketing
- Business Ethics short course
- Knowledge Byte - Structured Problem Solving
- Knowledge Byte - Active Listening
- Retaining in hospital training
- Optimizing outpatient management
- A paediatric approach to respiratory pathogens
- GEMS CPD Package
- ICD-10 Coding for non-health care professionals
- Infection Prevention and Control
- Clinical Communication
- Mental Health for Nurses
- Waste Management

- Wellness in the workplace
- Gender Based Violence in Community Health Settings
- Wound care for the diabetic patient
- Caring for the older adult
- Mental health for the nurse
- Health Economics
- Disaster Management short course
- Beginner guide to assessor training
- How to provide comprehensive care and support for COVID-19
- How to set up an ideal COVID-19 vaccination centre
- Mental Health Resilience (English)
- Coping with stress and burnout in wake of pandemic
- How to set up a high-volume vaccination site
- Healthcare Worker Resilience Package
- Clinical Communication
- Infection Prevention
- Clinical Management of Respiratory Disease
- Cardio and Common Vascular Disease
- Pre-Exposure Prophylaxis
- ICD-10 Coding for Health Care Professionals
- NIMART
- HIV in the Workplace

Assisted Tutorial Short Courses

- Advanced Project Management Short Learning Programme
- mhGAP for mental, neurological and substance use (MNS) disorders in non-specialized health settings
- Emergency Care for HCPs

Translated Short Courses

- Mental Health Resilience (Portuguese)
- Mental Health Resilience (French)

STUDENT AND COURSE ENROLMENT



STUDENT ENROLMENT

In **2022**
52 574 students,
bringing the total number
of students who have
studied with FPD to
581 094



RACE DIVERSITY

AFRICAN	18 487
ASIAN	3255
COLOURED	2299
INDIAN	666
OTHER	17 399
WHITE	10 468
	52 574

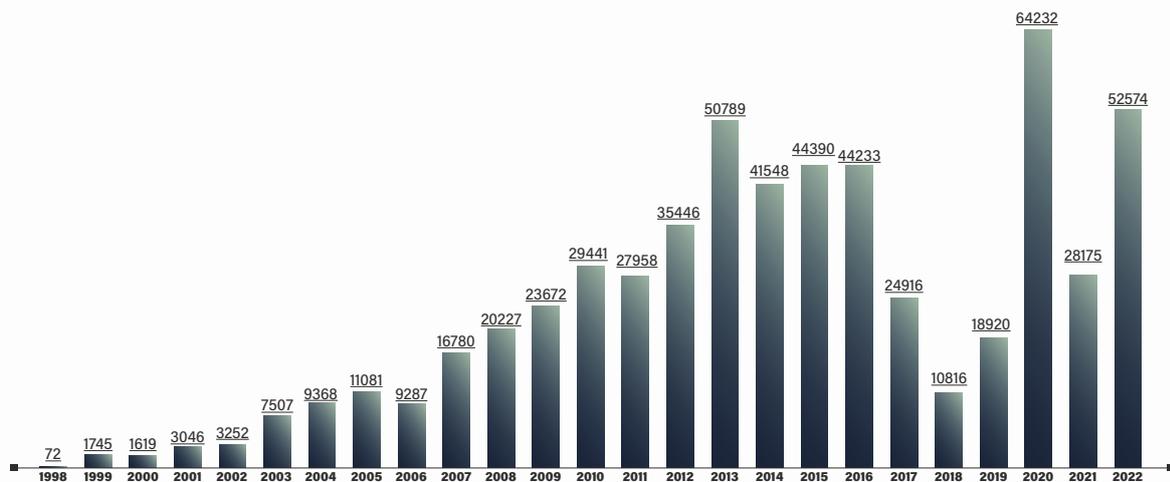


GENDER DIVERSITY

FEMALE	20 966
MALE	14 869
NOT PREPARED TO DISCLOSE	16 739
	52 574

Since its inception, the Academic Cluster has successfully overcome barriers that prevent students from accessing opportunities to further their studies. These include: sourcing valuable scholarships

for disadvantaged groups, taking programmes to various towns and districts where the need is across Africa and offering blended learning approaches that limits time away from work.



ALUMNI 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:

- 1 Receiving quarterly newsletters that will include profiles of successful Alumni, articles on various subjects, competitions, information of upcoming FPD courses and events etc.
- 2 Alumni will be invited to register for free/ sponsored online courses in their field of study/ work.
- 3 Alumni will be invited to free/ sponsored webinars in their field of study/ work.
- 4 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,
- 4 attitudes and values that will enable participation in society as high-level human resources with a view to promoting 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.

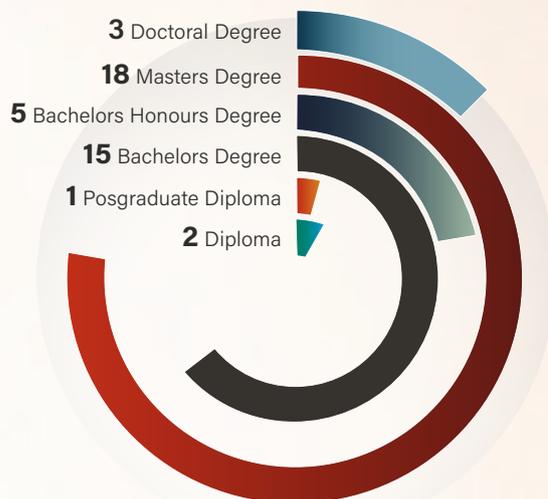
CONTINUING EDUCATION AND PROFESSIONAL SUPPORT

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 2022.

QUALIFICATIONS OF FPD FACULTY



QUALITY ASSURANCE AND EVALUATION UNIT

DURING THE PAST YEAR, THE FOLLOWING EVALUATIONS WERE CONDUCTED

2022/2023	PROJECT	
 <p>FPD and Yale</p>	<p>Type of project: Outcome Evaluation Name of project: Evaluation of the Yale/FPD Advanced Health Management Programme</p>	ONGOING
 <p>Grand Challenges Canada</p>	<p>Type of project: Outcome Evaluation Name of project: Outcome evaluation of the LGBTQI+ Sensitisation (LALA) Project</p>	ONGOING
 <p>Grand Challenges Canada</p>	<p>Type of project: Outcome Evaluation Name of project: Outcome evaluation of the Serious game to improve youth mental health</p>	ONGOING
 <p>Johnson and Johnson Foundation</p>	<p>Type of project: Implementation and outcome evaluation Name of project: Evaluation of the Nurse Educator Leadership Development Programme</p>	ONGOING
 <p>FPD Nursing</p>	<p>Type of project: Follow-up Study Name of project: Study to determine the completion rate and challenges to completion of the NIMART Practical Mentorship Programme Summary of results: The survey was completed by 111 respondents (response rate: 11.6%). Most respondents had either not started the mentorship programme at all (45%) or had started but not completed it (21%). Of the 32 respondents who had completed the mentorship programme, 58% were currently practicing as a NIMART nurse. From another perspective only 16% of all the survey respondents were currently practicing as a NIMART nurse. The barriers to completing the mentorship programme included lack of information, guidance, and support on how to complete the mentorship programme, lack of access to cases to complete the logbook, and challenges with mentors.</p>	COMPLETED
 <p>FPD Ships Department</p>	<p>Type of project: Follow-up Study Name of project: Follow-up survey to determine effect of PEPFAR funded fellowship on public health career Summary of results: The survey was completed by 16 respondents (15.6% response rate). Half of the former fellows that participated in the survey were still working in the public health or HIV/AIDS field. This suggests that some of the knowledge and skills invested in the field by the fellowship programme were retained. The majority of respondents (69%) thought that the programme supported the application of the knowledge and skills learnt in their Master's Degree 'a lot' or 'a great deal'. 75% of the respondents thought that fellowship programmes are 'very' or 'extremely' important in fast-tracking the career development of young Master's graduates and 62% thought that the PEPFAR fellowship supported their career development 'a great deal' or 'a lot'. Most respondents (81%) thought that the PEPFAR fellowship programme supported the expansion of access to comprehensive HIV/AIDS care in South Africa 'a great deal' or 'a lot'. Several respondents reported that increasing the capacity of PEPFAR partners, by providing them with human resources that had the knowledge and skills they required, enabled them to deliver their services more effectively. This survey was re-opened in 2023 to obtain more responses.</p>	COMPLETED

2022/2023

PROJECT

COMPLETED

Type of project: Rapid Assessment

Name of project: Intern and Learner Skills Development Survey

Summary of results: The survey was completed by 149 respondents (54 pharmacy assistants, 34 IT learners, and 61 TVET learners). The pharmacy assistants and TVET learners thought that the learnership was very effective in developing the skills required for their job. The IT Learners thought that the learnership was moderately to very effective in developing the skills required for their job. The majority of pharmacy assistants (96%), IT Learners (59%) and TVET Learners (95%) did not have employment secured when they completed their learnership. Of the 18 respondents who had employment secured, 15 (83%) were employed by the host organisation they completed their learnership with. The majority of respondents were looking for a job after their placement, rather than studying further. Overall, 53% of respondents had submitted between 1 and 10 job applications. Almost one quarter had not submitted any job applications.



FPD Ships Department

Across all three groups the majority of respondents reported that they were more able to cover their own and their dependent's (if any) living expenses after the learnership. The biggest increases were observed in the IT and TVET learner groups. The majority of respondents across all three groups thought that the learnership contributed 'a lot' or 'a great deal' towards an improvement in their standard of living. The majority of respondents across all three groups were either 'satisfied' or 'very satisfied' with the implementation of the learnership, providing them with human resources that had the knowledge and skills they required, enabled them to deliver their services more effectively. This survey was re-opened in 2023 to obtain more responses.

COMPLETED

Type of project: Implementation and outcome evaluation

Name of project: Evaluation of the COVID-19 mental health resilience short course for healthcare professionals

Summary of results: Participants (n = 474; 77.6% female; 55.7% primary care) exhibited a significant increase in knowledge, confidence, resilience-building behaviour, resilience and well-being scores after completing the course. Statistically significant improvements in the frequency of well-being behaviours led to significant improvements in resilience (0.25 points; 95% CI: 0.06, 0.43) and well-being (0.21 points; 95% CI: 0.05, 0.36). Increases in the change of well-being scores increased the change of resilience score by 0.28 points (95% CI: 0.15, 0.42). These findings suggest that a healthcare worker e-learning course can build knowledge and practical skills that can be actioned, prompting changes in well-being behaviours. Increases in frequency of resilience-building behaviours were associated with an increase in both the well-being and resilience scores, suggesting that e-learning courses can impact more than competency related outcomes alone.



Johnson and Johnson Foundation

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 Student Workplace Experience Program

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 Internship Programme

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, Biomedical 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

PHARMACY ASSISTANTS		88
TVET STUDENT WORKPLACE EXPERIENCE PROGRAM		49
UNIVERSITY GRADUATE INTERNSHIP PROGRAM		102

Placements to Date

 Pharmacist Assistant Learners	3233
 Business Administration Learners	475
 TVET Student Workplace Experience	441
 IT Learnerships	395
 University Graduate Internship	454
TOTAL	4998



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 (AAOXO). 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 lessen 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 2022:

- ✔ 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 2022

EVENT AND THEME	DATE	VENUE	NUMBER OF DELEGATES
Mentoring the Mentors Workshop: Sustainable Development for Health Research	17 - 18 March 2022	Crawford Beach Lodge East London, Eastern Cape	52
1st Mental Health Round Table: Improving Mental Health & HIV/TB Service Integration (IMHSI)	23 August 2022	Emperors' Palace Boksburg, Gauteng	41
Book launch: Birth to Thirty	30 August 2022	Jabulani Sports Complex Soweto, Gauteng	676
7th SA TB Conference: Working together to get TB control back on track	3-16 September 2022	Durban ICC KwaZulu-Natal	1691
2nd Mental Health Round Table: Improving mental health and psycho-social support services (MHPSS) for adolescents and young people in South Africa: an integrated, intersectoral approach	16 November 2022	FPD head office Pretoria, Gauteng	73

WEBINARS HOSTED 2022

NAME OF THE WEBINAR	ATTENDEES	CLIENT
CSIR Webinar series - IPC Week 1	205	CSIR
CSIR Webinar series - IPC Week 2	125	CSIR
CSIR Webinar series - IPC Week 3	118	CSIR
CSIR Webinar series - IPC Week 4	406	CSIR
What it takes to master personal branding	217	FPD Business School
Information sharing session	103	FPD Business School
A sneak peek into the structure of persuasive proposal writing	177	FPD Business School
Sexual abuse in children: helping practitioners identify signs and symptoms	122	FPD Conferences and Special Events
Child Sexual abuse: a hidden pandemic	46	FPD Conferences and Special Events
Dealing with isolation in eLearning	67	FPD School of Education
Why critical thinking is listed as an essential skill	66	FPD School of Education
Mental Health and wellness in the workplace	472	FPD School of Health Sciences
Substance abuse and adolescents: lessons learnt from Enyobeni tavern tragedy	633	FPD School of Health Sciences
Women and Mental Health	870	FPD School of Health Sciences
Coping with burnout and stress in a digital environment	906	FPD School of Health Sciences
Counter isolation and disconnectedness through creating a safe environment at work	627	FPD School of Health Sciences
1st Mental Health grand ward round clinical case discussions		FPD School of Health Sciences
Mental Health emergencies - Prevention and care	699	FPD School of Health Sciences
2nd Mental Health grand ward round clinical discussion	800	FPD School of Health Sciences
ADHD over diagnosed and undertreated	64	FPD School of Health Sciences
Lancet commission ending stigma and discrimination in Mental Health	1200	FPD School of Health Sciences
TB/HIV preventative therapy	565	FPD School of Nursing
Extra Pulmonary Tuberculosis	225	FPD School of Nursing
NIMART	75	FPD School of Nursing
DRTB in children	129	FPD School of Public Health
Maintaining sound mental wellbeing as a healthcare worker	100	Johnson & Johnson
J&J -Simplifying PI-based second-line ART	265	Johnson & Johnson
Long-acting ARV therapies	261	Johnson & Johnson
Long-acting injections: The nitty gritty	254	Johnson & Johnson
HIV ART failure!!	235	Johnson & Johnson
Long-acting ARV therapy: Who is this for?	256	Johnson & Johnson
New evidence for second-line ART	320	Johnson & Johnson
An Update - Long-acting ARV therapy	262	Johnson & Johnson
Managing HIV in the aging population	323	Johnson & Johnson

NAME OF THE WEBINAR	ATTENDEES	CLIENT
Local Partner CoP: Monitoring & Evaluation - English CoP session	30	USAID/ASAP
Local Partner CoP: Leadership & Governance - English CoP session	21	USAID/ASAP
Local Partner CoP: Launch of French CoP Sessions	114	USAID/ASAP
Local Partner CoP: Monitoring & Evaluation - English CoP session	17	USAID/ASAP
Local Partner CoP: Finance & Compliance - French CoP session	73	USAID/ASAP
Local Partner CoP: ASAP Leadership & Governance - English CoP session	30	USAID/ASAP
Local Partner CoP: Leadership & Governance - French CoP session	50	USAID/ASAP
Local Partner CoP: Finance & Compliance - French CoP session	78	USAID/ASAP
Local Partner CoP: Leadership & Governance - French CoP session	47	USAID/ASAP
Local Partner CoP: Finance & Compliance - French CoP session	76	USAID/ASAP
Local Partner CoP: Leadership & Governance - French CoP session	69	USAID/ASAP
Local Partner CoP: Monitoring & Evaluation - English CoP session	30	USAID/ASAP
Local Partner CoP: Finance & Compliance - Portuguese CoP session	23	USAID/ASAP
Local Partner CoP: Portuguese CoP Monitoring & Evaluation	13	USAID/ASAP
Local Partner CoP: Leadership & Governance - English CoP session	21	USAID/ASAP

FPD Conferences also provide secretariat services for six Local Partner-led Communities of Practice under the ASAP I and ASAP II grants.



Innovation

RESEARCH UNIT

- The Ndevana Clinical Research Site was activated during this year for clinical trials and started recruitment in two clinical trials of novel HIV prevention options. This was achieved after a lot of hard work preparing the site infrastructure and training local staff to meet the quality standards and requirements for clinical trial work. This is a major achievement as conducting clinical trials in these rural, resource-constraint settings is highly challenging, and requires high infrastructure and regulatory standards. In addition, research infrastructure has been set-up at five PHC and CHC facilities to conduct STI research across the district.
- The Research Unit maintained its diverse research portfolio and pipeline. Three new grants were received: one to further evaluate a novel point-of-care test for Neisseria gonorrhoeae infection in resource-constraint settings, another grant to study syphilis molecular epidemiology across South Africa, and the last to explore HIV pre-exposure prophylaxis options and preferences of pregnant women.
- Three FPD young and talented researchers were invited for oral presentations at the STI/HIV World Congress and the SA TB Conference. These same 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.

FPD's evaluation of a novel lateral flow assay for point-of-care detection of Neisseria gonorrhoeae in symptomatic individuals received widespread recognition and reward including from the World Health Organization. This study is groundbreaking and will contribute significantly to global health.

- FPD's Head of Department lead the development and wrote the Guidelines for the Management of Sexually Transmitted Infections for the Southern African HIV Clinicians Society. Also, he co-authored the STI and viral hepatitis sections for the upcoming National Strategic Plan on HIV, TB and STIs.
- FPD has a good year of research output, especially of peer-reviewed manuscripts in various high-ranked journals. Conference abstracts were presented at several national and international virtual meetings in the fields of HIV, TB and STIs.

IN 2023, THE RESEARCH UNIT WILL CONTINUE TO EXPAND ITS PORTFOLIO, DIVERSIFY ITS FUNDING BASE, AND INCREASE ITS PORTFOLIO OF ACADEMIC OUTPUTS.

PROJECTS SPONSORS



RESEARCH OUTPUT

PEER REVIEWED

- **Title** Same-day treatment following point-of-care sexually transmitted infection testing in different healthcare settings in South Africa

First Author Mdingi MM

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

Journal and Publication Date Clin Infect Dis, Dec-22
- **Title** Reasons for missed opportunities to screen and test for TB in healthcare facilities

First Author de Vos L

Co - Author Mazinyo E, Bezuidenhout D, Ngcelwane N, Mandell D, Schriger SH, Daniels J, Medina-Marino A

Journal and Publication Date Public Health Action, Dec-22
- **Title** Factors influencing adolescent girls and young women's uptake of community-based PrEP services following home-based HIV testing in Eastern Cape, South Africa: a qualitative study

First Author Mudzingwa EK

Co - Author de Vos L, Atujuna M, Fynn L, Mugore M, Hosek S, Celum C, Bekker LG, Daniels J, Medina-Marino A

Journal and Publication Date AIDS Behav, Nov-22
- **Title** 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

First Author Basaraba CN

Co - Author 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, Courmos F, Wall MM, Wainberg ML

Journal and Publication Date AIDS Behav, Oct-22
- **Title** Qualitative Identification of Intervention Preferences to Support Men's Engagement and Retention in TB Care in South Africa

First Author Medina-Marino A

Co - Author Bezuidenhout D, Ngcelwane N, Cornell M, Wainberg M, Beyrer C, Bekker LG, Daniels J

Journal and Publication Date Am J Mens Health, Sept/Oct-22
- **Title** Southern African HIV Clinicians Society 2022 guideline for the management of sexually transmitted infections: Moving towards best practice

First Author Peters RPH

Co - Author Garrett N, Chandiwana N, Kularatne R, Brink AJ, Cohen K, Gill K, Chidarikire T, Wattus C, Nel JS, Moosa MYS, Bekker LG

Journal and Publication Date South Afr J HIV Med, Sep-22
- **Title** Genetic Variation in the MBL2 Gene Is Associated with Chlamydia trachomatis Infection and Host Humoral Response to Chlamydia trachomatis Infection

First Author Verweij SP

Co - Author Peters RPH, Medina-Marino A, Klausner JD, Ngwepe P, Myer L, Johnson LF, Joseph Davey DL

Journal and Publication Date BMC Pregnancy Childbirth, March -22

PEER REVIEWED continued

- **Title** Importance of Candida infection and fluconazole resistance in women with vaginal discharge syndrome in Namibia

First Author Dunaiski CM

Co - Author Kock MM, Jung H, Peters RPH

Journal and Publication Date Antimicrob Resist Infect Control, Aug - 22
- **Title** Estimating the global burden of sexually transmitted infections

First Author Peters RPH

Co - Author Chico RM, Rowley J, Low N

Journal and Publication Date Lancet Infect Dis, Aug -22
- **Title** Acceptability and feasibility of leveraging community-based HIV counselling and testing platforms for same-day oral PrEP initiation among adolescent girls and young women in Eastern Cape, South Africa

First Author Medina-Marino A

Co - Author Bezuidenhout D, Ngwepe P, Bezuidenhout C, Facente SN, Mabandla S, Hosek S, Little F, Celum CL, Bekker LG

Journal and Publication Date J Int AIDS Soc, July - 22
- **Title** Impact of the first COVID-19 lockdown on male urethritis syndrome services in South Africa

First Author Dorrell P

Co - Author Pillay Y, Maithufi R, Pinini Z, Chidarikire T, Stamper N, Frank D, Peters RPH

Journal and Publication Date Sex Transm Infect, July - 22
- **Title** Sexually transmitted infection screening to prevent adverse birth and newborn outcomes: study protocol for a randomized-controlled hybrid-effectiveness trial

First Author Medina-Marino A

Co - Author Cleary S, Muzny CA, Taylor C, Tamhane A, Ngwepe P, Bezuidenhout C, Facente SN, Mlisana K, Peters RPH, Klausner JD

Journal and Publication Date Trials, May-22
- **Title** A Skills-Based HIV Serostatus Disclosure Intervention for Sexual Minority Men in South Africa: Protocol for Intervention Adaptation and a Pilot Randomized Controlled Trial

First Author Daniels J

Co - Author Peters RPH, Medina-Marino A, Bongo C, Stephenson R

Journal and Publication Date JMIR Res Protoc, May-22
- **Title** Impact of aetiological screening of sexually transmitted infections during pregnancy on pregnancy outcomes in South Africa

First Author Nyemba DC

Co - Author Peters RPH, Medina-Marino A, Klausner JD, Ngwepe P, Myer L, Johnson LF, Joseph Davey DL

Journal and Publication Date BMC Pregnancy Childbirth, March-22
- **Title** Incremental costs of integrated PrEP provision and effective use counselling in community-based platforms for adolescent girls and young women in South Africa: an observational study

First Author Mudimu E

Co - Author Sardinia J, Momin S, Medina-Marino A, Bezuidenhout C, Bekker LG, Barnabas RV, Peebles K

Journal and Publication Date J Int AIDS Soc, Feb-22

PEER REVIEWED

- **Title** Associations between depressive symptoms, socio-economic factors, traumatic exposure and recent intimate partner violence experiences among women in Zimbabwe: a cross-sectional study
- First Author** Machisa M
- Co - Author** Shamu S
- Journal and Publication Date** BMC Womens Health, June-22
- **Title** The International Sexual Health And REproductive Health during COVID-19 (I-SHARE) Study: A Multicountry Analysis of Adults from 30 Countries Prior to and During the Initial Coronavirus Disease 2019 Wave
- First Author** Toller Erasquin J
- Co - Author** Tan RKJ, Uhlich M, Francis JM, Kumar N, Campbell L, Zhang WH, Hlatshwako TG, Kosana P, Shah S, Brenner EM, Remmerie L, Mussa A, Klapilova K, Mark K, Perotta G, Gabster A, Wouters E, Burns S, Hendriks J, Hensel DJ, Shamu S, Marie Strizzi J, Esho T, Morroni C, Eleuteri S, Sahril N, Yun Low W, Plasilova L, Lazdane G, Marks M, Olumide A, Abdelhamed A, López Gómez A, Michielsen K, Moreau C, Tucker JD; International Sexual Health And REproductive Health during COVID-19 Research Consortium
- Journal and Publication Date** Clin Infect Dis, Aug-22
- **Title** Risk Factors for Hospitalization or Death Among Adults With Advanced HIV at Enrollment for Care in South Africa: A Secondary Analysis of the TB Fast Track Trial
- First Author** Calderwood CJ
- Co - Author** Tlali M, Karat AS, Hoffmann CJ, Charalambous S, Johnson S, Grant AD, Fielding KL
- Journal and Publication Date** Open Forum Infect Dis, June-22
- **Title** Barriers to family-centred care of hospitalised children at a hospital in Gauteng
- First Author** Malepe TC
- Co - Author** Havenga Y, Mabusela PD
- Journal and Publication Date** Health SA, October-22

ORAL PRESENTATIONS

- **Title** Feasibility of GeneXpert® testing for sexually transmitted infections and same-day treatment in pregnant women
- First Author** Mdingi MM
- Co - Author** Gigi R, Peters R, Babalola C, Taylor C, Muzny C, Low N, Medina-Marino A, Klausner J
- Conference** 23rd IUSTI World Congress, 4-7 September 2022, Victoria Falls, Zimbabwe
- **Title** Vulvovaginal yeast infections in pregnancy and perinatal outcomes: a systematic review and meta-analysis
- First Author** Gigi R
- Journal and Publication Date** 23rd IUSTI World Congress, 4-7 September 2022, Victoria Falls, Zimbabwe
- **Title** A novel lateral flow assay for point-of-care detection of Neisseria gonorrhoeae
- First Author** Peters RPH
- Co - Author** Mazzola L, Mdingi M, Gigi R, Piton J, Daniels J, de Vos L, Adamson
- Journal and Publication Date** 23rd IUSTI World Congress, 4-7 September 2022, Victoria Falls, Zimbabwe

ORAL PRESENTATIONS

- **Title** Usability assessment of a novel lateral flow assay for point-of-care detection of *Neisseria gonorrhoeae* in South Africa

First Author de Vos L

Co - Author Daniels J, Mazzola L, Gleeson B, Piton J, Gebengu A, Ferreyra C, Klausner JD, Peters RPH

Journal and Publication Date 23rd IUSTI World Congress, 4-7 September 2022, Victoria Falls, Zimbabwe
- **Title** Vaginal pH and curable sexually transmitted infections. Is there a benefit in the management of asymptomatic pregnant women?

First Author Babalola C

Co - Author Gigi R, Mdingi M, Mukomana F, Ntwagae N, Peters R, Taylor C, Muzny C, Low N, Medina-Marino A, Klausner J

Journal and Publication Date 23rd IUSTI World Congress, 4-7 September 2022, Victoria Falls, Zimbabwe
- **Title** Prevalence, symptoms, and factors associated with sexually transmitted infections in pregnant women at first antenatal care visit in South Africa

First Author Mdingi M

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

Journal and Publication Date 23rd IUSTI World Congress, 4-7 September 2022, Victoria Falls, Zimbabwe
- **Title** Implementation of syphilis rapid diagnostics testing during pregnancy: considerations for clinical management

First Author Peters R

Co - Author Gigi R, Mdingi M, Babalola C, Taylor CM, Muzny CA, Low N, Medina-Marino A, Klausner JD

Journal and Publication Date 23rd IUSTI World Congress, 4-7 September 2022, Victoria Falls, Zimbabwe
- **Title** My friends wouldn't allow me to go with them... I started ending up alone": TB-related stigma experiences among men and women with TB in Buffalo City Metro, Eastern Cape Province, South Africa

First Author de Vos L

Co - Author Daniels J, Ananthasayan M, Oladimeji E, Hyera F, Oladimeji O, Fiphaza K, Ngcelwane N, Daftary A, Medina-Marino A

Journal and Publication Date 7th SA TB Conference, 13-16 September 2022, Durban ICC International Convention Centre
- **Title** New HIVCS STI guidelines: Diagnosis and screening

First Author Peters R

Journal and Publication Date 9th FIDSSA CONGRESS 2022, 3-5 November, Elangeni & Maharani Hotel, Durban, South Africa
- **Title** Characterising heterosexual men's demand for and uptake of pre-exposure prophylaxis (PrEP) for HIV prevention in South Africa

First Author Rambally-Greener L

Co - Author Malone S, Mabaso S, Hasen N

Journal and Publication Date IAS, July 2022
- **Title** Reflections and lessons learned in Value-Based Contracting under the GP Care Cell (GPCC)

First Author Mabaso S

Journal and Publication Date Value Based Primary Care Conference, 23 March 2022

POSTER PRESENTATIONS

Title	Exploring the enablers and barriers to healthcare professionals completing professional development e-learning short courses
First Author	Kelly F
Conference	SAAHE, 27-30 June 2022, International Virtual Conference

PUBLICATIONS

Title	Monkeypox - Clinical Features and Management from an STI Perspective
First Author	Peters R
Publication and Date	Medtalkz, November 2022
Title	Rapid Start – Is It Feasible? Presented at: Session 1 - Antiretroviral Therapy 2022 - Rapid Start
First Author	Peters R
Publication and Date	African HIV Clinical Forum 2022, June 2022
Title	INTEREST International Workshop
First Author	Peters R
Publication and Date	INTEREST, May 2022

GP CARE CELL PROJECT

The GP Care Cell (GPCC) is FPD’s private sector contracting model co-developed with our affiliate, PPO Serve. The GPCC is a product of a multi-year collaboration and co-design between National Department of Health (DoH), Gauteng Provincial DoH, FPD and PPO Serve and is co-funded by DoH and PEPFAR through CDC and USAID.

The GPCC was a highly visible, well-functioning NHI demonstration project that operated in Gauteng Province 2018-2022. The GPCC program is a structured network of General Practitioner (GP) practices and community pharmacies that are organized and managed by us to deliver a predefined basket of services funded by a purchaser-provider contract. The GPCC is a comprehensive contracting solution offering evidence based clinical management, care coordination, network management, stock logistics and control, financial administration, and monitoring and evaluation. The model successfully integrated with existing Gauteng-funded supply chain management processes and provided an alternative platform through which to reach and manage patients who otherwise do not access standard public sector primary health care (PHC) delivery models.

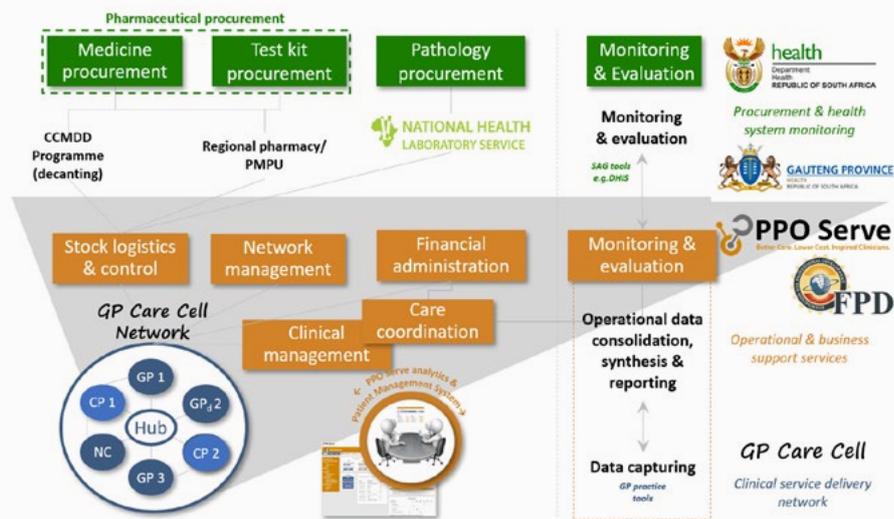
The GPCC has demonstrated a model that is rapidly scalable, compliant with South African governance criteria, low risk and a relatively low administrative burden for government and the contracted service providers. The GPCC achieved a substantial geographic footprint in high density, urban settings in Gauteng Province, a functioning supply chain (including access to Gauteng-funded medicines and laboratory services) and an information management and clinical workflow system called the Intelligent Care System (ICS) which allows data exchange and reporting with the South African government. The model has been successfully demonstrated for purchasing HIV testing and treatment (ART) and prevention (PrEP) services, as well as achieving good patient outcomes (>94% viral load suppression rate, >61% return rate for PrEP amongst men). Although the current funding has focused on HIV, the systems and processes are not disease specific and can be rapidly customized to encompass a broader PHC package of care.

During 2022, the GPCC was active in two districts – Sedibeng and Johannesburg, Gauteng Province, South Africa. With funding from ANOVA under their USAID-funded APACE grant, we provided free HIV services from January 2021 until September 2022, at which time, due to cessation of funding the project closed down and transferred out all ART patients for CCMDD assessment and registration. Under the Your Care Network brand, the GPCC tested 66,535 clients for HIV and initiated 2,745 patients on ART and achieved a 93.3% Viral Load suppression rate (less than 400 copies).

Over the period of 2021-2022, we also implemented two innovation projects with the GPCC in COJ. In partnership with PSI with funding from the Maverick Collective, we implemented a pilot project called “PrEP for Men in South Africa” with the objective to generate evidence on men offered HIV Pre-Exposure Prophylaxis (PrEP) services through private sector facilities in City of Johannesburg. During the four-month recruitment period, GPs initiated 564 men on PrEP, of which 296 (52%) returned for the 1-month visit, 237 (42%) returned for the 4-month visit, and 129 (23% returned for the 7-month visit. The pilot project added further evidence that there is a segment of men in South Africa who would benefit from PrEP, based on their own reported HIV risk behaviours, and who appear willing and able to use it.

In partnership with Indlela, in 2022, FPD implemented a randomised controlled study at five GPs participating in the GPCC to assess the use of different Behavioural Science principles in marketing materials to drive demand for free HIV services. The study was completed in 2022 and data are currently being analysed and written up for dissemination.

GP Care Cell Model



*CP: community pharmacy; GP_d: GP with dispensing license

PROFESSIONALISING HEALTHCARE MANAGEMENT

Professionalizing Health Management in Africa was a three-year subgrant (2019-2022) under UNICEF funded by Bill and Melinda Gates Foundation to support UNICEF East and Southern African Regional Office (ESARO) on their District Health Systems Strengthening initiative (DHSSi) grant. FPD's role was to support UNICEF ESARO and local institutional partners to develop and professionalize district healthcare management in support of improved district health governance and management performance in target districts in Kenya, Malawi, Tanzania and Uganda (2018, 2019-2022). FPD's main areas of expertise spanned three key areas: a) Educational development technical assistance and quality assurance, b) PHM advocacy, technical advice, and Higher Education (HE) technical assistance, and c) Hosting and facilitating a Knowledge Exchange. Building on the partnership model of expert content development and HSS training partner, FPD's partnership with UNICEF has expanded to new countries (South Africa (2021-2022, 2022-2023), Mozambique (2021-2023), São Tomé and Príncipe (2022-2023), new focus areas (Evidence Based Planning using the Bottleneck Analysis Approach (EBP/BNA), facilitation skills development, management soft skills development, Reach Every District guideline customization and training) and languages (English & Portuguese).

Some highlights with our country counterparts for 2022 include:

- Creation of a fully online elearning program on Evidence-Based Planning using the Bottleneck Analysis (EBP/BNA) approach currently accessible on UNICEF's Agora platform and update of full training toolkit available in English and Portuguese.
- Kenya (in partnership with MOH and UNICEF): Establishment of a MOH-led Technical Working Group on Health Care Management with the aim to establish a multi-sectoral coordination mechanism to oversee and strengthen health governance and management performance and lay the groundwork for developing pathways for professionalising health management in Kenya. Key achievements of the TWG include: a mapping of local health management-related courses and training programs; a health management system diagnostic, profiling MOH-desired management structures and process and an overview of Country health planning structures planning structures, tools and role players; a consensus workshop on the draft common health management competency framework;

and final draft competency framework competency framework, harmonized curriculum, accreditation framework, monitoring plan and policy framework

- Tanzania (in partnership with MOH, PORALG, ENTAF and UNICEF): Mapping of existing leadership and management training materials and update of the training needs assessment; hosting of consensus workshops and co-development and piloting of training materials for Council Health Management Teams and Health Facility Management Teams; training of trainers (43) and co-facilitation of workshops targeting Council and Facility-level managers (106).
- Malawi (in partnership with MOH, SDI and UNICEF): revised and updated eight healthcare management modules for e-learning as part of SDI's blended healthcare management training program. All 8 modules are now available for study by Malawian healthcare managers.
- Uganda (in partnership with MOH and UNICEF): using a wide-reaching consultative process, updated the 2004 health service manual in line with current regulations, policies and guidelines; hosted a validation workshop for the updated manual; handed over the updated draft health service management manual for sub national levels with an accompanying policy brief.
- South Africa (in partnership with Eastern Cape DOH and UNICEF): trained 325 healthcare managers on EBP/BNA and 291 Operational Managers on management soft skills in support of DHP implementation; customized the Reach Every District (RED) guidelines to the South African context for integration in the district health planning process.
- Mozambique (in partnership with UNICEF): developed Portuguese-language management soft skills short course program for district health managers; developed a series of facilitation skills micro videos and facilitator toolkit; and customised EBP/BNA into Mozambican context and developed full training package including Portuguese-language animations, videos and learning materials.
- São Tomé and Príncipe (in partnership with UNICEF): customised EBP/BNA material to the STP context; implemented a UNICEF Country Office virtual skills development programme on EBP/BNA; supported the first national Training of Trainers for EBP/BNA in STP.

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).

PROJECTS SPONSORS

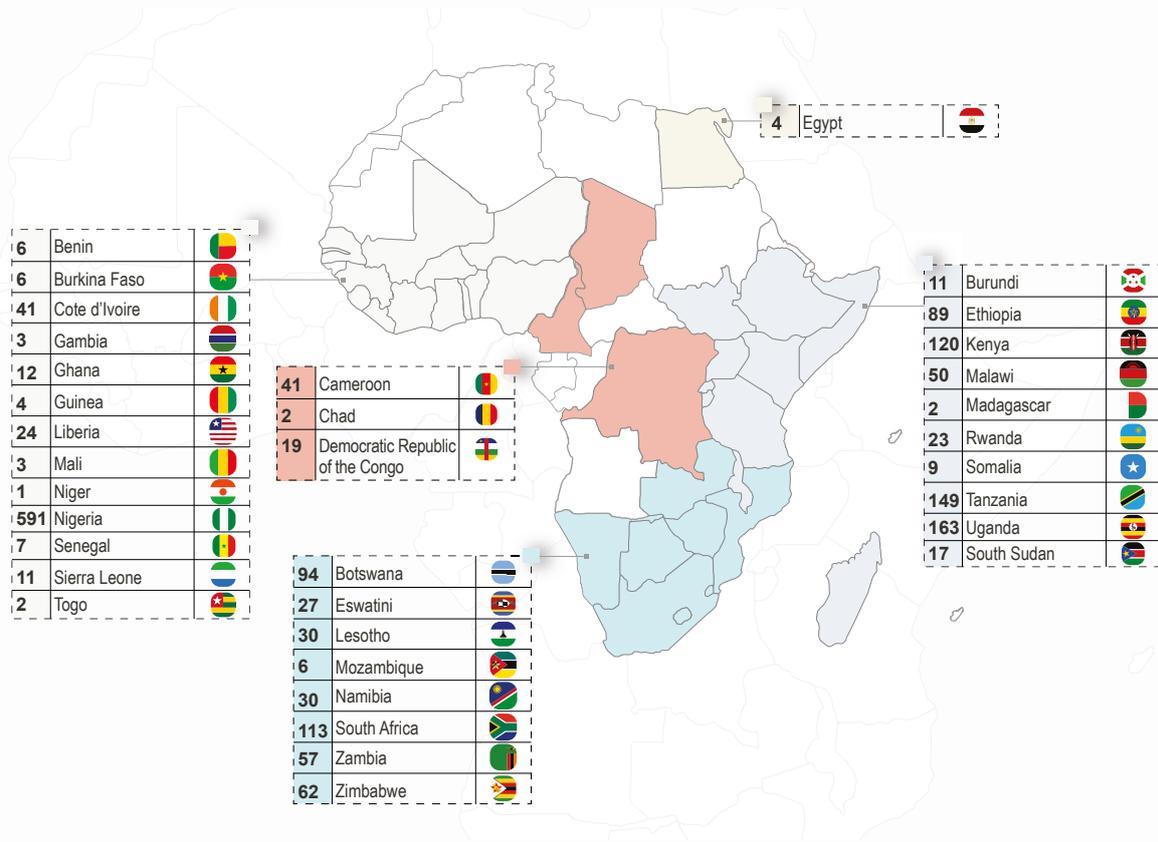


PEPFAR
U.S. President's Emergency Plan for AIDS Relief



USAID
FROM THE AMERICAN PEOPLE

IntraHealth
INTERNATIONAL
Because Health Workers Save Lives.



2022 ACTIVITIES

FPD Support Service

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.

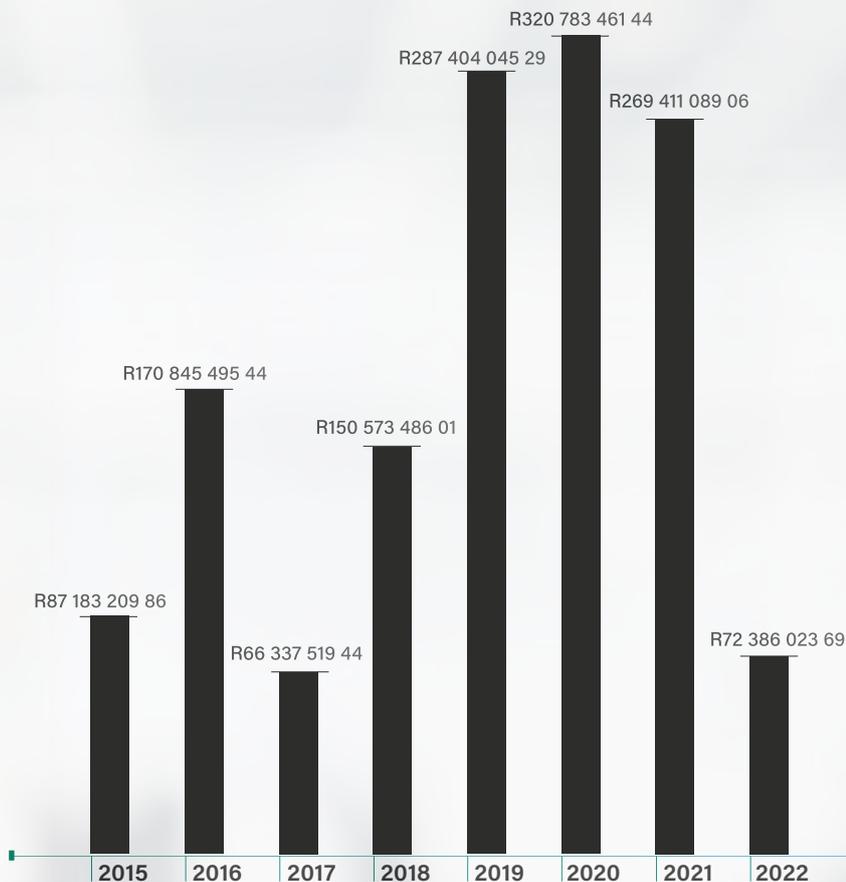
- Overall project management of the proposal development process.
- Administrative support during the proposal writing process.
- Reducing the workload of staff by assisting with research, proof reading and editing.
- Providing templates and examples of well-written proposals.
- Submitting the final,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

Despite an increasingly competitive donor environment, the Proposal Unit has shown a steady increase in income, boasting with an steady increase in total income received per year through submitted proposals and tenders from 2017 - 2020. 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.

SUCCESS RATE



Year	Total Amounts Accepted (R)
2015	R87 183 209 86
2016	R170 845 495 44
2017	R66 337 519 44
2018	R150 573 486 01
2019	R287 404 045 29
2020	R320 783 461 44
2021	R269 411 089 06
2022	R72 386 023 69

TOTAL AMOUNTS ACCEPTED

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Foundation for Professional Development

Strategic Information Unit (SIU)

The unit completed eight development projects and started five more by 15 December 2022.

STRATEGIC INFORMATION UNIT



OFFICIALLY ESTABLISHED MIDDLE NOVEMBER 2022



COMMENCED MEETINGS ON 19 AUGUST



8 COMPLETED DEV PROJECTS IN 2022



COMMENCED 5 MORE BY 15 DECEMBER 2022

NAME	PROJECT	
Data Push (VAS) System - Phase 1&2	The FPD Value Added Service (VAS) System is a data push system that allows system administrators to purchase data bundles from different service providers to beneficiaries in seconds.	COMPLETED
Data Push (VAS) System - Phase 3	Phase 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 instantaneously to all numbers contained in the file. The system will still record the user, project and all purchases made through the system – availing a full and detailed audit trail and inclusion in the reporting platform. A new reports generator is an additional feature of phase 3. This includes a full audit trail of system activity, that includes user and project level analysis for system management and identification of potential abuse.	IN PROGRESS
IMHSI Online Community of Practice (o-COP)	The o-COP enables the 'Improving Mental Health and HIV/TB Services Integration' (IMHSI) team to manage a user community of training alumni to discuss and support each other on mental health topics, while also providing a repository of mental health literature.	COMPLETED
Masiviwe.org.za – Website & Google Analytics	The Masiviwe website was developed as part of the IMHSI project and is a place where people can access information regarding Mental health. This website was built in a record time of only 1 working day, where websites typically take approximately 2 weeks for development.	COMPLETED
Masiviwe.org.za – Screening Tools	The Masiviwe website includes tools to screen for common mental health disorders like, Depression, Anxiety, PTSD, Burnout and Alcohol Addiction. Users can complete the tool on the website and receive a score indicating their result.	COMPLETED
Masiviwe.org.za – Interactive Map	The Masiviwe website includes an interactive services map for all members of the public to find reputable, nearby providers of mental health services. In addition, the map provides a resource to those who completed one or more of the screening tools on the Masiviwe website and are looking to find further assistance.	COMPLETED
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.	IN PROGRESS
MHSI Project Data Reporting Portal	The IMHSI M&E Lead developed an reporting tool in PowerBI, which updates as new data is received from partners allowing the IMHSI team members access to their data for informed decision-making.	COMPLETED



NAME	PROJECT	COMPLETED
Academic Cluster PowerBi Reporting Platform	The SIU developed several reports in PowerBI for the Academic Cluster of FPD to view data regarding their students and courses.	COMPLETED
Columbia University Mental Health Screening Tool (E-mwTool) on REDCap	Columbia University's Electronic Mental Wellness Tool (E-mwTool) was built on REDCap to allow a Point-of Care (POC) data collection platform for Masiviwe partners. The solution includes automated reporting platforms for Masiviwe (aggregate) and partner (detail) use.	COMPLETED
FPD website revamp	The new FPD website will be designed with a new look and feel and include its own payment gateway using PayFast.	IN PROGRESS
Retrospective Mapping of Mental Health Referral Pathways with Vula	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. 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	IN PROGRESS
Finalisation of the Data Security section of the CDC Evaluation protocol	A few data management concerns were raised for the CDC Evaluation protocol by the CDC Atlanta upon their final review of the IMHSI Evaluation protocol. To address the queries a data management plan (DMP) is being developed to address the concerns. The DMP will describe the data that the CDC Evaluation study is expected to collect or generate during the course of the research study, how you it will be managed, described, analysed, and stored, and what mechanisms you will use at the end of the study to share and preserve the data.	IN PROGRESS



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



2022 ACTIVITIES

Human Resources Administration

During 2022 we saw employees returning to the office in a hybrid module after the Covid Pandemic. The Human Resources Administration Department ensured that all employees were safe returning to the office by complying with the mandatory Vaccination Policy.

A Wellness Day was hosted and well attended by employees. Flu vaccines and Covid boosters were administered to employees.

The POPI Act was implemented, and employees were briefed on its requirements. FPD's employer of choice status was reiterated by 17 of our employees receiving long service awards during 2022. 9 employees received awards for 5 years' service, 5 for 10 years' service, 2 for 15 years' service and the MD for 25 years service.

EMPLOYMENT DIVERSITY

	AFRICAN		COLOURED		INDIAN		WHITE		FOREIGN		DISABLED		TOTAL	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
 Top Management	1				1			2	1				3	2
 Senior Management	4	1					10	4	1	2	1		16	7
 Middle Management	28	13			2	2	13	10	2	1	1	2	46	28
 Junior Management	17	9	2		3	1	11	3	1			1	34	14
 Administrators	21	11	4	2	1		1	1	1			1	28	15
 Learners, Interns, Field Workers	411	166	8	4	3	1					50	36	472	207
													599	273

DIVERSITY BREAK DOWN



Females

- African 90%
- White 5.4%
- Indian 1.8%
- Coloured 2.8%



Males

- African 87%
- White 8.7%
- Indian 1.7%
- Coloured 2.6%



Foreigners

- Female 67%
- Male 33%



Disabled

- Female 56.5%
- Male 43.5%

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Foundation for Professional Development

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 organizationally 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 2022

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
- ☑ Cryptojacking
- ☑ SQL Injection
- ☑ Zero Day exploits

Training for Staff to increase Staff awareness is ongoing.

Lotus Notes Servers

Although the Lotus servers are only being used for Softcopy Libraries and mail archives, they are still prone to attack.

In March 2022, there was a DDOS attack on FDP Mail (Main mail Server) 3076 attempts to break into the server were unsuccessful. The source of the attack was from India. These IP addresses were blocked and there have been no further intrusion attempts since.



ATTACKS BLOCKED AND REMOVED SINCE APRIL 2022

91 846
MAIL SPAM/MALWARE/
RANSOMWARE/ ATTACKS SINCE
JANUARY 2022

3076
DDOS ATTACKS
1 DIRECT ATTACK ON OUR
SERVERS



Travel Bureau

FPD Travel, Bureau in collaboration with its joint venture partner XL Turners Travel, is a self-funding business unit within the Operations Cluster of FPD.

The Unit was established in 2010 and operates as a well-established Travel Management Company that provides Corporate Travel Management solutions to clients globally.

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

WE OFFER THE FOLLOWING SERVICES TO FPD AND EXTERNAL CLIENTS

- Marine Travel
- Leisure Travel
- Travel Consultation and Advice
- Airline Reservations and Ticket Issue
- Hotel Reservations
- Car Rental Bookings
- Cruise Reservations
- Rail Reservations
- Coach Reservations
- Passport Assistance
- Obtaining Visas
- International Driving Permits
- Travel Insurance
- Foreign Exchange
- Preparation of Itineraries
- Frequent Flyer Management
- Incentives
- Group Travel
- Conferences
- After-Hour Services
- Document deliveries via courier service
- Travel Policy
- ISO 9001 Quality Control
- Management Reports
- Sales Support Service
- Individual Profile Management
- Supplier Corporate Agreements
- Theatre Reservations

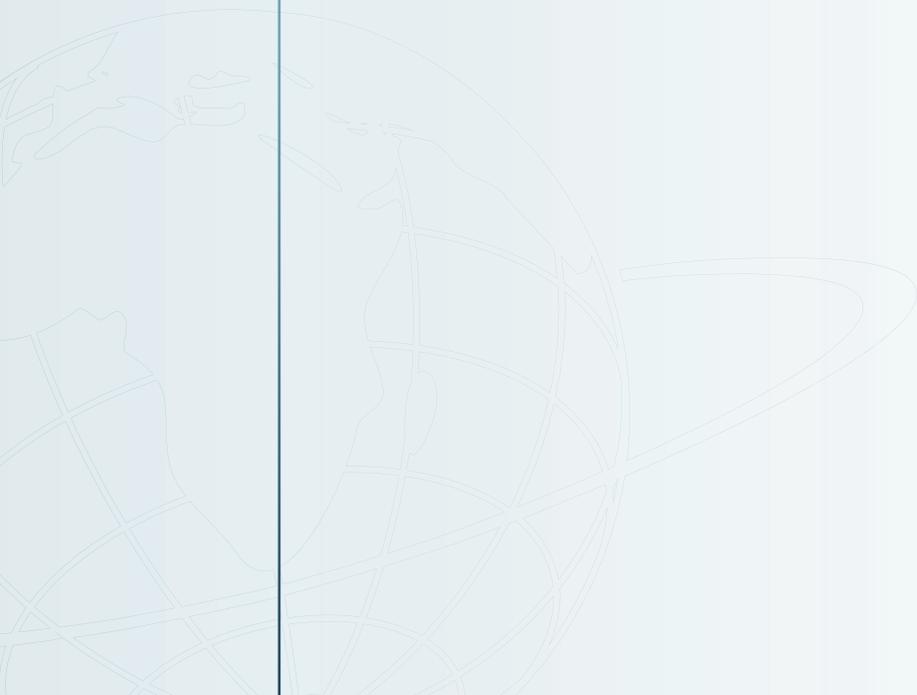




FUTURE EXPECTATIONS

Future Expectations

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Future Expectations



In 2022, FPD sought to leverage off the strides that it had made in online learning, pivoting its digital marketing, formalising its mental health programme and clinical trials unit as well as starting to re- envision the organisation. While there was a clear drop in open enrolment on training programmes and the closing of some grant funded programmes, FPD succeeded in creating momentum on its PEPFAR/CDC Grant to support Mental Health System Strengthening in South Africa. This included having high level consultation meetings to position Mental Health as a policy and healthcare delivery imperative, training over 7000 healthcare workers on the management of mental health and launching the Masiviwe (a mental health movement) digital platforms with great uptake. In addition, FPD's ability to secure funding to provide access to education continued to grow through sponsorships, this included FPD facilitating the sponsorship and training over 13 000 healthcare workers on COVID-19 related topics with the support of USAID and Right to Care. FPD's student and faculty satisfaction ratings continue to be high at over 4 out of 5.

As a registered private higher education institute in South Africa, FPD is committed to the three functions of higher education, research, teaching and learning and community engagement. FPD will continue to make meaningful contributions in these areas with greater precision through a focus on using information strategically, making evidence-based decisions and telling credible and compelling stories.

Thanks to a rapid pivot of education to online education during the Coronavirus pandemic, investments in automation, the ability to embrace a hybrid working models and a solid track record as a social cause organization FPD is, well positioned to respond to global technology and social trends especially those that question traditional capitalism and demonstrate consumer desire to support organizations with a social purpose.

As the world starts to adapt to living with COVID there is a need for all organizations to invest in understanding customer needs, solidify their business model and refocus on building an engaged workforce.

A key component of the 2023/2024 strategy will be a focus on investing in future growth of the company and rebuilding cash reserves while pursuing realistic profit growth. Given the current global economic situation, rapid expansion of commercial income may be difficult. As such, FPD will have to be prudent in striking a balance between investing in new product development and containing costs to ensure that the company again becomes profitable.

A major part of this strategy is a focus on ensuring high levels of customer satisfaction. FPD has three sets of major customers:

- donors or sponsors who fund our grants to strengthen systems, do research or training,
- clients who contract us to train their staff,
- students, delegates and learners who develop their skills in partnership with FPD and our employees.

FPD is now repositioned as a health sector organization with priority focus on

- mental health,
- infectious diseases and
- health and wellness.

As always, a key to creating an enabling environment for our work will be activities related to **professionalising healthcare management and education.**

Given the major economic and psychosocial shifts in the presence of ever evolving technology FPD's rich social and relational, human and intellectual capital places it in fortuitous position to continue to build these and rebuild its financial capital.



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**FPD is a member of
the SAMA Group**