

INTEGRATED ANNUAL REPORT

2024 – 2025



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About the Integrated Report



About the Integrated Report

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

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

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

To create this integrated annual report, FPD has identified the key social and environmental issues that are most relevant to our business and stakeholders. These include issues such as access to education and healthcare and climate change. We have also started looking at how we can present data and metrics to measure our performance in these areas. In this year's annual report, we try to present information in a way that is clear, concise, and meaningful.

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

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Message from the Managing Director



Message from the Managing Director



Our strategic focus is clear. “Embrace our causes—even if we rattle some cages.” We remain committed to expanding educational opportunities, forming strategic research partnerships, and driving systems-level change.

Gustaaf Wolvaardt

Annual Reports are, by nature, published when we are already immersed in the demands of a new year. Crafting a message at this point is always a balancing act — reflecting on the past with perfect hindsight, while attempting to paint a compelling picture of where we are headed. 2025 is clearly going to be a year that lives up to the VUCA acronym that stands for Volatility, Uncertainty, Complexity, and Ambiguity. Forecasting the future remains risky — if not impossible — but planning with purpose is non-negotiable.

This report captures the remarkable journey that was 2024. It was a year in which we consolidated the Reconceptualization Strategy initiated in 2023 — our 25th anniversary year — crafted to reposition FPD for the next quarter-century. This strategic shift involved more than just generational renewal; it also entailed embedding a new organisational culture grounded in the principles of high-performing teams. What has not changed is our unwavering commitment to our mission and vision. In fact, these have never felt more relevant — or more critical. Our country, our Region, and our World are in urgent need of institutions focused on building a better future.

We have reviewed and refined our strategic causes. Some remain unchanged — such as the professionalisation of management, particularly in the development sector, where we continue to challenge the norm of promoting subject matter experts into management roles without adequate training. Contextual understanding is important; managerial competence is essential. Similarly, we remain steadfast in our mission to professionalise health professions education. Skilled educators are pivotal to delivering quality training, scaling production, integrating technology, and improving retention.

Africa faces a profound Human Resources for Health (HRH) crisis as acknowledged in the Windhoek Declaration by ministers and representatives from governments and key stakeholders across the education, finance, health, labour and public service sectors, attending the inaugural Africa Health Workforce Investment Forum, in Windhoek, Namibia from 6 – 8 May 2024. In South Africa we can no longer afford to hamper the potential contributions that the private higher education sector, which stands ready and able to support expanded professional production. In many rural areas, lack of professionals are not only hampering service delivery but costing lives. In 2024, this shortage was especially visible in our mental health work. As we succeeded in normalising conversations and reducing stigma, demand surged—only to reveal a devastating 90% treatment access gap in some districts. In response, we launched the Interpersonal Counselling (IPC) initiative — a stopgap solution that leverages lay counsellors, trained and supported with technology, to screen and support individuals with non-emergency needs. The initiative not only scaled rapidly but also created urgently needed jobs.

Our resolve to find innovative solutions to public health challenges such as Mental Health, HIV, and TB remains as strong as ever. Securing the bid to host the 16th World Conference on Injury Prevention and Safety Promotion in 2026 reaffirms our commitment to advancing work in this crucial area. New priorities, championed by our Deputy CEO Dr Gloria Maimela, include tackling the health impacts of climate change and harnessing technology to address the dire shortage and maldistribution of healthcare professionals.



Technology, data, and decision-making are now inextricably linked. Through our Strategic Information Unit, we aim to make real-time, evidence-based decisions the standard. Our journey up the Data-Information-Knowledge-Wisdom (DIKW) pyramid is well underway. By connecting our many data sources through a unified pipeline into automated dashboards, we are transforming raw data into actionable insight, free from personal bias.

Financially, 2024 was a year of rebuilding. Our reserves, severely depleted during the COVID-19 pandemic, are now being restored. A strategic shift initiated in 2018 to reduce our donor dependency proved prescient when the new US administration scaled back global public health and research funding. Thanks to our diversified income streams and the steadfast support of partners like CDC, we have weathered these shifts without being derailed.

Under new leadership, our conferences division has flourished. The 8th South African TB Conference attracted 1 708 delegates — our largest attendance to date — once again proving the power of abstract-driven, multisectoral public health convenings.

In parallel, our transition to a new learning management system under the leadership of our Registrar Mrs Jo-Anne Koch is proceeding steadily, albeit with the inevitable teething challenges. A major focus for 2025 will be scaling our programme delivery across these platforms. Our collaborations with HigherED Partners Africa and EMGuidance will remain central to our commercial growth and broadened impact.

Our Research Cluster, now under the stewardship of Dr Sarita Naidoo, published 24 peer-reviewed articles in 2024 and continues to produce high-impact studies in HIV, TB, STIs, and mental health. The leadership transition—following Prof. Remco Peters' appointment at the WHO — was executed with professionalism and poise.

One of our innovations was *The StepWell Saga – Stronger Together*—Africa's first serious game focused on adolescent mental wellness. The game significantly exceeded its user targets and stands as a model of how technology, mental health advocacy, and youth engagement can intersect meaningfully.

As we shift into what promises to be a radically different 2025, our strategic focus is clear: *“Embrace our causes—even if we rattle some cages.”* We remain committed to expanding educational opportunities, forming strategic research partnerships, and driving systems-level change. Our ambitions include the launch of nursing and medical schools—vital to addressing South Africa's HRH shortages. AI integration, digital learning, and strategic dashboards will further enable us to scale innovation and enhance impact.

This progress is a credit to our exceptional team and Board. The quiet but critical work of our operations cluster, led by Mr Henk Reeder, has ensured our engine keeps running as we reimagine the future of FPD.

To the entire management team, under the watchful and wise guidance of our Board—thank you. Your resilience, innovation, and vision continue to shape an organisation that refuses to rest on its laurels. To every employee, thank you for your willingness to contribute to building TEAM FPD.

In isiZulu, VUKA means “wake up.” As we head into 2025—a VUCA year that I believe will mark an inflection point — we must see this as a *vuka* moment. We are hurtling into an unpredictable future, and for those of us committed to building a better world, this is a wake - up call. The challenges will be significant. But if we stay wide awake and adaptable, we will also spot — and seize — the extraordinary opportunities that come with disruption.

Here's to 2025. Here's to Courage, Clarity, and Collective action.

Regards

Dr Gustaaf Wolvaardt
Managing Director

3

FPD at a glance 2024





FPD at a Glance 2024

EDUCATION



6398 students trained through **275** Educational Programmes
(Short courses and Formal Qualifications)



272 students successfully graduated, having completed their formal qualifications

R24 Million amount of sponsorship and funding received

MENTAL HEALTH PROJECTS



AFRICA'S first serious game for MH awareness and resilience building amongst adolescents launched in March 2024.



Over **28 Million** people reached through the **Masiviwe** Social Media Campaign

RESEARCH



24 Scientific articles were published

10 Active research grants in 2024

5 Oral and **4** poster presentations at conferences

2 New trials active at the Ndevana Clinical Research Site

HIGHLIGHTS



The Foundation for Professional Development (FPD) marked a significant milestone with the appointment of Dr. Gloria Maimela as the new Deputy CEO. Dr. Maimela, who holds an MBBCH from Wits and an MBA from GIBS, brought a wealth of experience and a strong commitment to advancing the organization's mission. Her appointment was a key highlight of the year, reflecting FPD's dedication to leadership excellence and strategic growth.



SAFETY 2026
16th World Conference on Injury Prevention and Safety Promotion
CAPE TOWN, SOUTH AFRICA
2 - 4 SEPTEMBER 2026

Successful Bid for:
16th World Conference on Injury Prevention and Safety Promotion



HSA CLINICAL RESEARCH PHARMACY
(PTY) LTD

Approval of Pharmacy License:
HSA Clinical Research Pharmacy



New Publication

The Lancet

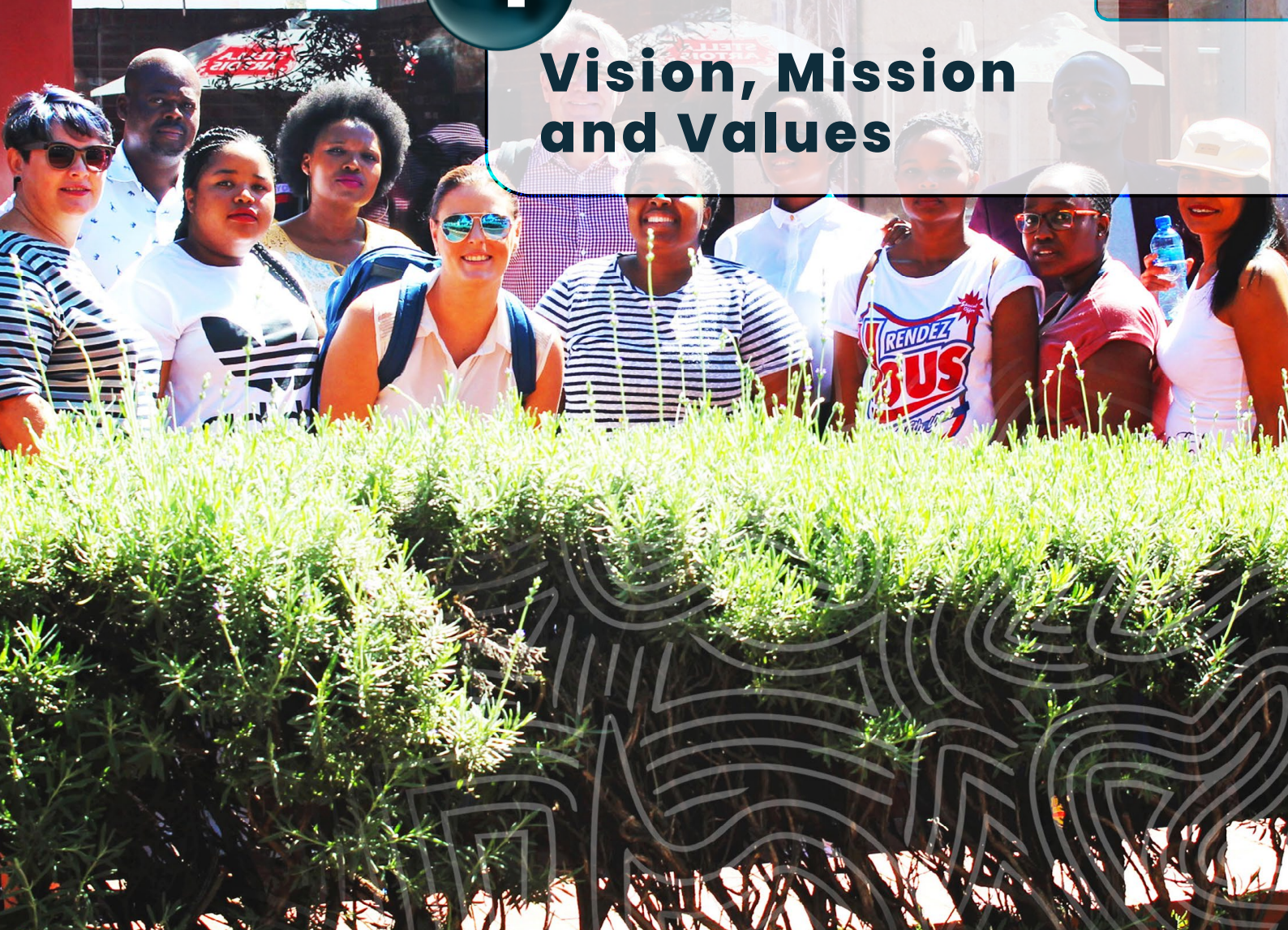
Novel lateral flow assay for point-of-care detection of *Neisseria gonorrhoeae* infection in syndromic management settings

Download: <https://bit.ly/4j3tHMU>

MANDELA HOUSE

4

Vision, Mission and Values





Vision, Mission and Values



VISION



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



MISSION



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



VALUES



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

✓ SERVICE TO SOCIETY

All of FPD's activities are dedicated to serving the best interest of society. FPD's focus is underpinned by a strong sense of social responsibility.

✓ 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.

✓ 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.

✓ RESPECT

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

✓ INNOVATION

FPD strives to be an innovator in society by challenging the status quo and by actively identifying opportunities to effect positive change with a view of building a better society. This is achieved by aggressively embracing growth opportunities and committing ourselves to being leaders in our field.

✓ FREEDOM TO CHALLENGE

FPD encourages an environment where staff can voice their opinion without fear of victimisation. Constructive critique and creative debate between stakeholders and staff are encouraged and practiced in line with and in support of our other values.

5

Business Model





Business Model

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

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

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

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

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

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

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

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BUSINESS MODEL CANVAS

DEVELOPING PEOPLE

- STUDENTS
- ORGANISATIONS
- DONORS

HEALTH SYSTEMS STRENGTHENING

- STRENGTHENING SYSTEMS
 - HEALTH SYSTEMS IN AFRICA & DONORS

INNOVATION

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



6

Capitals

INTELLECTUAL CAPITAL

FINANCIAL CAPITAL

SOCIAL AND REALTIONAL CAPITAL

MANUFACTURED CAPITAL

NATURAL CAPITAL

HUMAN CAPITAL



Capitals



INTELLECTUAL CAPITAL

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



FINANCIAL CAPITAL

- FPD Group subsidiaries.
- Resources secured by grants.
- Resources secured for sponsored training.
- Compliance Highlights



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.

| CONFERENCES & SPECIAL EVENTS | MARKETING & COMMUNICATIONS |
|---|---|
| <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. |

Strategic Information & Technology Team

The Strategic Information & Technology team is responsible for the development of all FPD software solutions, including website development and updates, conference applications, GIS maps, database development, REDCap management, AI opportunities identification and training. In addition, the SITU is responsible for all FPD IT services provision. SITU activities are divided into four distinct categories: (1) projects, for larger development activities, and (2) tickets, for management of routine SITU request that generally take less than two weeks to complete, (3) onsite IT Tech support, (4) laptop/PC setup. SITU, derived from the Latin term for "in position," aptly reflects the SITU mission to strategically position FPD in achieving its goals.

Academic Team

The Academic team is responsible for 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 | PROCESS | OUTPUTS |
|---|--|---|
| <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> 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) | <ul style="list-style-type: none"> Number of people trained Number of graduates Number of delegates Number of learners placed Satisfaction ratings from various customers Financial targets met |

The Team consists of various academic areas:



ACADEMIC AREAS

BUSINESS

- Focus on developing transformational leaders.
- **International academic partners:**
 - Yale School of Public Health.
 - Alliance Manchester Business School.

EDUCATION

- 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.

HEALTH SCIENCES

- 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

- 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.

PUBLIC HEALTH

- Focus on producing public health professionals that can adapt and localise international public health policies with the aim of promoting the population health.



ACADEMIC SUPPORT FUNCTIONS

STUDENT ADMINISTRATION & ENGAGEMENT

- 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.

EDUCATION DEVELOPMENT AND QUALITY ASSURANCE

- 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.
- 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.



Educational Offerings

FPD's educational model is designed to reduce barriers to quality education. Most of our students are subsidised while a blended distance learning model provides contact sessions close to where students live and work, reducing geographical barriers and limiting time away from work. Our teaching is based on good practice adult educational methodologies and includes interactive and engaging online content, engagement and tutorial sessions, case studies, group discussions, structured and unstructured group work.



NQF LEVELS

| | | | | | |
|----------------------|--------------------------------|-------------------------------------|---|-------------------|--------------------|
| 5 Higher Certificate | 6 Diploma Advanced Certificate | 7 Bachelors Degree Advanced Diploma | 8 Bachelors Honours Degree Postgraduate Diploma | 9 Master's Degree | 10 Doctoral Degree |
|----------------------|--------------------------------|-------------------------------------|---|-------------------|--------------------|

CHE Accredited Qualifications

NQF LEVEL: 6

Advanced Certificate in Health Management

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

NQF LEVEL: 6

Advanced Certificate in Management

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

NQF LEVEL: 6

Advanced Certificate in Monitoring and Evaluation

The Advanced Certificate in Monitoring and Evaluation is a unique and beneficial qualification that has been developed for managers and professionals who have identified a need to further develop their monitoring and evaluation knowledge and skills. For example, a manager at middle management level whose job includes data management functions and oversight.

NQF LEVEL: 5

Higher Certificate in Practice Management

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

NQF LEVEL: 5

Higher Certificate in Management

This qualification addresses the management training needs of participants currently in junior management positions or those who aspire to be managers. The programme has been designed to provide them with well-rounded knowledge and skills in the core aspects of management, that will enable them to progress into middle management positions. The Higher Certificate in Management is structured in such a way that it gives learners exposure to apply organisational management principles on an operational, functional and strategic level.

International Programmes

Alliance Manchester Business School Advanced Management Programme



The AMBS AMP is an international short course offered by FPD, in collaboration with the Alliance Manchester Business School, and is aimed at developing the strategic management capabilities of participants. This intensive management programme is directed towards established managers who need to rapidly develop differentiated leadership competencies. The programme offers leaders the opportunity to receive a management certification from a leading international business school.

FPD/Yale Advanced Health Management Programme



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

Short Courses

E-Learning

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

E-Learning

- Strategic Marketing
- Strategic Procurement
- Financial Management
- Knowledge Bytes: Structured Problem Solving



NQF LEVELS

| | | | | | |
|----------------------|--------------------------------|-------------------------------------|---|-------------------|--------------------|
| 5 Higher Certificate | 6 Diploma Advanced Certificate | 7 Bachelors Degree Advanced Diploma | 8 Bachelors Honours Degree Postgraduate Diploma | 9 Master's Degree | 10 Doctoral Degree |
|----------------------|--------------------------------|-------------------------------------|---|-------------------|--------------------|

CHE Accredited Qualifications

NQF LEVEL: 8

Post Graduate Diploma In Health Professions Education And Leadership

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

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.



Short Courses

Classroom

- Lecturing Methods MasterClass / TOT
- MasterClass on Critical Thinking

E-Learning

- Scientific Peer Review



NQF LEVELS

| | | | | | |
|----------------------|--------------------------------|-------------------------------------|---|-------------------|--------------------|
| 5 Higher Certificate | 6 Diploma Advanced Certificate | 7 Bachelors Degree Advanced Diploma | 8 Bachelors Honours Degree Postgraduate Diploma | 9 Master's Degree | 10 Doctoral Degree |
|----------------------|--------------------------------|-------------------------------------|---|-------------------|--------------------|

CHE Accredited Qualifications

NQF LEVEL: 8

Postgraduate Diploma In General Practice

The Postgraduate Diploma in General Practice aims to equip general practitioners with the knowledge and skills to survive in an environment with ever- changing influences of the external environment. The programme is designed to meet the needs of medical practitioners in the continuous updating and expansion of their knowledge to ultimately satisfy the need of the community and other role players such as the 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.

Short Courses

Classroom

- General Practitioner Focussed Ultrasound
- Basic Obstetric and Gynaecology Ultrasound
- Medical Impairment
- Emergency Medicine
- POCUS eFAST
- Basic Abdominal Pelvic Ultrasound

E-Learning

- Rational Use of Antibiotics
- Clinical Management of Cardio-And Common Vascular Disease
- Pre-Exposure Prophylaxis
- Clinical Management of Metabolic Syndrome
- Clinical Management of Sexually Transmitted Infections
- Mental Health Emergencies: Suicide Prevention
- Medical Ethics
- ICD 10 Coding For Healthcare Professionals
- Diabetes: Optimising patient outcomes

E-Learning

- Management of Type 2 Diabetes for Nurses
- SA Legal System, Health Law And Human Rights
- Tuberculosis for Healthcare Professionals
- Ethics in the SA Healthcare Environment
- Clinical Management of Mental Health
- The Evaluation of Permanent Medical Impairment Rating AMA 6th Edition
- Clinical Management of Respiratory Diseases
- Clinical Management of HIV/AIDS
- Clinical Management of Paediatric HIV and AIDS
- Mental Health: Self-Help for Healthcare Professionals
- Telemedicine for Healthcare Professionals

NQF LEVELS

| | | | | | |
|----------------------|--------------------------------|-------------------------------------|---|--------------------------|--------------------|
| 5 Higher Certificate | 6 Diploma Advanced Certificate | 7 Bachelors Degree Advanced Diploma | 8 Bachelors Honours Degree Postgraduate Diploma | 9 Master's Degree | 10 Doctoral Degree |
|----------------------|--------------------------------|-------------------------------------|---|--------------------------|--------------------|

CHE Accredited Qualifications

NQF LEVEL: 9

Master of Public Health (MPH)

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.

Short Courses

Classroom

- Research Methodology

E-Learning

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

E-Learning

- Biostatistics
- Introduction To Epidemiology
- Disaster Management
- Health Economics
- Risk Communication and Community Engagement

Short Courses

Classroom

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

E-Learning

- ICD-10 Coding For Non-Healthcare Professionals
- Law and Ethics for Nurse
- HIV Testing Services
- Integrated Adherence Counselling in the Healthcare Setting
- Basic Airborne Infection Prevention and Control
- Nurse Mentorship
- Infection Prevention Control in Healthcare Facilities
- Wound Care For Diabetic Patients
- Tuberculosis For non-healthcare professionals
- Batho Pele Principles
- Mental Health and Ethical Conduct in VMMC

E-Learning

- Medical Terminology And Anatomy for Non-Health Professionals
- Wellness in the Workplace
- Waste Management for Healthcare Facilities
- Clinical Communication Skills
- Mental Health for the Nurses
- Introduction To Palliative Care
- Nurse Initiated Management of Ante-Retroviral Therapy
- Nurse Initiated Management Of Anti-Retroviral Treatment **(Refresher)**
- Gender Based Violence In Community Health Settings
- Advanced Clinical Care for Professional Nurses
- HIV in the Workplace
- Mastering Telemedicine Support: Essential Training for Support Teams
- Wound Care in Malignant and Palliative Wounds
- Wound Care
- Contraceptive and Fertility Planning
- Infection Control in the Health Care Environment






Innovation and Systems Strengthening

The Innovation and Systems Strengthening structure houses FPD's Research Teams, 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. Innovation and Research loosely functions as a health think tank with the ability to pilot, evaluate and create awareness around innovative ideas.




Research

The FPD Research teams are located in East London, Eastern Cape province. Research has a diverse project portfolio in the fields of HIV prevention and treatment, sexually transmitted infections (STIs), tuberculosis (TB), COVID-19, antimicrobial resistance, and mental health. FPD plans to further expand its research focus to include climate change and health. The current projects receive funding from a variety of national and international donors and are executed by teams of highly skilled and qualified investigators, doctors, laboratory technologists, pharmacists, clinical research workers, data administrators, quantitative and qualitative data experts, and field workers. FPD Research maintains close collaboration with local stakeholders to ensure that the research conducted is locally relevant and impactful.

|  INPUTS |  PROCESS |  OUTPUTS |
|--|---|---|
| <ul style="list-style-type: none"> Budget Funding Staff time Experts | <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> Number of people reached Number of peer-reviewed publications Number of conference presentations and posters Policy recommendations Development recommendations |

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 |  PROCESS |  OUTPUTS |
|--|---|---|
| <ul style="list-style-type: none"> Budget Funding Staff time Experts | <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> Number of people reached Policy recommendations Development recommendations |

CDC Mental Health Projects

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

Grand Challenges Canada: Serious Game Mental Health

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

'The StepWell Saga' unfolds as an entertaining 2D side-scrolling adventure. It is low on data for downloading, does not take up a lot of space on a phone, and even less data to play. In the game, the player must solve puzzles, battle monsters, and collaborate with friends to restore light to the kingdom of Stepwell that has been in darkness since the evil Shadow King and his forces engulfed the earth. As per edutainment theory, the game is not explicit around its mental health messages. These come through in the character dialogue and gameplay activities that teach skills like problem-solving, strategy, and teamwork, and develop mental resilience—while also being fun to do. It challenges the player to think critically and promotes the importance of relationships in facing life's challenges.



By the end of the grant, more than **2500** individuals had downloaded and played the game on their phones across all platforms, and an additional 5000 downloads of the game were confirmed (*game play could not be verified for these offline users.*)





FINANCIAL CAPITAL

Ownership

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

FPD GROUP



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



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



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



**Health Science Academy
(Pty) Ltd**
(Reg. No. 2023/800994/07)



Skills Panda (Pty) Ltd
2018/261398/07



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

FPD additionally manages the following NGO's



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



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



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

Resources Secured by Grant Projects

Sponsored Training

During 2024, FPD continued to support efforts to promote access to education through securing educational grants from sponsors and donors for all potential FPD students. The funding from grants and sponsorships are utilised in the form of a subsidy to enrol potential students. This reduces costs as a barrier to education.

SCHOLARSHIPS



R24 Million

in educational grants and sponsorships were received during 2024.

R767 Million

The total monetary value of scholarships awarded since 1998

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

Compliance Highlights

FPD has been a registered private higher education institute for over twenty years now. 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

New Business Development

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

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



Proposal Support Team

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

Customised Organisation Specific (In House) Courses

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

Public Sector Organisations

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

Multilateral Organisations

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

Industry

- Anglo Gold
- Anglo Gold Ashanti
- Anglo American Platinum
- AVIS Fleet
- BMW
- Cell C
- Clicks Group

- De Beers
- Eskom
- Impala Platinum
- Kumba Resources
- LifeLine
- Microsoft
- Oracle
- Rand Mutual
- Regen
- Renaissance Capital
- SASOL
- Spar

Medical Schemes/Administrators

- Bestmed
- CareWorks
- Discovery Health
- GEMS
- Igolide Health Networks
- Impilo Health
- Medihelp
- Medikredit
- Medscheme
- MXHealth
- SASOL Med
- Thebe Ya Bophelo
- Umed Medical Scheme
- Hospital Groups
- Netcare
- Networks
- Environmental Assessment Practitioners Association of South Africa
- GP Net
- GP Care Cell
- Medicross
- NACOSA
- Prime Cure
- Spesnet
- Pharmaceutical and Medical Equipment Industry
- Abbott Laboratories
- Acelity
- Adcock Ingram
- Alcon
- Alere
- AMPATH
- Aspen Pharmacare

- AstraZeneca (Middle Eastern Region)
- AstraZeneca (South Africa)
- Bristol-Myers Squibb
- Dischem
- Eli Lilly
- Innovative Medicines South Africa (IMSA)
- iNova
- Janssen Pharmaceuticals
- Lennon
- 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
- Arete
- Broadreach Healthcare
- Cathca
- CHAPS
- Click Learning
- Community-Based Prevention and Empowerment
- Strategies in South Africa (COPESSA)
- Corridor Empowerment Project
- FHI360
- Health Systems Trust
- Healthi Choices
- HSM Consulting
- South African Catholic Bishops Conference (SACBC)
- St Mary's Hospital
- TB/HIV Care
- The Click Foundation
- The Soul City Institute
- Thohoyandou Victim Empowerment Program
- Transhope
- SANCA
- REPSSI
- Trucking Wellness

- Tshepang Trust
- Ulysses Gogi Modise Wellness (UGM Wellness)
- Youth Care Givers
- Accelerating Support to Advanced Local Partners (ASAP) funded by USAID
- Wits Health Consortium (WHC)
- Impilo Medical Equipment Suppliers
- ilinfo4africa
- ITeach
- John Snow International
- Love Life
- LifeLine
- Lutheran World Relief
- Marie Stopes
- Masimanyane Womens Rights International
- Medical Protection Society (MPS)
- MSF
- NACOSA
- Red Cross
- Right to Care
- Royal Bafokeng Administration
- Save the Children UK
- Shout it Now
- Sizanani Outreach Center
- NIH
- RIO and RUI Group
- FHI 360
- Healthi Choices
- HSM Consulting Wits Health Consortium

Contracted Training Provided on Behalf of Other Academic and Research Institutions

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



MANUFACTURED CAPITAL

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

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

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

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



NATURAL CAPITAL

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



HUMAN CAPITAL

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



7

Governance and Quality Assurance Structures

FPD BOARD OF DIRECTORS

ORGANISATIONAL AND MANAGEMENT STRUCTURE

FPD MANAGEMENT TEAM

OPERATIONS

COMMITMENT TO INTERNATIONAL GOALS



FPD Board of Directors

During 2024, 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.

Directors Representing Shareholders

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

Year Joined: 2022
Age: 35 – 45



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 and Experience

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

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

Year Joined: 2011
Age: 55 – 65



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.

Skills and Experience

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

Executive Directors

Dr Gustaaf Wolvaardt

Managing Director

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

Year Joined: 2000

Age: 55 – 65



Dr Gloria Maimela

Deputy CEO

MBBCH (Wits); MBA (GIBS)

Year Joined: 2024

Age: 35 – 45



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

Dr Maimela is a seasoned Medical Doctor with over 20 years of experience in the clinical field. She is a renowned Public Health Specialist with expertise in Health Systems Strengthening (HSS) in the areas of HIV/AIDS/TB, and in the intersection of Climate Change and Health. She is currently the Deputy CEO at FPD, a South African-registered Private Higher Education Institution. She provides oversight on key FPD clusters including Research, HSS, Conferencing and other essential projects. Dr Maimela will also be leading the recently established Climate Change and Health unit at FPD, focusing largely on capacity building and HSS. Prior to this, Dr Maimela led the Climate and Health Directorate at the Wits RHI where she led climate and health research studies in collaboration with international partners, including WHO. These studies are funded by the European Union (HIGH Horizons) and the Wellcome Trust. Dr Maimela remains a co-investigator in these studies.

Dr Maimela is an FPD and Dira Sengwe Board member. She chaired the SAAIDS conference in 2023. Additionally, she is a Steering Committee member of the Africa Telehealth Collaboration that seeks to expand telehealth in the African region; and the Climate and Health Africa Network for Collaboration and Engagement (CHANCE) that aims to advance regional climate and health policy through knowledge translation.

Skills and Experience

✔ Governance ✔ Sustainability ✔ Quality

✔ International Experience ✔ Private Sector Experience

✔ Public Sector Experience ✔ NGO Experience ✔ Ethics

Skills and Experience

✔ Governance ✔ Sustainability ✔ Ethics

✔ International Experience ✔ Private Sector Experience

✔ Public Sector Experience ✔ NGO Experience

✔ Quality ✔ Finance



Independent Directors

Mr Douw van der Walt

Chairperson

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

Year Joined: 2002
Age: 55 – 65



Retired Banker, Self Employed

Directorships:

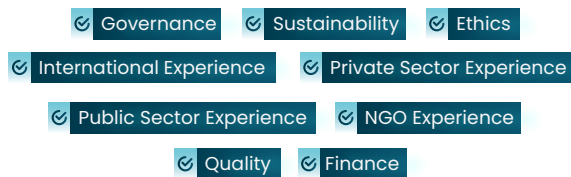
Chairman: Foundation for Professional Development (Pty)Ltd

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.

Skills and Experience



Mrs Ida Asia

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

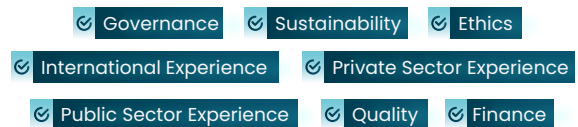
Year Joined: 2005
Age: 55 – 65



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 organisations.

Clinically, Ms. Asia has specialised in reproductive health and hold a Master's degree in Adolescent Health. In addition, she also holds a Master's degree in Business leadership. She led national and international-level training and development programs and participated in relevant national task forces. Her combination of technical skills and health management expertise make her exceptionally well-suited to lead health systems strengthening initiatives and Human Resources management. Ms. Asia is currently the Managing Director at JPS Africa NPC for the past 12 plus years. She is serving as Non-Executive Director on the FPD Board and Chairperson of the FPD Social and Ethics Committee.

Skills and Experience

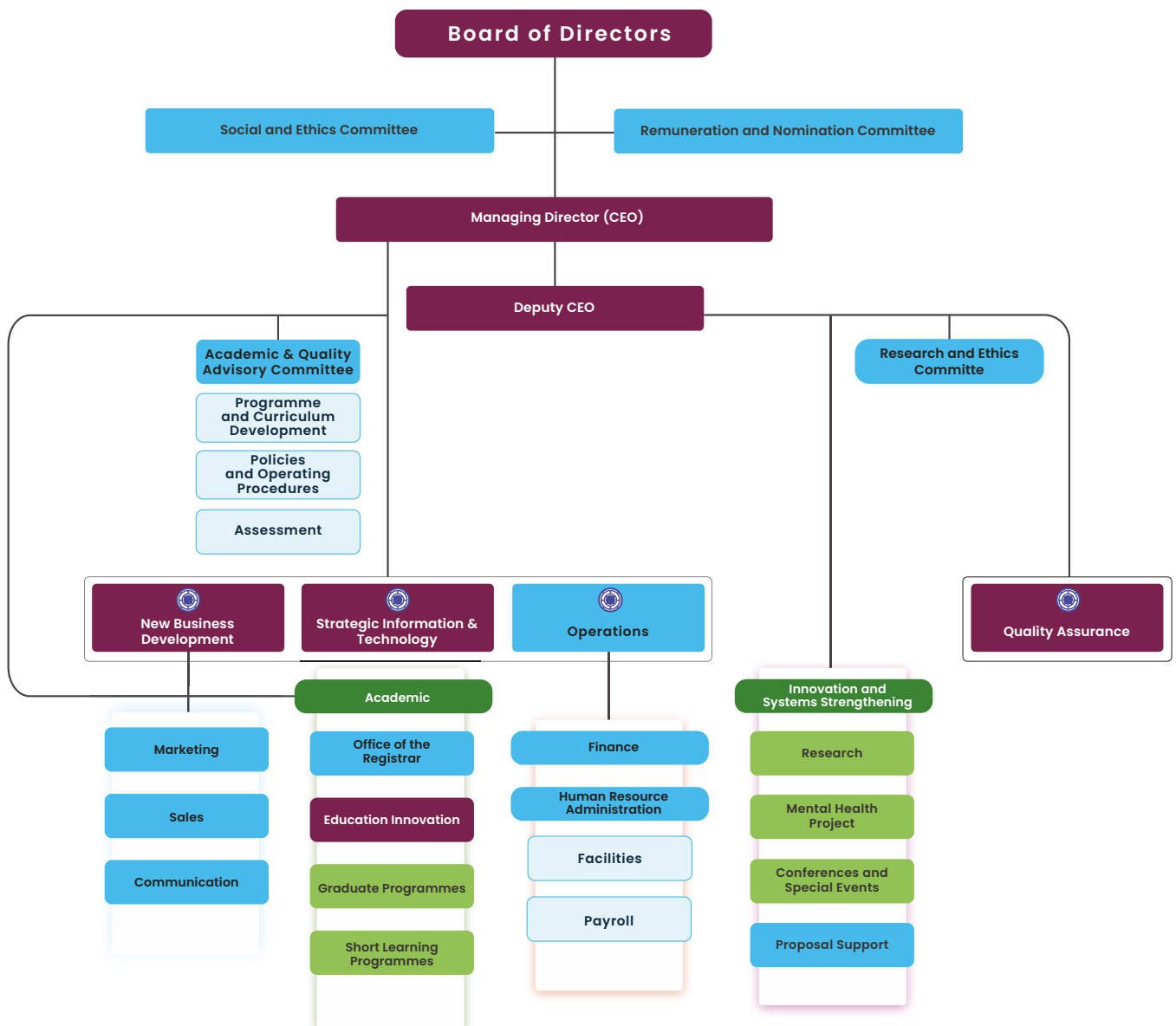
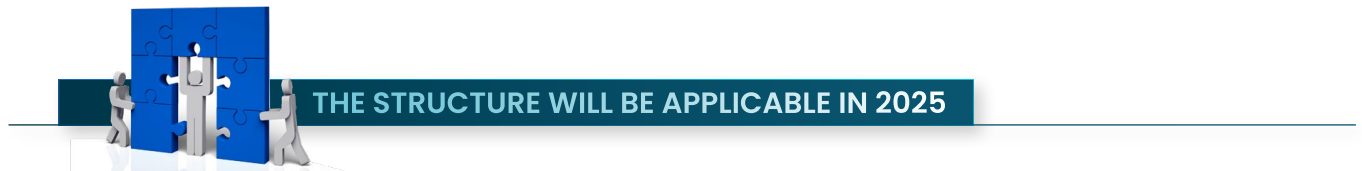


Company Secretary

SEKREARI

Organisational and Management Structure

FPD consists of a number of functional teams organised into structural activities. All teams report via their relevant structure heads to the Deputy CEO and ultimately the Managing Director.



FOCUS AREAS:



CROSS CUTTING MANDATES



ENABLING



VALUE CREATION



STRATEGIC



Programme Advisory and Quality Assurance Committee

| EDUCATION | Academic Management Representatives | Administrative Team | Industry Representatives | Faculty Representative | Students and Alumni |
|-----------------|---|--|--|--|---|
| | Dr Gustaaf Wolvaardt Prof Dianne Manning Mrs Frances Kelly | Ms Stacey Smallberger Ms Chantelle Maharaj Bharuth Mr Rendani Madavha | Prof Dianne Manning Association for Health Professions Education and Leadership | Ms Viwe Dokoda Mrs Bron Woutje Dr Liz Wolvaardt Dr Rivak Punchoo Prof Ann Carolyn Allais Ms Alet Bosman | Dr Jehane Michael Le Grange Dr Mia-Michaela Beetge Ms Marisan Marais Ms Shazia Salie Ms Hlengiwe Sithembile Dlamini Ms Anelisa Gumbi |
| HEALTH SCIENCES | Academic Management Representatives | Administrative Team | Industry Representatives | Faculty Representative | Students and Alumni |
| | Dr Gustaaf Wolvaardt Prof Dianne Manning Mrs Frances Kelly Dr Riekie Smit Dr Chris Visser | Ms Stacey Smallberger Ms Chantelle Maharaj Bharuth Mr Rendani Madavha | Dr Riekie Smit Dr Chris Visser Aesthetic and Anti-Ageing Medicine Society of South Africa | Dr Riekie Smit Dr Chris Visser Dr Rabia Wadvalla Dr Vivien Jandera Dr Ilze Laurens Dr Cobus van Niekerk Prof Andreas Engelbrecht Ms Kirsten Flanagan Mr Braam Volschenk | Dr Jessica Kate Beningfield Dr Barend Lindeque Dr Anton Meiring Dr Emma Sim |
| BUSINESS SCHOOL | Academic Management Representatives | Administrative Team | Industry Representatives | Faculty Representative | Students and Alumni |
| | Dr Gustaaf Wolvaardt Prof Dianne Manning Mrs Frances Kelly Dr Margot Uys Mrs Sunet Jordaan Ms Ernesha Webb- Mazinyo Mrs Lerisa Roberts | Ms Stacey Smallberger Ms Onicca Magoro | Ms Sunet Jordaan Dr Gustaaf Wolvaardt Dr Margot Uys Ms Ernesha Webb- Mazinyo Mrs Lerisa Roberts Yale University School of Public Health Alliance Manchester Business School | Mr Jan van Rooyen Ms Sheila Zondo Mr Edwin Hove Dr Gustaaf Wolvaardt Mrs Stacey Ann Pillay Dr Chris Visser Mr Barend Peters Mrs Sunet Jordaan Mrs Alet Bosman Mrs Suzanne Mabaso Mrs Serita Esselaar Ms Kerry Kyd | Ms Leah Maenetja Ms Kathleen Everett Ms Ncobile Maseko Mrs Penelope Shazi Ms Zikhona Qelo Mr Karl-Heinz Michel Ms Mpho Bapela Mrs Nosiviwe Ndabambi Mrs Mashudu Mashamba Mr Phaphedi Ramphisa Mr Mpho Ndou Ms Amanda Kubeka Ms Maqueen Mahloko Dr Visegan Subrayen Mr Ntandoyenkosi Ngwenya Ms Nozipho Bulunga Mr Thabiso Rapetsoa Ms Fadilah Haroun Dr Makaziwe Mgobozi Ms Anela Maku Mr Ricardo Barradas Ms Lulama Ntuta Mr Francis Kouakou Mrs Mandisa Mdingi Mr Paul Mothotse |

| PUBLIC HEALTH | Academic Management Representatives | Administrative Team | Industry Representatives | Faculty Representative | Students and Alumni |
|---------------|--|--|--|--------------------------------|---|
| | Dr Gustaaf Wolvaardt Mrs Jo-Anne Koch Prof Dianne Manning Mrs Frances Kelly Mrs Alet Bosman Mrs Annatjie Peters | Ms Stacey Smallberger Ms Chantelle Maharaj Bharuth Mr Rendani Madavha | Mrs Alet Bosman Mrs Bontle Mogakane Mrs Jo-Anne Koch | Ms Joy Ebonwu Dr Vusi Nkosi | Mrs Leigh Stoltz Dr Nthabiseng Metsing Ms Florina Tsolo Dr Londa Buthelezi Dr Johanna Ndevahoma- Hashipala Ms Lelethu Bottoman |

| NURSING UNIT | Academic Management Representatives | Administrative Team | Industry Representatives |
|--------------|--|--|--|
| | Mrs Annatjie Peters Dr Gustaaf Wolvaardt Mrs Jo-Anne Koch Mrs Frances Kelly | Ms Tshepo Gaofetoge Ms Sharon Paul Mr Phuti Mokoko | Kim Davies (SANDF), Rebecca Risenga (UNISA), Helene Hattingh (consultant), Laetitia Kruger (Vista Psychiatric Hospital), Annatjie Peters (FPD), Isabel Benninghof (VA Nursing Placements), Marinda van Niekerk (Gauteng DOH), Rebecca Moema (Gauteng DOH), Lucia Lesolang (consultant), Greta Jones (Vista Psychiatric Hospital); Alta Kruger (Occupational Nursing); Louwna Pretorius (Corobrick) Thokozile Kgongwana (SMU) |



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 2025. 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 | |
|--|---|
| Mr Abraham Volschent | Private Sector |
| Dr Mitch Besser | Mothers-to-Mothers |
| Prof Pieter du Toit | University of Pretoria |
| Dr David Kolombo | NDAYE Foundation |
| Mr Henry Teverah | Valhalla Primary |
| Dr Margot Uys | Deputy Chair – Independent |
| Mr Freedom Mukomana | Foundation for Professional Development |
| Mrs Alet Bosman | Independent |
| Ms Pondiso Ziki | Independent |
| Dr Lucy Chimoyii | Aurum |
| Ms Esca Scheepers | Mothers-to-Mothers |
| Dr Letjje Maserumule | Steve Biko Academic Hospital |

Participation of FPD Senior Managers in External Governance Structures

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

| | |
|---|--|
| Dr Gustaaf Wolvaardt Managing Director | Member of the Board of Directors: Foundation for Professional Development FPD Property (Pty)Ltd Foundation for Professional Development Fund (Non-Profit Company) JPS Africa Dira Sengwe Conferences (Non-Profit Company) Health Sciences Academy (Pty) Ltd PPO Serve (Pty) Ltd Association for Health Professions Educations and Leadership (NPO) JPSA Training and Development |
| | |
| Dr Gloria Maimela Deputy CEO | Member of the Board of Directors: FPD Property (Pty) Ltd Foundation for Professional Development Fund (Non-Profit Company) Dira Sengwe Conferences (Non-Profit Company) |
| | |
| Mr Henk Reeder Chief Operations Officer | Member of the Board of Directors: HSA Clinical Research Pharmacy (Pty) Ltd Health Science Academy (Pty)Ltd (alternate) |
| | |

Participation of FPD Senior Managers in Advisory Structures

| | |
|--|---|
| Dr Gloria Maimela Deputy CEO | External Governance structures ATC- Africa Telehealth Collaboration CHANCE Network |
| | |

FPD Management Team



Senior Management



Dr Gustaaf Wolvaardt
Managing Director



Dr Gloria Maimela
Deputy CEO



Mrs Jo-Anne Koch
Registrar



Mr Henk Reeder
Chief Operations
Officer



Team Leads



Dr Sarita Naidoo
Research



Mrs Louisa de Weerd
Human Resource
Administration



Mr Jean Slabbert
Strategic Information
and Technology



Mr Francis Kouakou
Conferences & Special
Events



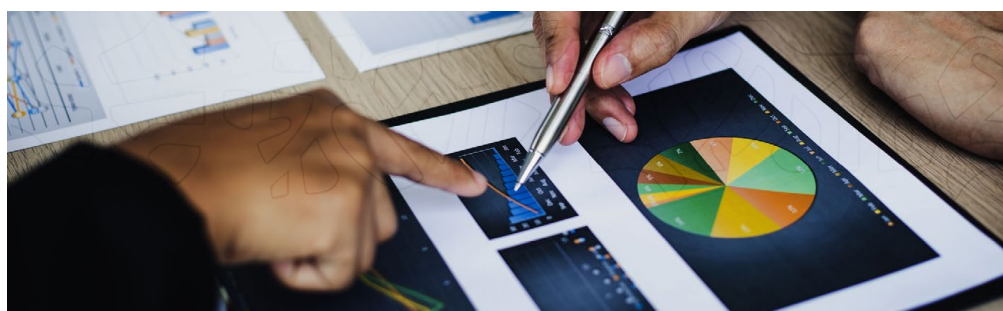
Mrs Frances Kelly
Education, Innovation
and Development



Mr Jaco Kruger
Quality Assurance and
Compliance



Mrs Annatjie Peters
Academic Lead: Nursing





Operations

FPD's Operational Team provides cross-cutting operational support to all FPD structures and includes:



Finance

The finance team 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

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



HRA Administration Department

The HR Administration team facilitates and coordinates all functions related to recruitment and onboarding, offboarding and all compliance related matters. They also manage and oversee graduate interns and the internal learning and growth aspects of human capital. It serves as the engine for continuous improvement and innovation by fostering an environment of learning and adaptation.

Employee Satisfaction

FPD values the feedback of employees and is committed to making our workplace the best it can be. As part of this commitment, employees were invited to participate in FPD's annual employee satisfaction survey.

FPD Values Pledge

Our values serve as the foundation of our organization, shaping our actions, decisions, and interactions. In 2024, employees reaffirmed their commitment to these principles by signing FPD's Values Pledge.



Staff Development

In 2024, employee development remained a key priority, with staff actively participating in FPD's internal Skills Enhancement Employee Development (SEED) Programme. This programme provided employees with essential skills to enhance workplace efficiency and professional growth.

A strong focus was placed on Artificial Intelligence skill development, encouraging employees to integrate AI tools into daily operations to enhance productivity and adaptability to technological advancements. To support this, monthly feedback meetings with the Managing Director included video sessions and discussions on AI-related topics, fostering continuous learning and engagement across all staff.

These initiatives reflect FPD's commitment to empowering employees through continuous learning, skills enhancement, and technological advancement, ensuring a well-equipped and future-ready workforce.



HUMAN RESOURCES ADMINISTRATION

B – BBBEE Status

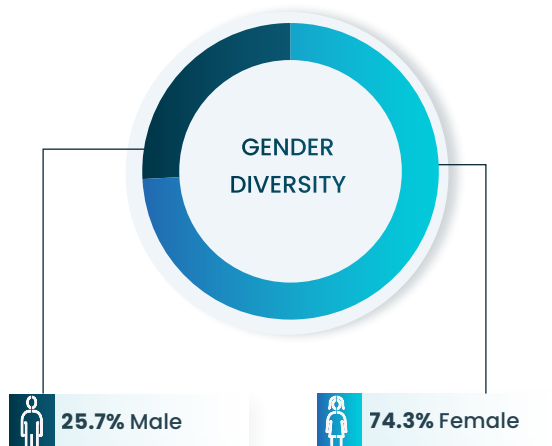


BEE STATUS: **LEVEL 3**
BEE RECOGNITION LEVEL: **110%**
BLACK OWNERSHIP: **51.35%**
BLACK FEMALE OWNERSHIP: **24.42%**
BLACK YOUTH OWNERSHIP: **21.37%**

Employee Breakdown 31 December 2024

| | Top Management | Senior Management | Middle Management | Junior Management | Administrators | Interns, Field Workers, Support |
|----------------|----------------------|----------------------|-----------------------|-----------------------|-----------------------|---------------------------------|
| AFRICAN | Male: – Female: 2 | Male: – Female: – | Male: 5 Female: 11 | Male: 6 Female: 20 | Male: 6 Female: 17 | Male: 12 Female: 32 |
| COLORED | Male: – Female: 1 | Male: – Female: – | Male: – Female: 1 | Male: – Female: – | Male: 1 Female: – | Male: – Female: 1 |
| INDIAN | Male: – Female: – | Male: – Female: 1 | Male: – Female: 1 | Male: – Female: 1 | Male: – Female: – | Male: – Female: – |
| WHITE | Male: 2 Female: – | Male: – Female: 1 | Male: 4 Female: 11 | Male: 2 Female: 8 | Male: – Female: 2 | Male: – Female: – |

HRA SNAPSHOT





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 of the United Nations 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 summarise our work that contributes to achieving these goals:

Good Health

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

Quality Education

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



8

Risk and Opportunities





Risk and Opportunities

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

Risk

- **Financial Risks:** The potential impact of external economic factors, such as fluctuations in exchange rates and inflation, could affect our financial stability. Additionally, the cessation of aid and grants from international donors, poses a risk to our funding streams.
- **Operational Risks:** The identification of serious security risks within our IT infrastructure underscores the need for continuous monitoring and upgrading of our systems to prevent data breaches and ensure compliance with regulatory requirements.
- **Market Risks:** The competitive landscape in the higher education sector is evolving rapidly. The emergence of new educational institutions and online learning platforms could impact our market share and student enrollment numbers.
- **Regulatory Risks:** Compliance with new and existing regulations, such as the requirement to obtain and display Energy Performance Certificates (EPCs) for our buildings, involves additional costs and administrative efforts.

Opportunities

- **Market Expansion:** There are significant opportunities for market expansion and brand enhancement, particularly through strategic partnerships and collaborations. The Prospectus documents highlight potential synergies and market expansion opportunities that could be leveraged to enhance our competitive position.
- **Technological Advancements:** The ongoing optimization of our use of Office 365 and the implementation of new technologies, such as the FPD Employee Dashboard and the new Moodle Learning Management System (LMS), present opportunities to improve operational efficiency and enhance the learning experience for our students.
- **Innovation in Education:** FPD's commitment to innovation, as outlined in the Prospectus, positions us to lead in the development of new educational programs and services that meet the evolving needs of our students and stakeholders.
- **Sustainability Initiatives:** The focus on sustainability, including compliance with green rating legislation and the implementation of energy-efficient practices, not only helps us meet regulatory requirements but also enhances our reputation as a socially responsible institution.
- **Academic Partnerships:** FPD has established prestigious academic partnerships with international Ivy League universities such as Columbia University, Yale School of Health, and the Alliance Manchester Business School. These collaborations validate our academic rigor and global credibility, providing opportunities for joint research projects, faculty exchanges, and the development of innovative educational programs.
- **Developments in Nursing and Medical Education:** FPD is well-positioned to expand into undergraduate health professions education. We have secured support from the Health Professions Council (HPCSA) for a CHE submission of undergraduate and graduate entry medical qualifications. The establishment of a nursing school and medical school will address the critical shortage of healthcare professionals in South Africa and the rest of Africa. These new educational offerings will attract a substantial number of students, boosting tuition revenue and enhancing our market position.
- **Future Plans:** FPD's strategic direction for the next five years includes significant investments in new course development and conversion to online offerings. The institution's business model aims to deliver high-quality educational products at affordable costs to the end-user, utilizing a hybrid funding model that includes both donor and commercial funding opportunities. The establishment of a nursing school and medical school will be a key focus, with plans to launch these programs in the near future.

9

Key Performance Indicators

DEVELOPING PEOPLE

CONFERENCES AND SPECIAL EVENTS



DEVELOPING PEOPLE



R24 Million amount of sponsorship and funding received.



6398 Students Trained



272 GRADUATES IN THE FOLLOWING QUALIFICATIONS

- 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
- FPD/YALE Advanced Health Management Programme
- Higher Certificate in Management
- Higher Certificate in Practice Management
- Advanced Certificate in Management

Student Satisfaction

The student satisfaction survey aims to assess if the Academic Teams aligns with FPD's vision. Specifically if we are developing educational programmes that are accessible, affordable, relevant, and of excellent quality.



AVERAGE FACULTY SATISFACTION RATING OUT OF 5 (1 = POOR ; 5 = EXCELLENT)



Tutorial (Contact) **4.7**



Tutorial (Virtual) **4.6**



Tutorial (e-learning) **4.7**

Faculty Satisfaction

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



AVERAGE FACULTY SATISFACTION RATING OUT OF 5 (1 = POOR ; 5 = EXCELLENT)



Tutorial (Contact) **4.6**



Tutorial (Virtual) **4.8**



CONFERENCES AND SPECIAL EVENTS



8th SA TB Conference, attended by **1708** delegates. Highest attendance for a TB conference.



18 Webinars attended by **6366** delegates.

10

FPD Affiliates & Strategic Partners

AFFILIATIONS

FPD AFFILIATES

STRATEGIC PARTNERS

SPONSORS AND DONORS



AFFILIATIONS



Swiss South African
Chamber of
Commerce



South African Private
Higher Education
Association



Consortium of Universities for
Global Health



South African Private Higher
Education Association



FPD AFFILIATES



Health Sciences Academy

Health Science Academy (HSA) is a private Further Education and Training (FET) college specialising in pharmaceutical and healthcare education. HSA students include healthcare professionals such as doctors, nurses, pharmacists, pharmacist assistants, and front shop assistants.

A well-qualified pharmacy workforce is essential for delivering high-quality pharmaceutical services in any country. This involves training pharmacists, pharmacy support workers, and maximising the use of existing personnel. South Africa currently has an estimated 113,473 pharmacists, including interns and community service pharmacists

According to Business Live (December 2024), South Africa has approximately 28 registered pharmacists per 100,000 people, far below the global average of 73 per 100,000. Current pharmacist staffing levels are at just 24% of what is needed to provide comprehensive services.

With a shortage of pharmacists, pharmacy support workers, particularly pharmacist assistants, are crucial to delivering pharmaceutical services. The South African Pharmacy Council (SAPC) aims to register 24,000 pharmacists and 22,000 pharmacy support personnel by 2030 to meet South Africa's healthcare needs.

Starting in July 2024, SAPC and the Quality Council for Trade and Occupations (QCTO) will offer a new Occupational course for Pharmacist Assistants through accredited providers. This qualification includes NQF level 4 (Basic) and NQF level 5 (Post Basic) as part qualifications into Pharmacy Technician (PT) qualification at NQF level 6.

- **Pharmaceutical Sector Training:** At any time, HSA has around 1,500 learners enrolled in the National (Basic) and Further Education and Training (Post Basic) Pharmacist Assistance programs, including the new Occupational Pharmacist's Assistant course mentioned above.
- **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, developed by the South African Pharmacy Council, in consultation with other statutory health councils. Licensing 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 SAPC. The course can be presented as face-to-face contact sessions or as a full-distance version, including the 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 Immunisation course has been accredited by SAPC. The course can be presented as face-to-face contact sessions or as a full-distance version, including the practical exams. HSA also addresses the needs of Quality Assurance personnel within the pharmaceutical industry with a distance course named Quality Management Systems (QMS), which consists of 14 modules that can be completed as distance modules. Twenty additional modules for Continued Professional Development (CPD) are also available. As part of our offering to the health sector, we have introduced skills programs on subjects such as stock management, an introduction to the pharmaceutical sector and diseases, as well as customer service, merchandising, and sales. A course on Interpersonal Skills consisting of seven modules, is also available. HSA has also recently received accreditation from CHIETA for a course for medical representatives in South Africa.
- **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 supervisory or management roles. The course can be completed as distance education over 12 months and can be supplemented with an FET Certificate in Business Administration (NQF 4).



Skills Panda

Skills Panda is a dynamic training institution that leverages technology to develop the skills and capabilities of the students we train. We collaborate with corporates and SETAs to fund learning pathways for deserving South African youth, preparing them for high-tech, high-value careers.

Our training programs are SETA and QCTO accredited and B-BBEE aligned, enabling our clients to maximize points under Skills Development and Socio-Economic Development. To date, we have registered over 2000 learners on our virtual campus through sponsored learnerships, short courses, and structured skills programs.

We prioritise the recruitment of learners from township and rural communities, with a particular focus on black disabled youth, ensuring equal access to opportunities.

2024 Training Highlights

Total Learners Trained: 1199

- Learnerships: **344**
- YES Program: **48**
- Skills Programs: **638**
- Bursaries: **169**

In September 2024, we launched PandaBot, an automated chat system designed to assist young South Africans seeking work. Every user is exposed to real-time opportunities, enhancing their employability prospects.

Our Accredited Learnerships & Skills Programs

- National certificate: information technology Interactive Media
- Further Education Certificate: Information Technology 3D Animation
- Further Education Certificate: information Technology Systems Development
- National certificate: Information Technology Technical Support
- Further Education Certificate: Information Technology Systems support
- Further Education Certificate: Information Technology Database Development
- Occupational Certificate: Buyer
- Occupational Certificate: Supply Chain Practitioner



PPO Serve

Introduction

PPO Serve (Professional Provider Organisation Services) is a health care management company that helps clinicians in the SA private healthcare sector to get organised into teams to deliver Value Based Care, with the aim of making quality healthcare more affordable and accessible to all South Africans. Private healthcare is becoming increasingly unaffordable for the majority of South Africans. This is due to a fee-for-service tariff based on a fragmented service model that forces clinicians to work alone, making it hard to collaborate with colleagues, and results in inefficiencies because it prevents clinicians to deliver the care that their patients really need. Adopting a VBC model is the antidote to the current dysfunction.

PPO Serve organises clinicians into local multidisciplinary teams and provides them with all the tools needed to be a successful in a Value Based Care contract with 3rd party purchasers. Our population medicine product, The Value Care Team (TVCT) is a structured PHC multidisciplinary team of GPs, a consulting physicians and associate allied healthcare professionals, directed our Practice Transformation Coach ('the Coach') who manages local Hubs, which and employs care coordinators (nurses or clinical associates). There are subcontracts for palliative care and other services, including a 24/7 health support call centre and a hospital case management service. The patient populations of the GP Practices are POPIA enrolled, and Medical Scheme data is augmented by comprehensive clinical and social patient information measures are collected by the Care Coordinators to assess disease severity, frailty, mental health status as well as the degree of social isolation.

Multidisciplinary Team meetings are held to discuss complex cases and set policy, Forums include local clinical and social partners such as from subacute hospitals, local hospice, and psychiatric facilities. Our Intelligent Care System then links every patient to their individual care plans, made up of tasks for the Team to do and which monitors progression. The ICS is also a workflow system for the clinical team that prioritizes patients using data that measures their chronic and acute healthcare challenges. Customised care plans provide comprehensive proactive care that improves outcomes for patient populations. Our population medicine contract with the Government Employee Medical Scheme (GEMS) was signed in April 2023 and has expanded throughout Gauteng and KZN and recently launched in the Eastern Cape.



The focus of TVCT in last year has included:

- **Expanding TVCT programme:** The maturing of 7 Hubs in Gauteng (Pretoria North East; Pretoria Central West, Soweto and the East Rand) and KZN (Durban, PMB and the North Coast) and the launch of new areas including Pretoria Far North (Soshanguve), Kempton Park/Tembisa, Vaal Triangle in Gauteng as well as Gqeberha and Bloemfontein.
- **Enrolling** previously attributed patients into TVCT with POPIA permissions to permit sharing of their clinical information by the Team.
- **Practice Payment process:** Odoo CRM was used to support the purchase order / invoice generation process; and the actual banking process was outsourced to our parent company FPD
- **ICS Workflow:** converting the ICS into a full workflow system with patient prioritization and linked care plan tasks, based on patients clinical and social requirements.
- **ICS Patient Administrator:** sharing patient status information with practices became a crucial need this year resulting in the launch of Practice “dashboards” which continue to evolve in terms of our ability to provide accurate and useful information.
- **Business Intelligence** reports the automation of many operational and performance and the initiating an automated claims process based on a maturing Data Platform and Odoo CRM.
- **Clinical Quality:** focus on upskilling our Care Coordinators for their MDT presentations, the crucial input into valuable MDT discussions and successful Hub team building; the introduction of frequent internal and customer surveys to identify issues and assess project successes.

The focus for this year includes:

- **Growth: consolidation of the programme within the current geographic footprint, including by:**
 - Local marketing campaigns:
 - For GEMS members to join the programme – get their GP Practice to joint or themselves to join a TVCT practice; an electronic sign on is being rolled out.
 - To encourage patient loyalty to their Practice, the advantages of a single point of coordination to their healthcare service needs.
- **Strengthen Clinical Performance: to strengthen the Teams and the support they need to provide quality care**
 - Care Coordinator training including with FPD.
 - Allieds: working with RHP to expand the Allied professional network and the quality of services available.
 - Representativity of the MDT: including medical, psychosocial and environmental facility representatives as well as support organisations to collaborate with the Hubs including their participation in MDT meetings.
 - Adopting the “Progressing Clinical Syndrome” approach to assisting GP Practices to track patient progression and make timely proactive interventions to improve quality and longevity of life.





STRATEGIC PARTNERS

FPD has over the years developed several strategic partnerships with world-class academic, research, government departments and health development institutions.

International



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 AMBS and FPD has for 27 years collaborated to provide affordable access to the AMBS Advanced Management Programme, an international management programme for transformational leaders.

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.

&Brigham

ASSOCIATES, INC.

Brigham And Associates, Inc.

Brigham and Associates, Inc. is dedicated to improving healthcare and the disability and claims systems to ensure accurate decisions and prevent needless and inaccurate disability claims. We accomplish this through web-based resources, training, speaking, writing, and consultation.

FPD has partnered with Brigham and Associates, Inc. to offer an online short course in the Evaluation of Permanent Medical Impairment Rating based on the Internationally accredited AMA Guides with the associated tools to support practitioners with the knowledge and skills to evaluate permanent medical impairment appropriately.



Golden Key International Honour Society

Golden Key International Honour Society (GKIHS) is the world's largest collegiate honour society for graduate and undergraduate students and has strong relationships with over 400 universities around the world. Golden Key is built on the pillars of academics, leadership, and service, and our chapters are committed to implementing service projects and leadership development for all students on their campus. GKIHS has partnered with FPD to bring its membership access to a unique set of short courses in alignment to the GKIHS pillars. This includes an exclusive short course management package.



Next Gen U

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



Association For Health Professions Education and Leadership (AHPEL)

The Association for Health Professions Education and Leadership (AHPEL) works to advance health professions education in sub-Saharan Africa. FPD joined forces with AHPEL in the curriculum development and Council of Higher Education (CHE) accreditation of the Post Graduate Diploma in Health Professions Education and Leadership. This qualification aims to develop suitably qualified leaders in Health Professions Education (HPE) to meet the increasing complexity of HPE in a fast and continuously changing educational landscape. It is in response to the increasing demand for individuals with specialised knowledge and leadership skills in order to best educate 21st century health professionals and ensure the quality of healthcare in Sub-Saharan Africa.



Foundation for Innovative New Diagnostics (FIND)

FIND is a global non-profit organization dedicated to transforming diagnostic testing to combat major diseases affecting the world's poorest populations. FIND collaborates with partners to develop and deliver high-quality diagnostics that are affordable and accessible.

- **Diagnostic Development:** FIND works on developing new diagnostic tests for diseases such as tuberculosis, malaria, HIV, and neglected tropical diseases.
- **Implementation Support:** They provide support for the implementation of diagnostic tools in healthcare systems, ensuring effective use and integration.
- **Capacity Building:** FIND offers training and capacity-building initiatives to strengthen healthcare systems and improve diagnostic capabilities.
- **Advocacy and Policy:** They engage in advocacy efforts to influence policy and funding decisions that support the development and deployment of diagnostics.

FIND has partnered with the Foundation for Professional Development (FPD) to support the clinical study titled "Evaluation of performance, acceptability and usability of a novel lateral flow assay for point-of-care detection of *Neisseria gonorrhoeae* infection among pregnant and symptomatic women in South Africa (GO-SA)". In this collaboration, FIND serves in an advisory role, while FPD takes full responsibility as both the study sponsor-investigator and the site conducting entity.

The GO-SA study aims to evaluate a novel lateral flow assay for the detection of *Neisseria gonorrhoeae*, a common sexually transmitted infection, among pregnant and symptomatic women in South Africa. This study is crucial for improving point-of-care diagnostics and ensuring timely and accurate detection of infections, which can significantly enhance patient outcomes and reduce the spread of the disease.



UNIVERSITÄT
BERN

University of BERN

The University of Bern is a prestigious institution known for its commitment to high standards in research, teaching, and public service. The university's mission emphasizes scientific excellence, ethical responsibility, and sustainable development.

The University of Bern has partnered with FPD to investigate the influence of sexually transmitted infections (STIs), genital tract infections, and the vaginal microbiome on preterm birth. This collaboration aims to address significant public health concerns, particularly in low- and middle-income countries like South Africa.

- **Location:** The study is conducted at Frere Hospital in the Eastern Cape, South Africa, where preterm birth rates are high, and STIs and HIV are prevalent among pregnant women.
- **Methodology:** The research employs molecular methods to detect pathogens, pathobionts, and microbiota, offering a comprehensive understanding of the vaginal microbiome's role in preterm birth.
- **Supervision:** The study is led by Prof. Nicola Low from the University of Bern, with support from international collaborators.

The University of Bern has partnered with FPD to investigate the influence of STIs, genital tract infections, and the vaginal microbiome on preterm birth. This collaboration between the University of Bern and FPD aims to fill gaps in the evidence base and contributes to global health priorities by improving maternal and neonatal outcomes through targeted interventions and enhanced understanding of the underlying causes of preterm birth.



University of Southern California (USC)

The University of Southern California (USC) is a renowned institution known for its commitment to research excellence and innovation. USC has partnered with the Foundation for Professional Development (FPD) to conduct a clinical study on STI screening to prevent adverse birth and newborn outcomes. This collaboration is funded by the National Institutes of Health (NIH).

The study aims to evaluate different screening strategies to decrease the burden of sexually transmitted infections (STIs) such as *Neisseria gonorrhoeae*, *Chlamydia trachomatis*, and *Trichomonas vaginalis* among pregnant women. The goal is to reduce adverse birth outcomes and improve maternal and neonatal health.

- **Screening Strategies:** The study compares various screening strategies, including diagnostic testing at the first antenatal care visit with same-day treatment and follow-up tests, against the standard syndromic management.
- **Cost-Effectiveness:** It evaluates the cost per pregnant woman screened and treated, the cost of adverse birth outcomes, and the cost-effectiveness per STI and disability-adjusted life-year (DALY) averted.
- **Vaginal Microbiome:** A sub-study investigates the relationship between the vaginal microbiome and persistent Chlamydial infections in pregnant women.

USC in collaboration with FPD is conducting a clinical study on STI screening to prevent adverse birth and newborn outcomes. This collaboration is funded by the National Institutes of Health (NIH). The study aims to evaluate different screening strategies to decrease the burden of STIs such as *Neisseria gonorrhoeae*, *Chlamydia trachomatis*, and *Trichomonas vaginalis* among pregnant women. The goal is to reduce adverse birth outcomes and improve maternal and neonatal health.



Arizona State University (ASU)

The Arizona Board of Regents, on behalf of Arizona State University (ASU), has partnered with the Foundation for Professional Development (FPD) to conduct a study titled "Tailoring Healthy Relationships to Improve HIV Treatment Outcomes for MSM in Eastern Cape, South Africa". This study is funded by the National Institutes of Health (NIH).

ASU is collaborating with FPD to conduct a behavioural intervention study among HIV-positive men who have sex with men (MSM) in the Eastern Cape, South Africa. This study is funded by the NIH. The study aims to adapt and evaluate the feasibility of the Healthy Relationships intervention for HIV-positive MSM. The intervention, originally designed to help participants manage HIV-related stress and improve communication skills for disclosure and safe sex, will be tailored to meet the specific needs of MSM in this region.

ASU provides research expertise and oversight, while FPD serves as the study sponsor-investigator and the site conducting entity. The NIH funding supports this comprehensive approach to improving HIV treatment outcomes, aiming to inform global health practices and policies.



DETECT Diagnostics

DETECT Diagnostics is a privately held life science company based in the Netherlands, specializing in innovative detection solutions for bacterial, viral, and fungal contamination. Their flagship technology, VIPER®, is designed to provide scalable, reliable, affordable, and fast detection solutions.

- **Bacterial Detection:** DETECT Diagnostics produces solutions for detecting bacterial contamination, ensuring healthy living and preventing the spread of infections.
- **Viral and Fungal Detection:** Their VIPER® technology is also applicable to viral and fungal detection, offering comprehensive solutions for various pathogens.
- **Research and Development:** The company is committed to continuous innovation, developing new diagnostic tests and improving existing technologies.

DETECT Diagnostics has partnered with the Foundation for Professional Development (FPD) to conduct pre-clinical testing of a VIPER® assay for the detection of syphilis. This study involves carrying out the VIPER® assay on clinical specimens taken from symptomatic patients suspected of having syphilis.

- **Objective:** The study aims to evaluate the performance, acceptability, and usability of the VIPER® assay for point-of-care detection of *Neisseria gonorrhoeae* infection among pregnant and symptomatic women in South Africa.
- **Role of FPD:** FPD serves as the study sponsor-investigator and the site conducting entity, taking full responsibility for the study's execution..technology to ensure the study's success.
- **Advisory Role of DETECT:** DETECT Diagnostics provides advisory support, leveraging their expertise in diagnostic technology to ensure the study's success.

This collaboration aims to enhance the detection and management of syphilis, improving patient outcomes and contributing to public health efforts in South Africa.



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.



Eloquent Advanced Wound Management

Eloquent Advanced Wound Management is a premier wound care centre. The centre is dedicated to restoring the health of patients suffering from diseases and injuries that affect their daily lives through state-of-the-art technologies and expert care. 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.



Fluidrock Governance Group

FluidRock Governance Group is a leading independent corporate governance firm based in South Africa. They specialize in providing a comprehensive suite of governance services to ensure that organizations operate ethically and efficiently. FPD provides an online short course in Business Ethics for all professionals.



Africa Telehealth Collaboration (ATC)

The Africa Telehealth Collaboration (ATC) is a voluntary association dedicated to enhancing telehealth accessibility across South Africa. Guided by a committee of leading healthcare experts, the ATC's mission is to identify and overcome barriers within the telehealth sector, fostering progress and innovation. The ATC aims to revolutionize the healthcare landscape by:

- Identifying and addressing barriers to telehealth access.
- Promoting the development of innovative telehealth solutions.
- Facilitating collaboration among healthcare professionals.
- Ensuring equitable telehealth services for all communities.



Gordon Institute of Business Science (GIBS) University of Pretoria

The Gordon Institute of Business Science (GIBS) is a prestigious business school situated in Johannesburg, South Africa. Affiliated with the University of Pretoria, GIBS has garnered a reputation for offering innovative and impactful business education. The institute prides itself on providing a transformative learning experience that equips individuals with the skills, knowledge, and mindset necessary to thrive in the dynamic world of business.

The Foundation for Professional Development (FPD) has forged a strategic partnership with GIBS to offer National Qualifications Framework (NQF) Level 5 & 6 business courses. This collaboration is designed to enhance the accessibility and quality of business education for professionals seeking to advance their careers and broaden their expertise.



Right-to-Care (RTC)

Right to Care is a leading healthcare organization in South Africa, established in 2001 in response to the HIV/AIDS public health emergency. The organization is dedicated to improving equitable health outcomes and quality of life through innovative healthcare solutions.

Right to Care collaborates with the Foundation for Professional Development (FPD) to offer VMMC training and to submit various funding opportunities in education and system strengthening.

The VMMC training program aims to expand safe circumcision services across South Africa. Right to Care provides comprehensive training that includes theoretical and practical components, ensuring high-quality, standardized circumcision procedures. The training covers:

- Introduction to VMMC
- Pre-procedure facilities and supplies
- Medical procedures for adults and adolescents
- Post-procedure care
- Management of adverse events
- Infection prevention and control
- Continuous quality assurance
- Counselling and demand generation.

Right to Care and FPD collaborate on submitting proposals for various funding opportunities to support education and system strengthening initiatives. These efforts focus on enhancing healthcare systems, improving service delivery, and ensuring equitable access to quality education and healthcare services. The collaboration aims to secure funding for projects that address critical health and education needs, leveraging both organizations' expertise and resources to maximize impact.



Heartlines

Heartlines is a South African non-profit organization dedicated to promoting positive values and social change through storytelling and media. They focus on creating impactful content that addresses social issues and fosters community engagement.

- **Values-Based Campaigns:** Heartlines runs campaigns that promote positive values such as forgiveness, acceptance, and responsibility through various media platforms.
- **Educational Resources:** They provide educational materials and resources for schools, communities, and organizations to facilitate discussions and learning about important social issues.
- **Film and Media Production:** Heartlines produces films, documentaries, and other media content that highlight social challenges and inspire change.
- **Community Engagement:** The organization works closely with communities to implement programs that address local needs and promote social cohesion.

Heartlines has partnered with the Foundation for Professional Development (FPD) on the Improving Mental Health and HIV/TB Services Integration (IMHSI) project. This collaboration aims to integrate mental health support activities into existing HIV/TB prevention and treatment programs. The IMHSI project focuses on enhancing the mental health and well-being of individuals affected by HIV and TB. The collaboration involves includes Community Outreach activities. Heartlines leverages its expertise in community engagement to raise awareness about mental health and HIV/TB, using storytelling and media to reach a broader audience.

This partnership aims to improve the overall health outcomes of individuals by addressing both physical and mental health needs, ultimately contributing to a more holistic approach to healthcare.



DIRA SENGWE

Dira Sengwe Conferences NPC is a South African non-profit organization established in 2003 by members of the local organizing committee of the XIIIth International AIDS Conference held in Durban in 2000. The organization aims to use national and international conferences to mobilize people around HIV/AIDS awareness, treatment, and prevention. Dira Sengwe is the custodian of the biennial South African AIDS Conference, which draws substantial participation from over 4,000 individuals from various disciplines. This conference helps shape the South African AIDS response and foster collaboration among professionals and non-professionals alike.

- **Awards and Recognition:** Dira Sengwe awards the AIDS Leadership Award bi-annually to recognize key leaders and organizations in the field.



FPD Fund

The Foundation for Professional Development Fund NPC

The Foundation for Professional Development Fund NPC is a Non-Profit company with members, with the following objectives:

- To promote community interests in Health and Health Education through the provision of health care, education and development, research and prevention activities
- The company will promote community interests through various means, inter alia provision of educational programs, seminars, conferences, research and community directed projects.

FPD and the Foundation for Professional Development Fund have collaborated on various research projects, focusing on healthcare, education, and community development, particularly in relation to HIV and AIDS prevention and treatment. This partnership has successfully implemented numerous capacity-building projects that benefit the community. In addition, FPD has partnered with the Fund to host influential conferences, including the 2024 TB Conference.



health

Department:
Health
REPUBLIC OF SOUTH AFRICA

National Department of Health

FPD and the NDOH have over the years implemented various projects aimed at health systems strengthening. Current collaboration centres around mental health system strengthening and the integration of mental health services into HIV/TB treatment and prevention programmes. This collaboration extends to efforts to improve the mental health of health care workers and organizing the bi-annual SA Mental Health Conference.

Provincial Departments

- Gauteng Department of Health
- Eastern Cape Department of Health
- North-West Department of Health
- Department of Social development

The Foundation for Professional Development (FPD) has entered into a Memorandum of Understanding (MOU) with the Provincial Departments of Health in Eastern Cape, Kwa-Zulu Natal, and Gauteng Provinces to collaborate and implement comprehensive mental health and related services. This partnership aims to enhance the delivery of mental health care and support services across these provinces, with a specific focus on the Integrated Mental Health Services Initiative (IMHSI).

The MOU outlines the commitment of FPD to provide professional assistance and support in accordance with the aims and objectives set forth in the agreement. The collaboration will involve the development, adaptation, implementation, and monitoring of policies, guidelines, and standard operating procedures (SOPs) to ensure adherence to best practices in mental health care. Additionally, the initiative will focus on capacity building, referral networks, and the provision of quality mental health services to people living with HIV (PLHIV) and other vulnerable populations.

Through this partnership, FPD and the Provincial Departments of Health aim to achieve several long-term outcomes, including decreased morbidity and mortality among PLHIV affected by mental health issues, reduced incidence of mental health problems in PLHIV and at-risk individuals, and improved well-being of healthcare workers facing stressful working conditions



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 and PEN has a 20-year history of collaboration which currently focusses on clinical trials.



Professional Provider Organisation Services (PPO Serve)

PPO Serve is a healthcare management company dedicated to making healthcare affordable and accessible for all South Africans. Since its inception in 2015, PPO Serve has focused on empowering a robust Primary Healthcare system through services being offered:

- **Value-Based Care:** PPO Serve simplifies value-based care by supporting medical professionals and patients through smart systems and multidisciplinary teams.
- **Support for Doctors:** They provide GP practices with the necessary tools to deliver value-based care, including digital patient management systems, data-informed reports, and scheme fund management.
- **Patient Benefits:** GEMS members receive improved healthcare and out-of-hospital benefits without extra costs.
- **Medical Schemes:** PPO Serve helps replace the fee-for-service model with stronger primary healthcare performance, reducing hospitalizations and saving costs.

FPD and PPOServe are currently collaborating around a pilot programme that explores ways of improving mental health access for government healthcare workers.



South African Medical Association (SAMA)

South African Medical Association (SAMA) is a non-statutory, professional association representing both public and private sector medical practitioners in South Africa. Established in 1927 and reconstituted in 1998, SAMA is dedicated to advocating for the interests and needs of its members in all healthcare-related matters.

- **Advocacy and Support:** SAMA provides a strong advocacy platform to unite, guide, and support medical practitioners across South Africa.
- **Professional Development:** They offer continuous professional development opportunities, including workshops, seminars, and access to medical journals.
- **Legal and Ethical Support:** SAMA assists members with legal and ethical issues, ensuring they are well-informed and protected in their practice.
- **Trade Union Services:** For public-sector members, SAMA acts as a trade union, negotiating better working conditions and benefits.

FPD and SAMA has over the past 24 years collaborated on various priority public health projects such as GBV and currently on improving access to Mental Health.



EM Guidance

EMGuidance is a comprehensive digital platform designed to support healthcare professionals by providing instant access to up-to-date medical information, guidelines, and tools. Their mission is to enhance the quality of patient care through innovative solutions and real-time clinical information, through various service offerings, including:

EMGuidance has partnered with the Foundation for Professional Development (FPD) to offer a variety of short learning programmes on their platform. These courses cover essential topics such as airborne infection prevention, clinical management of cardiovascular diseases, HIV/AIDS management, mental health care, healthcare ethics, and infection prevention and control. These programmes are accredited for CPD points with the Health Professions Council of South Africa (HPCSA), ensuring healthcare professionals can enhance their skills and knowledge while earning valuable professional development credits.



Higher Ed Partners Africa (HEP Africa)

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

FPD has partnered HEP to market and assist in offering various qualifications. This collaboration aims to enhance the visibility and accessibility of FPD's programmes, leveraging HEP's expertise in online education and marketing.



Desmond Tutu Health Foundation (DTHF)

The Desmond Tutu Health Foundation (DTHF) is a non-profit organization based in South Africa, dedicated to conducting innovative research and providing healthcare services to improve the health and well-being of communities. The foundation focuses on HIV/AIDS, tuberculosis (TB), and related health issues.

DTHF has partnered with the Foundation for Professional Development (FPD) to support the Mobile Men protocol. This collaboration involves FPD providing laboratory services in line with the protocol, Laboratory Manual, Standard Operating Procedures (SOPs), and Study Operations Manual (SOM).

The Mobile Men protocol is a pioneering initiative aimed at informing the implementation of both oral and long-acting HIV pre-exposure prophylaxis (PrEP) for mobile men in Sub-Saharan Africa. This study focuses on men who travel for work, such as truck drivers, farm workers, and men seeking employment, who are at high risk for HIV. The collaboration ensures that laboratory services are conducted efficiently and in accordance with the established protocols, contributing to the success of the study.



ENGAGE WELLNESS

Engage Wellness

Engage Wellness is a comprehensive wellness program designed to enhance employee well-being through collaborative health initiatives. It focuses on creating a supportive environment that promotes physical, mental, and emotional health.

- **Health Assessments:** Engage Wellness conducts regular health assessments to identify individual and organizational health needs.
- **Personalized Wellness Plans:** The program offers tailored wellness plans based on the specific needs and goals of employees.
- **Fitness Programs:** Engage Wellness provides various fitness programs, including group classes, personal training, and virtual workouts.
- **Mental Health Support:** The program includes mental health resources such as counseling, stress management workshops, and mindfulness sessions.
- **Nutrition Counselling:** Engage Wellness offers nutrition counseling and healthy eating workshops to promote better dietary habits.
- **Health Education:** The program provides educational resources and workshops on various health topics to empower employees with knowledge.

Engage Wellness emphasizes collaboration with multiple stakeholders to enhance the effectiveness of its wellness initiatives. These collaborations include partnerships with healthcare providers, fitness experts, nutritionists, and mental health professionals. By leveraging diverse expertise, Engage Wellness can offer a holistic approach to employee well-being.

Memberships



Climate and Health Africa Network for Collaboration and Engagement (CHANCE Network)

FPD is partnering with the CHANCE Network About Chance Network to support African climate and health policy advancement. CHANCE aims to support networking, research, learning, policy, and financing for climate change and health in Africa. With a mission to provide an enabling environment to engage a variety of stakeholders to address health and climate priorities in Africa, the network facilitates knowledge exchange and information sharing. The network also promotes collaboration on emerging climate and health research, sharing of best practices through case studies, advocacy and evidence-based African policy development, and provides technical assistance to promote access to climate financing.

Objectives of the Network include:

- Enhancing network and synergies for climate change and health in Africa.
- Facilitating knowledge exchange, learning, and cooperation.
- Supporting and informing evidence-based policy development.
- Supporting and informing evidence-based policy development.
- Facilitating technical support for access to climate financing for climate and health research and related activities.

CHANCE Network members are from East, South, and West Africa as well as from other parts of the world. They include people working in the local and national government, research institutions, healthcare facilities, climate and meteorological agencies, international agencies, civil society organizations, NGOs, and many others. The Network is recognized and endorsed at the national level in several African countries.



The Academic Network for Sexual and Reproductive Health and Rights Policy (ANSER)

FPD has developed a strategic partnership with ANSER in line with our work on STI research and most recently climate change and health. ANSER Academic Network for Sexual and Reproductive Health and Rights Policy — Ghent University is a global, multidisciplinary network dedicated to advancing evidence-based Sexual Reproductive Health and Rights (SRHR) policies. Hosted by the International Centre for Reproductive Health (ICRH) at Ghent University, ANSER brings together over 50 member institutions from academia and non-profit organisations to foster collaboration, generate knowledge, and translate research into actionable policy recommendations. By bridging the gap between science and policy, ANSER strengthens SRHR advocacy and decision-making worldwide.

ANSER takes on a comprehensive approach to SRHR policies, including topics such as maternal health, contraception and family planning, SRHR of vulnerable groups, HIV and STIs, sexual health and wellbeing, gender rights & gender-based violence and SRHR monitoring & evaluation.

ANSER currently operates through four dedicated working groups:

- SRHR & climate change
- SRHR in a migration context



Business Process Enabling South Africa (BPESA)

BPESA (Business Process Enabling South Africa) is a prominent industry body and trade association for the Global Business Services (GBS) sector in South Africa. It serves both national and international markets, advocating for South Africa as a premier offshoring destination.

- **Market Insights:** BPESA provides valuable market intelligence and research to help businesses make informed decisions.
- **Skills Development:** They focus on up-skilling, re-skilling, and future-skilling the workforce to meet industry demands.
- **Industry Collaboration:** BPESA mobilizes stakeholders to support sustainable growth through industry activities and knowledge-sharing forums.
- **Government Advocacy:** They lobby for policy alignment and sector development, acting as a liaison between industry members and various levels of government.
- **Awards & Recognition:** BPESA celebrates excellence across the sector, recognizing outstanding achievements.

BPESA collaborates with various partners, including private sector entities, government bodies, and social partners like Harambee. These partnerships focus on creating impactful talent solutions, supporting the growth of the GBS sector, and enabling economic growth.



South African Private Higher Education (SAPHE)

SAPHE association is dedicated to promoting and enhancing private higher education in South Africa. It serves as a platform for private higher education institutions (PHEIs) to collaborate, share knowledge, and address common needs.

- **Quality Assurance:** SAPHE ensures that member institutions adhere to rigorous quality standards comparable to those of public universities.
- **Advocacy:** The association represents the interests of PHEIs in legislative, regulatory, and compliance frameworks.
- **Professional Development:** SAPHE provides opportunities for capacity-building and professional development through workshops, conferences, and communities of practice.
- **Market Insights:** SAPHE offers valuable insights into market trends and demands, helping institutions align their programs with industry needs.

- **Networking:** The association facilitates networking among member institutions, fostering collaboration and innovation.

SAPHE encourages collaboration through various initiatives, such as the Community of Practice (CoP), which brings together professionals from member institutions to share knowledge and solve common challenges. Additionally, SAPHE partners with organizations like TSIBA to drive social, economic, and educational impact through experiential learning programs.

These collaborative efforts aim to enhance the quality and accessibility of private higher education in South Africa, making it a vital component of the country's education landscape.



Workplace Wellness Alliance of South Africa (WWASA)

The Workplace Wellness Alliance of South Africa (WWASA) is an organization dedicated to promoting and enhancing workplace wellness across various industries in South Africa. It serves as a platform for professionals and organizations to collaborate, share knowledge, and improve workplace wellness practices.

- **Networking:** WWASA provides a platform for professionals to connect and network, fostering new opportunities and collaborations.
- **Education and Training:** The organization offers training, accreditation, certification, and other educational resources to help members stay updated on the latest research and industry trends.
- **Advocacy and Representation:** WWASA represents the interests of its members and advocates for policies that support the growth and development of the workplace wellness industry.
- **Research and Data:** Conducts research and collects data on industry trends, best practices, and outcomes, providing valuable insights to members.
- **Promotion and Marketing:** Promotes the industry and its members through marketing and public relations efforts, increasing visibility and attracting new clients.
- **Standards and Guidelines:** Develops and promotes standards and guidelines to ensure consistency and quality in workplace wellness programs.

WWASA facilitates collaboration among its members, leading to new business opportunities, shared resources, and the development of innovative products and services. For example, WWASA partners with associate members on research projects that address real-world challenges, leveraging academic expertise to drive workplace wellness innovation. Additionally, WWASA collaborates with service providers to design and fund wellness programs, negotiate stakeholder agreements, and manage program implementation. These collaborative efforts aim to enhance workplace wellness, increase productivity, and stimulate the Southern African economy.



Sponsors and Donors



11

Impact Report



Impact to Society



EDUCATION

6398 | Students Trained
272 | Graduates
5 | Qualifications Developed/Updated



RESEARCH 2024

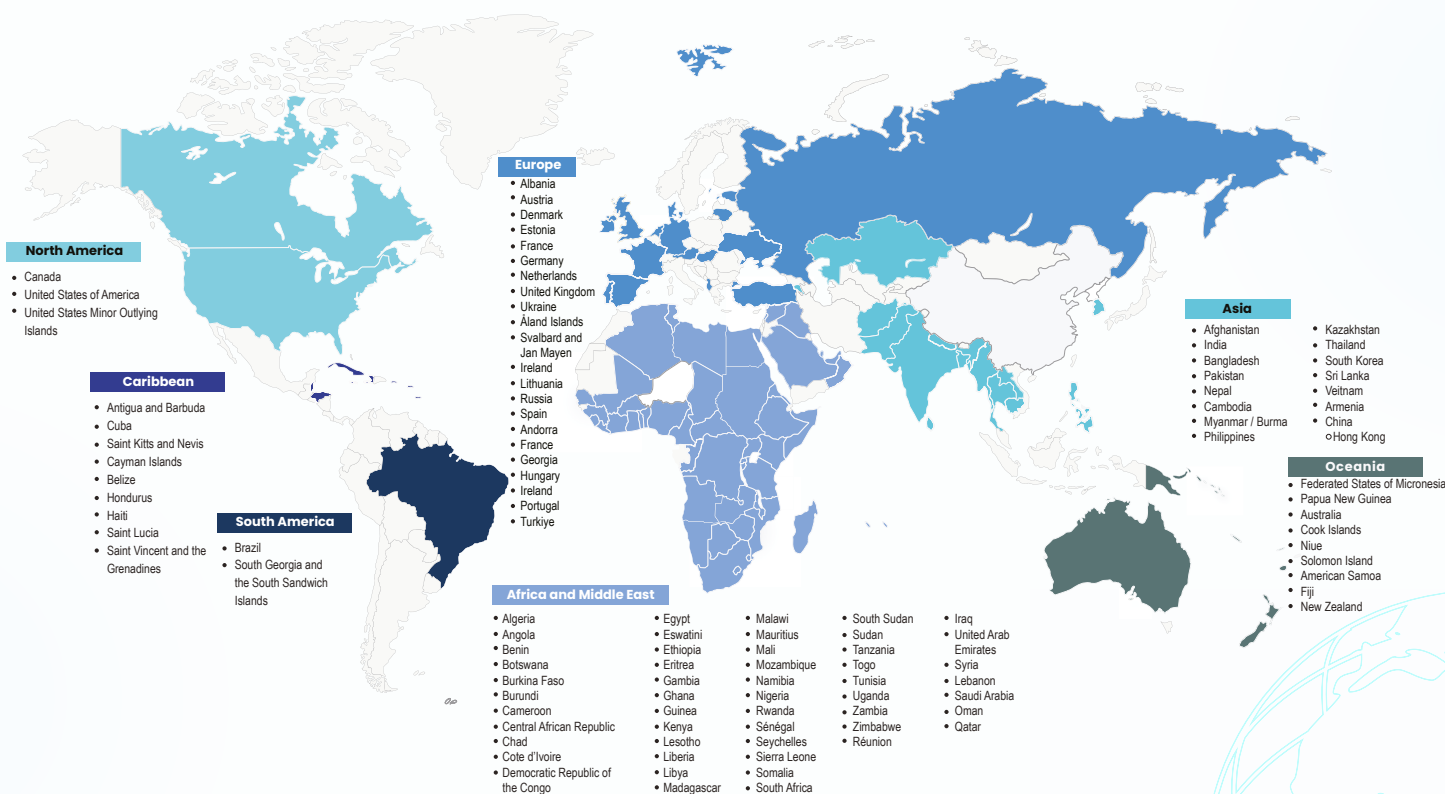
24 | Peer-reviewed Publications
10 | Active Projects
9 | Conference Presentations



FOLLOWING

4628 | Facebook (new account)
14501 | LinkedIn
2077 | Instagram
1100 | Youtube

AT TIME OF PUBLISHING



TRAINING FOOTPRINT

595 661 students trained in 110 countries

12

2024 Activities



ACADEMIC

INNOVATION AND SYSTEMS STRENGTHENING

OPERATIONS

STRATEGIC INFORMATION TECHNOLOGY

NEW BUSINESS DEVELOPMENT





Academic



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.



ACADEMIC & QUALITY ASSURANCE

The following programmes were accredited with the CHE during 2024:

- Postgraduate Diploma in Monitoring and Evaluation

Qualifications developed, customised, or updated:

- Higher Certificate in Management
- Higher Certificate in Practice Management
- Advanced Certificate in Monitoring and Evaluation
- Advanced Certificate in Management
- Advanced Certificate in Health Management

Short Learning Programmes developed, customised or updated:

- | | |
|---|---|
| <ul style="list-style-type: none"> • Management of Type 2 Diabetes for Nurses • Clinical Management of Mental Health • Voluntary Male Medical Circumcision • Introduction to GBV for Higher Education Institutions • Demystifying Mental Health and Eradicating Stigma • Leadership and Teamwork (TB/HIV Care) • Introduction to Interpersonal Counselling (South Africa) • AFSA Infection Prevention and Control • Mental Health: A self-help course for healthcare professionals • Batho Pele Principles • ICD 10 Coding for Healthcare Professionals • Introduction to Palliative Care • HIV Testing Services • How to Manage Mental Health Emergencies • Wound Care for the Diabetic Patient • HIV in the Workplace • Waste Management for Healthcare Facilities • Risk Communication and Community Engagement • Wellness in the Workplace • Wound Care in Malignant and Palliative Wounds • Basic Airborne Infection Prevention and Control • Clinical Management of Cardio and Common Vascular Disease • Diabetes: Optimising Patient Outcomes | <ul style="list-style-type: none"> • Infection Prevention Control in Healthcare Facilities • Ethics in the SA Healthcare Environment • Integrated Adherence Counselling in the Healthcare Setting • Clinical Communication Skills • Medical Ethics • Nurse Initiated Management of Anti-Retroviral Treatment (NIMART) • Telemedicine for Health Care Professionals • Metabolic Syndrome • Nurse Mentorship • Advanced Clinical Care for Nurses • Basic Obstetrics and Gynaecology Ultrasound • General Practitioner Focused Ultrasound • Law and Ethics for Nurses • Rational Use of Antibiotics • Clinical Management of Paediatric HIV and AIDS • Clinical Management of HIV/AIDS • Contraception and Fertility Planning • Relationships in Healthcare Environment • Infection Control in the Healthcare Environment • Financial Management • Rheumatology • Clinical Management of Sexually Transmitted Infections |
|---|---|

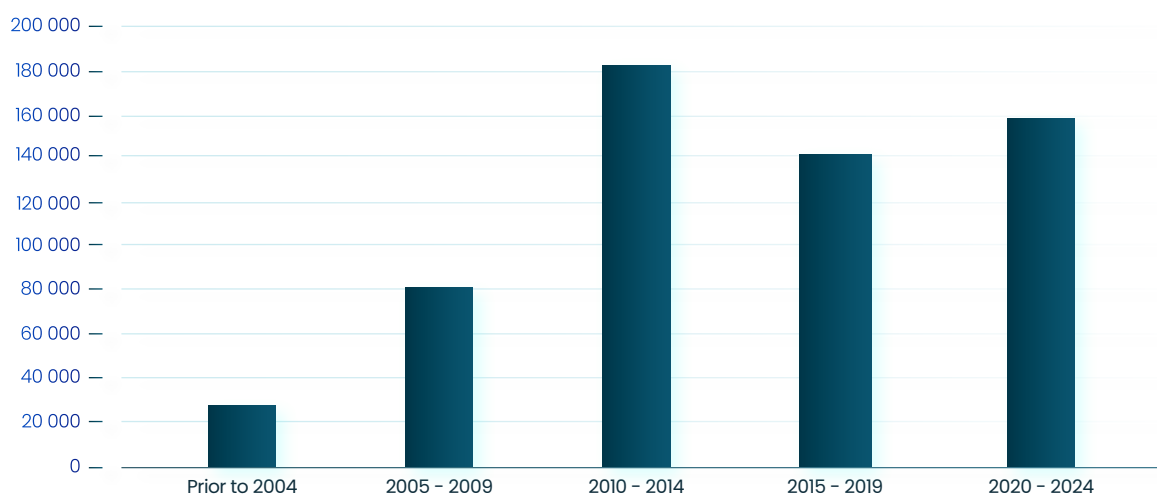
Student and Course Enrolment



| STUDENT ENROLMENT | RACE DIVERSITY | GENDER DIVERSITY |
|--|---|--|
| 6398 students enrolled in 2024, bringing the total number of students who have studied with FPD to 589 263 | 20 Asian 5954 African 180 Coloured 33 Indian 136 White 75 Provider not prepared to say | 4381 Female 1974 Male 43 Not Prepared to Disclose |

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

Student Enrolment



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 2024.



QUALIFICATIONS OF FPD FACULTY

17 Doctoral Degree

14 Masters Degree

4 Bachelors Honours Degree

3 Bachelors Degree

1 Posgraduate Diploma



EDUCATION INNOVATION

During the past year, the following evaluations were conducted

■ Ongoing ■ Completed

2024/2025

PROJECTS



Grand Challenges Canada
Grands Défis Canada



Grand Challenges Canada



Type of Project:
Outcome Evaluation

Name of Project:
Outcome evaluation of the Serious game to improve youth Mental Health



ANGLOGOLDASHANTI

AngloGold Ashanti



Type of Project:
Baseline Survey

Name of Project:
Employee Wellbeing Survey (Year 1)





Innovation and Systems Strengthening



RESEARCH

In 2024, the Research Unit continued its work on clinical trials, investigator-driven projects in HIV prevention, treatment, and STIs, and mental health research and implementation science projects.

The Ndevana Clinical Research Site (CRS) expanded this year with the addition of an on-site research pharmacy. The South African Pharmacy Council awarded the pharmacy a Grade A rating. The Ndevana CRS continued with follow-up of participants enrolled in the PURPOSE-01 and PURPOSE-02 clinical trials, while maintaining high retention rates. Following the groundbreaking PURPOSE-01 and PURPOSE-02 trial results, study participants were offered open-label lenacapavir. The site successfully completed enrollment of eligible participants into the Open Label Extension Phase of both studies, and follow-up is ongoing.

The SOAR study aims to encourage HIV status disclosure among male couples to enhance ART adherence, HIV testing, and prevention. A total of 120 GBMSM and 15 transgender women were enrolled into the study. Participants responded positively to the intervention, and feasibility interviews are being conducted to gather further insights.

A variety of STI projects were conducted at the five research sites located within primary healthcare facilities across Buffalo City. Follow-up continued for the STIs in Pregnancy Study (Philani Ndiphile), the study on the Genomic Epidemiology of *Treponema pallidum* proceeded steadily with enrollment, and a pilot study on the Point of Care Detection of *T. pallidum* was completed.

Mental health research and implementation science projects progressed well throughout the year. The evaluation of mental health service delivery in the Eastern Cape, as well as the implementation research on integrating registered counselors into primary health care continued. The study on mental health service delivery for adolescents and young people at risk for HIV in Eastern Cape concluded enrollment and proceeded with conducting participant interviews.

In November 2024, the FPD Research Unit hosted a successful FPD Open Day Event in Buffalo City. The research teams presented updates on the projects being conducted in the Unit. Attendees included representatives from the Eastern Cape Department of Health (DoH) (provincial and district), facility managers, and community advisory board members. The District Manager, Dr Mkhululi Nkholi, acknowledged FPD's role in providing supportive evidence for interventions.

FPD researchers published their research in peer-reviewed journals, including high-impact journals such as The New England Journal of Medicine and The Lancet. Additionally, several researchers were invited to present their findings at various local and international conferences and symposiums such as the SA TB Conference, IUSTI 2024, World Congress of Epidemiology, FIDSSA Conference, and the Eastern Cape DoH Clinical Trials Symposium.



Research Output



PEER-REVIEWED PUBLICATIONS

First Author

Mumbauer AE

Co-Authors

Stein DJ, Wolvaardt GG

Title

Targeting youth mental health in a demographically young country: a scoping review focused on South Africa

Journal and Publication Date

International Review of Psychiatry, December 2024

First Author

Gati Miremba B

Co-Authors

Donnell D, Krows M, Zwane Z, Bukusi E, Panchia R, Louw C, Mwelase N, Selepe P, Senne M, Naidoo L, Chihana R, Kasaro M, Nuwagaba-Biribonwoha H, Kotze P, Gill K, MacDonald P, vanHeerden A, Bosman S, Jaggernath M, du Preez P, Ward A, Peters RPH, Delany-Moretlwe S, Peacock S, Johnson R, Caucutt J, Morrison S, Wang G, Gandhi M, Velloza J, Heffron R, Celum C, INSIGHT Study Team

Title

High recent PrEP adherence with point-of-care urine tenofovir testing and adherence counselling among young African women: results from the INSIGHT cohort

Journal and Publication Date

Journal of the International AIDS Society, December 2024

First Author

Barry MP

Co-Authors

Peters RPH, Portle S, Bongo C, Nel D, Struthers HE, Daniels J

Title

Healthcare worker perspectives on HIV status sharing intervention components for partnered, Black sexual minority men in South Africa

Journal and Publication Date

HIV Research & Clinical Practice, November 2024

First Author

Mootz JJ

Co-Authors

de Vos L, Stockton M, Sweetland AC, Kann B, Seijo C, Bezuidenhout C, Suleman A, Feliciano P, Dos Santos PF, Shelton R, Palinkas LA, Wainberg ML

Title

Providers' perspectives of barriers and facilitators to scale-up of mental health care in the public health delivery system of Mozambique: a qualitative inquiry

Journal and Publication Date

BMC Health Services Research, September 2024

First Author

Gottlieb SL

Co-Authors

Spielman E, Abu-Raddad L, Aderoba AK, Bachmann LH, Blondeel K, Chen XS, Crucitti T, Garcia Camacho G, Godbole S, Gómez Ponce de Leon R, Gupta S, Hermez J, Ishikawa N, Klausner JD, Kurbonov F, Maatouk I, Mandil A, Mello MB, Espinosa Miranda A, Shakiwa Masha F, Chukwudi Okeibunor J, Ong JJ, Peters RPH, Pérez F, Seguy N, Seib KL, Sharma M, Sladden T, Van Der Pol B, White PJ, · Wi T, Broutet N

Title

WHO global research priorities for sexually transmitted infections

Journal and Publication Date

The Lancet Global Health, September 2024

First Author

Pascual F

Co-Authors

Au C, Dziva Chikwari C, Daram P, Deal C, Espinosa Miranda A, Grad YH, Hook EW, Kittiyaowamarn R, Luckey A, Low N, Maseko V, Peters RPH, Roberts T, Unemo M, Srinivasan S

Title

Recommendations for the optimal introduction of novel antibiotics to treat uncomplicated gonorrhoea in the face of increasing antimicrobial resistance: a case study with zoliflodacin

Journal and Publication Date

BMC Global and Public Health, September 2024



| | |
|--|--|
| First Author George G Co-Authors Strauss M, Lansdell E, Nota P, Peters RPH, Brysiewicz P, Nadesan-Reddy N, Wassenaar D | Title Factors associated with COVID-19 vaccine uptake among South African health care workers Journal and Publication Date Vaccine, August 2024 |
| First Author Mukui I Co-Authors Peacock S, Heffron R, Krows M, Gati B, Delany-Moretlwe S, Gill K, Macdonald P, du Preez P, Ward A, Kotze P, van Heerden A, Bosman S, Peters, RPH, Jaggernath M, Zwane Z, Panchia R, Mwelase N, Selepe P, Senne M, Louw C, Naidoo L, Nuwagaba-Biribonwoha H, Bukusi E, Dadabhai S, Kasaro M, Wallis C, Morrison S, Celum C, Donnell, D, for the INSIGHT Study Team | Title Estimation of Background HIV Incidence Using the Recent Infection Testing Algorithm (Rita): Experiences from the Insight HIV Prevention Study in Six Sub-Saharan African Countries. Journal and Publication Date The Lancet, August 2024 |
| First Author Bekker LG Co-Authors Das M, Abdool Karim Q, Ahmed K, Batting J, Brumskine W, Gill K, for the PURPOSE 1 Study Team | Title Twice-yearly lenacapavir or daily F/TAF for HIV prevention in cisgender women. Journal and Publication Date The New England Journal of Medicine, July 2024 |
| First Author Stockton MA Co-Authors Mazinyo EW, Mlanjeni L, Sweetland AC, Scharf JY, Nogemane K, Ngcelwane N, Basaraba C, Bezuidenhout C, Sansbury G., Olivier D | Title Validation of screening instruments for common mental disorders and suicide risk in south African primary care settings. Journal and Publication Date Journal of Affective Disorders, June 2024 |
| First Author Rogers BM Co-Authors Gooding K, Appleford G, Bennett M, Webb Mazinyo E | Title Strengthening district health management and planning: an evaluation of a multi-country initiative in Eastern and Southern Africa. Journal and Publication Date Gates Open Research, May 2024 |
| First Author Mudzingwa EK Co-Authors de Vos L, Fynn L, Atujuna M, Katz IT, Hosek, S, Celum C, Daniels J, Bekker LG, Medina-Marino A | Title Youth-friendly services was the magic: Experiences of adolescent girls and young women in the community PrEP study, South Africa. Journal and Publication Date Global Public Health, May 2024 |
| First Author Nyazema KB Co-Authors Shey BA, Sei CJ, Peters RPH, Maningi NE, Fischer GW, Fourie PB | Title In vitro evaluation of the binding activity of novel mouse IgG1 opsonic monoclonal antibodies to Mycobacterium tuberculosis and other selected mycobacterial species Journal and Publication Date Journal of Clinical Tuberculosis and Other Mycobacterial Diseases, April 2024 |
| First Author Peters RPH Co-Authors Nel JS., Sadiq E, Kufa T, Smit DP, Sorour G, Garrett N, Gill K, Makhakhe L, Chandiwana NC, Moran NF | Title Southern African HIV Clinicians Society Guideline for the clinical management of syphilis Journal and Publication Date Southern African Journal of HIV Medicine, April 2024 |

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| <p>First Author George G</p> <p>Co-Authors Mdingi MM, Gigi RM, Lim L, Medina-Marino A, Klausner JD, Muzny CA.</p> | <p>Title Performing Trichomonas vaginalis culture in research studies in low-resource settings</p> <p>Journal and Publication Date Sexually Transmitted Infections, March 2024</p> |
| <p>First Author Chandiwana N</p> <p>Co-Authors Venter W, 2, anne-Goehler J, Wade A, Le Roux C, Mbalati N, Grimbeek A, Kruger P, Montsho E, Zimela Z, Yawa A, Tshabalala S, Rambau N, Mpofu N, Stevenson S, McNulty B, Ntusi N, Pillay Y, Dave J, Murphy A, Goldstein S, Hfman K, Mahomedy S, Thomas E, Mrara B, Wing J, Lubbe, J, Koto Z, Conradie-Smit M, Wharton S, May W, Marr I, Kaplan H, Forgan M, Aexander G, Turner J, Fourie VR, Hellig J, Banks M, Ragsdale K, Noeth M, Mohamed F, Myer L, Lebina L, Maswime S, Moosa Y, homas S, Mbelle M, Sinxadi P, Bekker LG, Bhana S, Fabian J, Decloedt E, Bayat Z, Daya R, Bobat B, Storie F, Goedecke J, Kahn K, Tollman S, Mansfield B, Siedner M, Marconi V, Mody A, Mtshali N, Geng E, Srinivasa S, Ali M, Lalla-Edwards S, Bentley A, Wolvaardt G, Hill A, Nel J</p> | <p>Title Obesity is South Africa's new HIV epidemic.</p> <p>Journal and Publication Date South African Medical Journal, March 2024</p> |
| <p>First Author Dunaiski CM</p> <p>Co-Authors Kock MM, Chan WY, Ismail A, Peters RPH</p> | <p>Title Molecular epidemiology and antimicrobial resistance of vaginal Candida glabrata isolates in Namibia.</p> <p>Journal and Publication Date Medical Mycology, February 2024</p> |
| <p>First Author Peters RPH</p> <p>Co-Authors Klausner JD, Mazzola L, Mdingi MM, Jung H, Gigi RM, Piton J, Daniels J, de Vos, Adamson PC, Gleeson B</p> | <p>Title Novel lateral flow assay for point-of-care detection of Neisseria gonorrhoeae infection in syndromic management settings: a cross-sectional performance evaluation</p> <p>Journal and Publication Date The Lancet, February 2024</p> |
| <p>First Author Shisana O</p> <p>Co-Authors Stein DJ, Zungu NP, Wolvaardt G</p> | <p>Title The rationale for South Africa to prioritise mental health care as a critical aspect of overall health care</p> <p>Journal and Publication Date Comprehensive Psychiatry, January 2024</p> |
| <p>First Author de Vos L</p> <p>Co-Authors Daniels J, Gebengu A, Mazzola L, Gleeson B, Blümel B, Piton J, Mdingi M, Gigi RM, Ferreyra C, Klausner JD</p> | <p>Title Implementation considerations for a point-of-care Neisseria gonorrhoeae rapid diagnostic test at primary healthcare level in South Africa: a qualitative study</p> <p>Journal and Publication Date BMC Health Services Research, January 2024</p> |



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| First Author Stockton MA Co-Authors Webb Mazinyo E, Mlanjeni L, Nogemane K, Ngcelwane N, Sweetland AC, Basaraba C, Bezuidenhout C, Sansbury G, Lovero KL, Gouveia ML, Fortunato dos Santos P, Feliciano P, Fumo W, Suleman A, Oquendo MA, Grobler C, Wall MM, Nobatyi P, Medina-Marino A, Wainberg ML | Title Ultra-Brief Proxy Measure for Early Mental and Substance Use Disorders and Suicide Risk Case Detection at the Community and Household Level: An Efficient and Feasible Clinical and Population-level Service Needs Screening Tool Journal and Publication Date Medical Research Archives, January 2024 |
| First Author Stockton MA Co-Authors Mazinyo E, Sweetland A, Medina-Marino A, Nobatyi P, Wainberg ML | Title Validation of a Brief Screener for Broad-Spectrum Mental and Substance Use Disorders in South Africa Journal and Publication Date Cambridge Prisms: Global Mental Health, January 2024 |
| First Author Dunaiski CM Co-Authors Kock MM, Jung H, Peters RPH | Title Prospective Cohort Study of Treatment Outcomes of Vaginal Discharge Syndrome in Women in Windhoek, Namibia Journal and Publication Date Sexually Transmitted Diseases, January 2024 |
| First Author Bokolo S Co-Authors Mabaso S, Kruger W, Mistri P, Schmucker L, Chetty-Makkan C, Pascoe J.S.S, Buttenheim A, Thirumurthy H, Long L | Title Applying behavioural economics principles to increase demand for free HIV testing services at private doctor-led clinics in Johannesburg, South Africa: A randomised controlled trial Journal and Publication Date Global Public Health https://doi.org/10.1371/journal.pgph.0003465 August 6, 2024 |



ORAL PRESENTATIONS

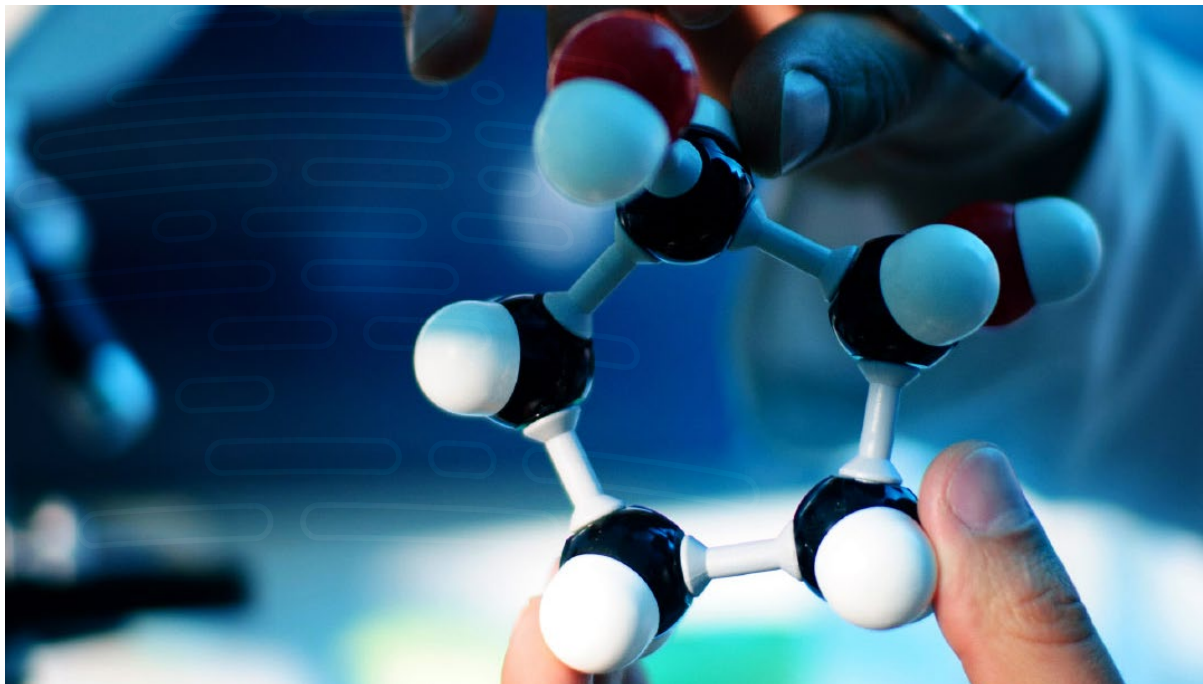
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| First Author Makhutha B Co-Authors Webb Mazinyo E, Medina-Marino A, Sweetland AC | Title Lessons from the Field: Implementing Interpersonal Counseling in South African Primary Health Facilities Conference SA TB Conference, 2024 |
| First Author Schuyler M Co-Authors Webb Mazinyo E, Wainberg ML, Amesimeku E, Sweetland AC | Title Prevalence and factors associated with depression and anxiety among adolescents and young adults at risk for HIV in the Eastern Cape Province of South Africa Conference Columbia University Vagelos College of Physicians and Surgeons 2024 Global and Population Health Symposium |
| First Author Liu A Co-Authors Mdingi M, Mussa A, Mphathi Z, Bame B, Jung H, Seru K, Gigi RMS, Peters RPH, Morroni C, Moyo S, Klausner JD | Title Detection of Treponema pallidum in Genital Lesion Swabs and Serologic Test Performance, Botswana and South Africa Conference US STI Prevention Conference, 2024 |
| First Author Mdingi MM Co-Authors Gigi RMS, Babalola CM, Muzny CA, Taylor C, Low N, Medina-Marino A, Klausner JD, Peters RPH | Title Syphilis incidence in pregnant women attending antenatal care in East London, Eastern Cape, South Africa (RCT & cohort) Conference IUSTI, 2024 |

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| First Author Mdingi MM Co-Authors Gigi RMS, Peters RPH | Title Rapid diagnostic testing for STIs Conference FIDSSA Conference, 2024 |
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POSTER PRESENTATIONS

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| First Author de Vos L Co-Authors Mdingi MM, Gigi RMS, Peters RPH | Title Partner types as reported by adults screened for STIs at primary healthcare facilities in Eastern Cape, South Africa Conference IUSTI, 2024 |
| First Author Gigi RMS Co-Authors Babalola C, Mdingi MM, Muzny CA, Taylor C, van de Wijgert J, Medina-Marino A, Klausner JD, Peters RPH, Low N | Title Adverse Pregnancy outcomes in the context of HIV infection: Data from a South African clinical study Conference World Congress of Epidemiology, 2024 |
| First Author Liu A Co-Authors Mdingi MM, Jung H, Mensah E, Bütkofer L, Babalola C, Muzny CA, Taylor CM, van de Wijgert JHHM, Medina-Marino A, Klausner JD, Peters RPH, Low N | Title Association between Mycoplasma genitalium and preterm birth in pregnant women in South Africa: prospective cohort study Conference IUSTI, 2024 |
| First Author Mdingi MM Co-Authors Gigi RMS, Babalola CM, Muzny CA, Taylor C, Low N, Medina-Marino A, Klausner JD, Peters RPH | Title Incidence of Chlamydia trachomatis and Neisseria gonorrhoeae infections in pregnant women in East London, Eastern Cape, South Africa (RCT) Conference IUSTI, 2024 |





CONFERENCES AND SPECIAL EVENTS

FPD Conferences and Special Events Team 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 Team 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 (AA XO). 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.

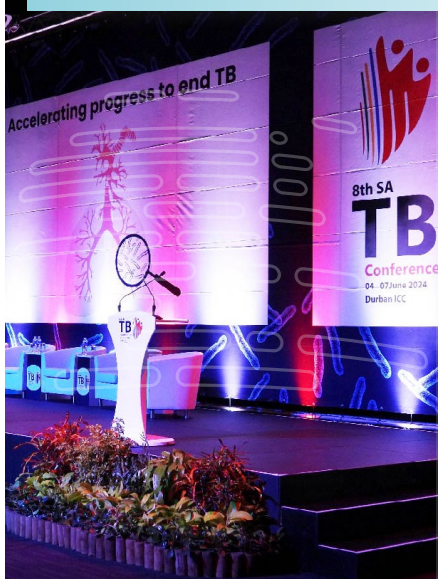
FPD's Conferences and Special Events provides the following services for on-line events:

- 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 team with a unique advantage providing access to a team of highly qualified strategic thinkers and entrepreneurs, the Conference team 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.



CONFERENCES AND SPECIAL EVENTS PROVIDED THE FOLLOWING SERVICES FOR ON -LINE EVENTS IN 2024:



- 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 Hosted In 2024

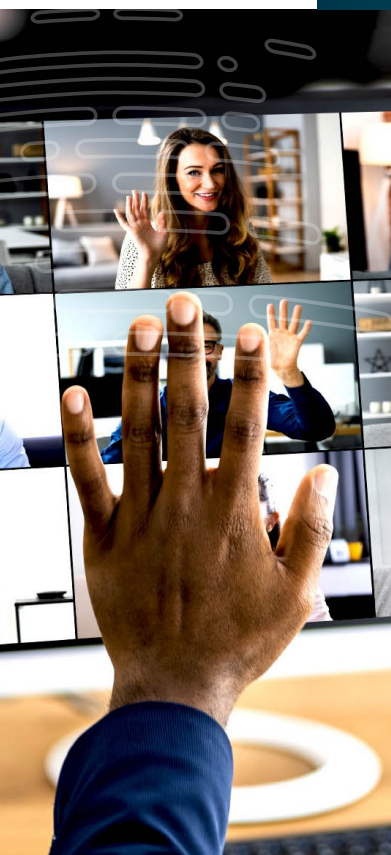
| CONFERENCE | DATES | PARTICIPANTS |
|---|-----------------|--------------|
|  <p>8th SA TB Conference 04 - 07 June 2024 Durban ICC</p> | 04-07 June 2024 | 1708 |
|  <p>4th African Nursing Conference 30 - 31 July 2024 Radisson Hotel Kempton Park, Gauteng <i>Providing Holistic Person-Centred Nursing Care</i></p> | 30-31 July 2024 | 205 |



ASAP II Webinars 2024

- ASAP II Webinar 2024 | **Participants: 569**
- Finance & Compliance (French) | **Participants: 269**
- Leadership & Governance (French) | **Participants: 166**
- Finance & Compliance (Portuguese) | **Participants: 55**
- Leadership & Governance (English) | **Participants: 13**
- Monitoring & evaluation (Portuguese) | **Participants: 66**

WEBINARS HOSTED IN 2024



| | |
|---|------------------------|
| Building mental wellness & resilience that will make you conquer your obstacles and thrive in life | Attendees: 1301 |
| Reasonable accommodation and vocational rehabilitation for mental health distress and Mental Health conditions in the workplace | Attendees: 1153 |
| Mental Health virtual grand ward round anorexia nervosa in young people | Attendees: 605 |
| Building mental wellness & resilience that will make you conquer your obstacles and thrive in life | Attendees: 19 |
| Nutrition to boost gut health – the gut-brain connection | Attendees: 743 |
| Mental Health and chronic pain | Attendees: 605 |
| Mental Health virtual grand ward round: unpacking bipolar | Attendees: 625 |
| Mental Health and obesity | Attendees: 746 |



MENTAL HEALTH PROJECT



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

Purpose

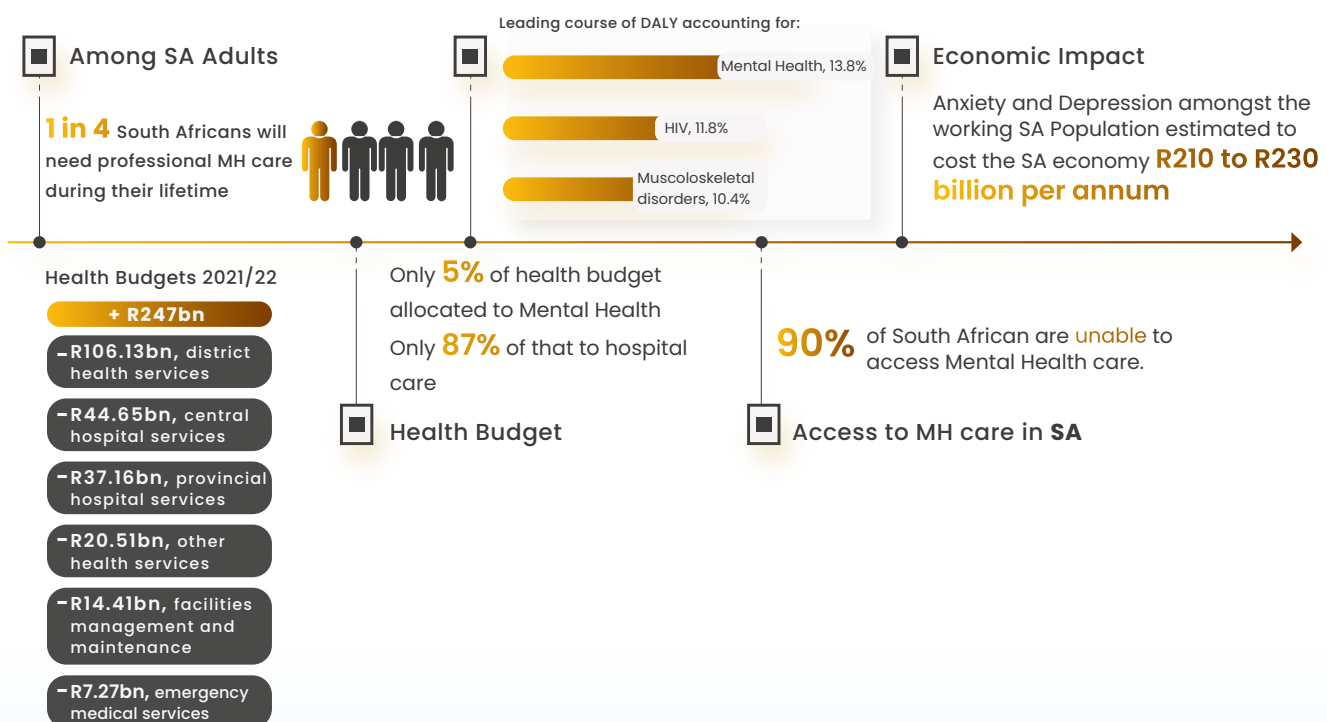
Mental Health System Strengthening Projects

FPD has been playing a progressively increasing transformative role in strengthening South Africa's mental health (MH) system. As early as 2011 FPD, in various scientific papers advocated for improved access to MH care for PLHIV. Progressing from advocacy to implementation key system-strengthening projects include the South African National Mental Health Education Programme (2018–2020), which enhanced district hospital staff's capacity to manage MH conditions, and the ongoing PEPFAR-funded IMHSI project (2021–2026), which integrates MH support into HIV/TB services.

FPD employs a multi-pronged approach: offering technical assistance, capacity-building for healthcare workers, promoting policy reform, and leveraging technology. These initiatives have resulted in increased focus on MH mentions in several national policy frameworks, the validation of digital MH screening tools, and the development of a national MH services referral map. Through the Masiviwe movement, FPD has built a broad coalition for MH advocacy, reaching over 28 million people with awareness messaging. They also support HCWs through resilience training, mentoring, and innovative tools like serious games.

By driving policy, empowering providers, and engaging communities, FPD is focussing on ensuring a sustainable shift from hospital-centric to community-based care, helping close the estimated 90% treatment gap in mental health access and fostering national wellbeing through inclusive, integrated systems. In this context FPD, also focuses on improving the mental well-being of healthcare workers which requires substantial system reengineering to ensure that management understand environmental factors within their control that lead to stress and burnout.

Need – We have a Mental Health pandemic





Highlights from for 2024

Policy & System-Level Achievements

- **Translating policy to implementation (the 2023–2030 National Mental Health Policy Framework):**
 - FPD submitted a application for the rescheduling of Fluoxetine currently a schedule 5 drug which is a designation reserved for habit forming drugs to be rescheduled as a schedule 4 drug allowing registered nurses to prescribe and dispense this drug at primary care facilities.
 - Employment of Registered Counsellors in the public sector was secured. However, the salary scales adopted by the Department of Public Service Administration are so high that the anticipated creation of substantial positions in primary care facilities is unfortunately unaffordable .
 - To maintain the envisaged shift from hospital-centric to community-based care models FPD is now focusing on the introduction of interpersonal counselling (IPC) an evidence-based counseling methodology that can be provided by trained and supervised lay counsellors.
- **Translating policy into implementation (The NSP for HIV/TB/STIs (2023–2028).**
 - In 2023 FPD's advocacy substantially increased the focus of this national strategic plan on mental health amongst PPL HIV who have been designated as a priority population group. The 2024 focus was therefore on working with 4 provinces to integrate the in NSP into provincial strategies. This was completed in North West Province and good progress has been made in the Eastern Cape and in Gauteng.

Capacity Building & Human Resources

- **Task-Shifting Training:**
 - 4,500+ doctors and nurses trained via mhGAP for district hospitals and 72-hour mental health assessment units.
 - 1,500+ frontline staff trained in MH screening and communication.
 - Mental Health Review Board induction courses rolled out nationally.
- **Registered Counsellor (RCs) integration models:**
 - Two implementation science projects were launched to develop the use case for RCs within the public sector (Gauteng and Eastern Cape.) and in the private sector providing services to healthcare workers. These projects highlighted the need for proper induction programmes and explored various modalities of service provision link to client preferences.
- **Interpersonal Counsellors (IPC):**
 - The IPC counsellor project Was initiated was of focus on developing IPC supervisors and IPC master trainers. The theoretical component of the IPC training programme has been developed as an asynchronous online course. Funding was also secured from the Jobs Boost Fund to allow the enrollment of the first cohorts of IPC counsellors.

Workplace Mental Health & Healthcare Worker (HCW) Support

- **“Wellness Wave” Programme:** Boardgame-based serious game was developed to support a stress and burnout reduction strategy was piloted in Tshwane with PHC staff.
- **Mental Health Self-Care Course for HCWs:** a asynchronous online training course that is mobile-accessible was developed and piloted showing huge demand with the available **1000 slots taken up within days**. Based on the success of the pilot program scale up to reach 100,000 healthcare workers will happen in 2025.
- **Resilient Leadership Training:** Rolled out in 4 provinces to equip health leadership with competencies to implement MH wellbeing programs.

Technology & Innovation

- **e-mwTool:** Validation of this digital tool for rapid screening, diagnosis, and triaging of MH conditions for adolescents was unfortunately delayed. As this tool has already been validated for adults is currently being introduced via the IPC Counsellor project.
- **StepWell Saga Game:** Africa's first serious game for MH awareness and resilience building amongst adolescents launched in March 2024.
- **Telemedicine Training:** Over **1,000 HCPs** trained across Africa to improve virtual MH care access.

Community Engagement & Advocacy

- **IEC Campaigns:**
 - Over 28 million people reached via the Masiviwe social media campaign in 2024.
 - 28+ million people reached through MH literacy content on social media.
- **Masiviwe Website:**
 - Continuous updated GIS map of over 650 verified MH service providers.
 - Continuous updating of resource material
- **Supporting community engagement through training:**
 - “Demystifying Mental Health” course reached 950 community leaders and activists to ensure mental health literacy integrated into community programming.

Research & Evidence Generation

- **Peer-Reviewed Publications:** Notable 2024 articles include:
 - Targeting Youth Mental Health in a Demographically Young Country: A Scoping Review Focused on South Africa, (D. Stein, et al.,2024)
 - Validation of Broad-Spectrum Mental Health Screeners (Stockton et al., 2024).
 - Why SA Should Prioritize Mental Health (Shisana et al., 2024).

Serious Game for Mental Health

FPD received a groundbreaking grant from Grand Challenges Canada (funded by the Government of Canada) to create Africa’s first serious game focused on mental health, titled ‘The StepWell Saga – Stronger Together’.

‘The StepWell Saga’ is a captivating 2D side-scrolling adventure that is data-efficient for downloading, occupies minimal phone storage, and requires even less data to play. In this game, players solve puzzles, battle monsters, and team up with friends to bring light back to the kingdom of Stepwell, which has been shrouded in darkness by the malevolent Shadow King and his minions.

Following the principles of edutainment, the game subtly incorporates mental health messages through character dialogues and gameplay activities. These activities are designed to teach skills such as problem-solving, strategy, and teamwork, and to build mental resilience—all while ensuring an enjoyable experience. The game encourages critical thinking and highlights the value of relationships in overcoming life’s challenges.

Miles Stones

The game was downloaded by 2598 individuals from the Google Play Store, Apple App Store, and Huawei App Gallery. Additionally, there were 5982 confirmed downloads of the game APK. However, we cannot track whether those who downloaded the APK actually installed the game on their devices, so we cannot confirm if they played it. Assuming that 50% to 100% of the downloads resulted in unique users, we estimate that between 5500 and 8500 people played the game—considerably more than the 2000 users target set by the donor.



Operations



FINANCE

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.

The Finance Department at FPD plays a crucial role in supporting and managing the financial resources of the company and its various partners. Our team ensures compliance with both international standards and large donor requirements.

The strength of our finance department is evidenced by unqualified audit reports since inception and clean donor audit reports. This consistent performance highlights our commitment to maintaining the highest standards of financial management and transparency.

In addition to managing internal finances, FPD's finance department offers consulting, full financial management, and payroll services to various partner organizations and selected outsourced clients. Our expertise in these areas ensures that our partners and clients receive top-notch financial support tailored to their specific needs.





HUMAN RESOURCES ADMINISTRATION

In 2024, the Human Resources Administration department successfully managed 72 new appointments and 50 terminations, ensuring smooth workforce transitions. A strong focus was placed on the automation of HR processes to enhance efficiency and accuracy while maintaining full compliance with statutory regulations.

RECOGNITION FOR LONG SERVICE



5 YEARS Service: 5 Employees

10 YEARS Service: 1 Employee

15 YEARS Service: 4 Employees

20 YEARS Service: 2 Employees

Employees were recognised by presenting the following Awards

On the 28th February 2024, FPD held its annual staff award function, acknowledging employees and FPD staff, through a series of awards, who have contributed substantially to FPD's work during 2024.



Innovation Award
Ms Nhlanhla Vilakazi



Emerging Researcher Award
Dr Joanne Batting



Excellence in Teaching
Mr Derek Jooste



Excellence in FPD Values
Mr Francis Kouakou

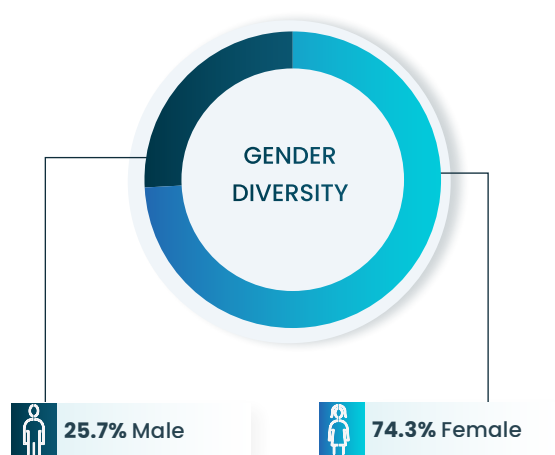




Employee Breakdown 31 December 2024

| | Top Management | Senior Management | Middle Management | Junior Management | Administrators | Interns, Field Workers, Support |
|---------|----------------------|----------------------|-----------------------|-----------------------|-----------------------|---------------------------------|
| AFRICAN | Male: - Female: 2 | Male: - Female: - | Male: 5 Female: 11 | Male: 6 Female: 20 | Male: 6 Female: 17 | Male: 12 Female: 32 |
| COLORED | Male: - Female: 1 | Male: - Female: - | Male: - Female: 1 | Male: - Female: - | Male: 1 Female: - | Male: - Female: 1 |
| INDIAN | Male: - Female: - | Male: - Female: 1 | Male: - Female: 1 | Male: - Female: 1 | Male: - Female: - | Male: - Female: - |
| WHITE | Male: 2 Female: - | Male: - Female: 1 | Male: 4 Female: 11 | Male: 2 Female: 8 | Male: - Female: 2 | Male: - Female: - |

HRA SNAPSHOT



Strategic Information Technology

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



DEVELOPMENT TEAM



PROJECT MILESTONES



In 2024, the SITU successfully completed 550 tickets and 46 projects. Additionally, 13 new projects were initiated, with 10 currently in progress.



PROJECTS COMPLETED

| | |
|---|--|
| Name Foundation.co.za 2.0 (Phase 1&2) | Description The SITU undertook a significant project to develop the new FPD website aimed at enhancing FPD's digital presence and improving user experience. Phase 1 of the project focused on the design and build of the website, ensuring it was modern, responsive, and aligned with FPD's brand identity. This phase involved thorough requirement analysis, design iterations, and development using the latest web technologies. The result was a visually appealing and user-friendly website that effectively represents FPD's mission and services |
| Name StratCom Data Gallery Dashboard | Description The StratCom report is utilized at the beginning of each ManCom meeting to identify and discuss concerns related to donor-funded grants and projects, including research grants. This report necessitates integration with the individual Data Gallery dashboards of various donor grants/projects for automated and verified reporting. Additionally, it integrates with FPD's financial system to ensure early detection of budgetary issues (over- or under-spending). |
| Name Optimised Office 365 Utilisation | Description This project scope was very broad as it had an exploratory nature. The scope: optimise FPD's use of Office 365 and its setup. In short, FPD's problem was never a setup concern. But rather a licensing concern. Several of the solutions identified resulted in separate projects needed for the development and customisation of Microsoft features for the FPD environment. |
| Name New FPD Moodle (LMS) | Description Vertice, formerly known as PSS, was responsible for developing, managing, and hosting FPD's Moodle instance. However, because Vertice used a single Moodle and associated database for all its clients, filtering specific client data as needed, FPD faced limitations in managing and reporting on its own data and customizing Moodle to its preferences. To address these challenges, the SITU leveraged its capability to develop and manage a Moodle/Learner Management System (LMS) instance internally, creating a new FPD Moodle with all necessary features. The project involved closing courses on the Vertice instance, transferring them to the new FPD Moodle, and archiving unused courses on the Vertice Moodle |



| | |
|---|--|
| Name Academic Mancom dashboard update | Description To meet the need for near real-time, objective data reporting at Mancom, automated reports are generated from the Student Administration System (SAS). This project aimed to replicate the reporting dashboards previously presented by the Academic Team in Mancom through SAS integration. Enhancements to the reports, utilizing the BI capabilities of Power BI, were also included. Further improvements to the report will continue throughout 2025 and beyond. |
| Name FPD social media trend report | Description In this project, PowerBI reporting dashboards were developed to monitor the social media performance of FPD. These dashboards provide insights into key metrics such as engagement rates, follower growth, and content reach, enabling FPD to make data-driven decisions and optimize their social media strategies. Licencing limitations and associated access to data restrictions hamper the functionality included in these reports. The integration of PowerBI's BI capabilities ensures that the data is presented in an intuitive and actionable format, facilitating continuous improvement in FPD's social media presence. |
| Name LALA website rebuild | Description FPD lost access to the LALA website as the contractor who developed the page originally was not contractually required to provide FPD with the content beyond the project lifecycle. The page needed rebuilding. The page was rebuilt on a subdomain of the Foundation website. The project experienced several delays as projects with greater urgency and importance were given preference. |
| Name Everlytic email list review | Description The project aimed to download files from the Everlytic website and back them up on the shared drive. Afterward, the files were consolidated into a single, categorised database and categorized to target the appropriate audiences for FPD targeted communication. Finally, the organized files were reuploaded to the website for use. |
| Name Digital FPD Values Pledge process | Description The HRA unit requested the SIU for suggestions on how to streamline and potentially digitise the annual company-wide values pledge process. The SIU made use of the MS Forms platform and managed to create an effective and efficient solution to the HRA needs. This process will undoubtedly be an annual method of conducting the values pledges. |
| Name How to use the Masiviwe Map | Description The How to use the Masiviwe Map Video is a comprehensive, user-friendly tutorial designed to guide users step-by-step in navigating the Masiviwe Map. This video serves as a visual aid, making it simple for anyone to locate the nearest support services they need. The project experienced several delays due to scope changes by Heartlines, including new map features, that needed to be included in the 'How to' video. |
| Name CoP review (to reduce the number of websites in use) | Description The 'CoP Review' project successfully streamlined our CoP network by consolidating seven sites into one, prioritizing those with the highest levels of activity and engagement. This change resulted in significant savings for the team, as the remaining CoP is the only one actively used, while the others were linked to long-closed projects. |
| Name iOS Account setup | Description The scope originally included setting up of a dedicated FPD iOS account. This proved more challenging than expected. Due to time pressure to get the StepWell game live on iOS, the SITU recruited a software developer known to the game project manager to use their account. |

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| Name Understanding our students 2.0. | Description <p>Understanding Our Students 2.0 is a Power BI dashboard created to effectively profile FPD students. This dashboard offers valuable insights through key metrics, including the costs and revenues associated with the courses students have enrolled in. It also highlights the most popular courses and identifies those generating the highest revenue for the organization. Additionally, the dashboard provides detailed information on the geographical origins of the students, offering insights into their ethnicities, professions, age, sex, and other relevant demographics. This comprehensive data helps the organization better understand its student base and develop more effective outreach strategies.</p> |
| Name Course Migration to EMGuidance. | Description <p>The "Course Migration to EMGuidance" project successfully transitioned courses from FPD's legacy learner management system, managed by Vertice, to the modern EMGuidance platform. This migration aimed to enhance the user experience, streamline course management, and leverage advanced features offered by EMGuidance. The project team meticulously planned and executed the migration process, ensuring minimal disruption to learners and maintaining the integrity of course content. Key deliverables included the successful deployment of all courses on the EMGuidance platform, the development and integration of a functional API to facilitate seamless data exchange, and the creation of an approved reporting dashboard to provide comprehensive insights into course performance and learner engagement.</p> <p>Throughout the project, collaboration between FPD, Vertice, and EMGuidance was pivotal. Regular communication and feedback loops were established to address any challenges promptly and ensure alignment with project goals. The functional API enabled real-time data synchronization, enhancing the overall efficiency of the system. The approved reporting dashboard offered stakeholders valuable analytics, supporting data-driven decision-making and continuous improvement of the learning experience. The project's success not only modernized FPD's course delivery but also set a foundation for future innovations in their educational offerings.</p> |
| Name FPD Data Gallery phase 1, 2, 3 & 4 | Description <p>The FPD Data Gallery is a controlled-access library designed to streamline the management and distribution of Power BI dashboards within FPD. This project enables secure and efficient sharing of critical data insights while enhancing user accessibility and communication.</p> |
| Name HEPSA Integration. | Description <p>The HEPSA Integration Project aims to strengthen the collaboration between HEPSA and FPD by building robust APIs and tools that streamline data exchange, payment processes, and record management. With some FPD courses hosted on HEPSA's LMS (Canvas), seamless data integration is critical to maintaining operational efficiency and compliance.</p> |
| Name FPD Marketing Startup. | Description <p>This project is an incentive-based initiative designed to motivate and reward FPD staff for their contributions to the organization's success. The program allows staff members to earn additional profits once a predetermined profit margin is achieved. As part of the initiative, each staff member receives a voucher, which can be activated for use on selected projects and professional development courses. This system not only encourages staff engagement and performance but also provides opportunities for continuous learning and growth within the organization. The ultimate goal is to foster an environment of excellence, accountability, and shared success.</p> |
| Name Automation of Monthly IT reports. | Description <p>Enhancing efficiency and reducing human error through process automation is a primary objective for the SITU. The integration of Information Technology into the larger structure led to the automation of IT reports. This change has cut down the IT manager's monthly workload from over a full day to less than two hours for the senior developer in the SITU.</p> |
| Name TB Conference App | Description <p>The development of the 2024 SA TB conference website aims to create a comprehensive and user-friendly platform that facilitates seamless access to conference information, registration, and resources. This project focussed on integrating essential features such as conference registration, abstract submissions, an interactive agenda, speaker profiles, and session details. By leveraging modern web technologies, the website enhances user engagement and ensures a smooth experience for all participants, ultimately contributing to the success of the 2024 SA TB conference.</p> |



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| Name FPD Software license review | Description This project included a review of all FPD software licences, who has access to the license, are they actively using the licenses, or are there better value-for-money alternatives, including Microsoft solutions, available. |
| Name IPC Counsellor tool on REDCap | Description The IPC Counsellor tool is being developed within the REDCap platform to support Interpersonal Counselling (IPC) for mental health. This tool will help IPC Counsellors efficiently document, track, and manage counselling sessions while adhering to IPC guidelines. |
| Name BrightPod replacement. | Description In June, FPD was informed by BrightPod that it would cease operations by August 31. With limited time to find a replacement and transfer all data from BrightPod to a new platform, the SITU began searching for a solution within the Microsoft environment. They decided on integrating the Teams Planner app. While it doesn't offer all the features of BrightPod, it provides everything necessary for a successful transition. The SITU has since developed a Data Gallery report to improve monitoring of system usage and completion of tasks. |
| Name Review of Zendesk Ticket triggers | Description The Zendesk Integration Project aims to enhance FPD's operational efficiency by fully leveraging Zendesk's capabilities for customer support, student engagement, and data-driven decision-making. By integrating Zendesk's core components, the project provides streamlined communication, automated workflows, actionable analytics, and improved self-service options. The integration supports FPD's commitment to delivering outstanding service across various structures and channels. |
| Name IMHSI Reporting (Phase 2). | Description The IMHSI grant is a complex project with numerous components that require varied monitoring. This initiative ensured the creation of PowerBi tabs for each grant deliverable, including partner screening, mental health webinars, Grand Ward Rounds, training performance, social media statistics, website analytics, and newsletter reach. |
| Name HSA marketing project. | Description This project is an incentive-based initiative designed to motivate and reward HSA staff for their contributions to the organization's success. The program allows staff members to earn additional profits once a predetermined profit margin is achieved. As part of the initiative, each staff member receives a voucher, which can be activated for use on selected projects and professional development courses. This system not only encourages staff engagement and performance but also provides opportunities for continuous learning and growth within the organization. The goal is to foster an environment of excellence, accountability, and shared success. |
| Name HSA platform code update (PHP upgrade) with audit trail | Description The SITU undertook a project to upgrade the Health Science Academy's (HSA) online system to the latest version of PHP. This upgrade aimed to enhance the system's performance, security, and compatibility with modern web standards. The project involved a thorough assessment of the existing system, identifying areas that required updates and modifications to ensure a smooth transition to the new PHP version. |
| Name Face-to-Face Training data consolidation | Description One of the key challenges we faced was data inconsistency, which made it difficult to manage and analyse information effectively. To address this issue, we decided to centralize all our data in one unified location. Our solution was to develop an online registration form for individuals enrolling in face-to-face training sessions. This form is directly integrated with a single source of truth database, ensuring that all data is collected in a standardized format and stored consistently. As a result, we have significantly improved data accuracy, streamlined our processes, and enhanced our ability to generate reliable insights. |

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| Name Vacancy submission platform. | Description Due to the reduction of staff in HRA, streamlining and automating systems has become crucial. The process of collecting vacancy applications, reviewing each submission, populating Excel spreadsheets with summarized CV information, and sharing this data with HoDs is time-consuming. The FPD online Vacancy platform automates much of this process. |
| Name Engage website | Description The Engage Wellness website was developed to provide a comprehensive platform for a free mental health service offering brief interventions. These interventions, consisting of up to four sessions, focus on addressing specific problem areas. The services are accessible both in-person and via telehealth, ensuring flexibility and convenience for users. |
| Name SAAIDS 2025 website | Description The development of the SA AIDS 2025 conference website aims to create a comprehensive and user-friendly platform that facilitates seamless access to conference information, registration, and resources. This project focussed on integrating essential features such as conference registration, abstract submissions, an interactive agenda, speaker profiles, and session details. By leveraging modern web technologies, the website enhances user engagement and ensures a smooth experience for all participants, ultimately contributing to the success of the SA AIDS 2025 conference. |
| Name TB & Nursing Conferences website conversion to "in-between" format. | Description To ensure continuity and accessibility, a version of the website was developed with all relevant information while awaiting the confirmation of next year's dates. This approach allows users to stay informed about key details without delay, ensuring a seamless transition once the updated dates are finalized and incorporated. |
| Name Website for Safety 2026 | Description The development of the international Safety 2026 conference website aims to create a comprehensive and user-friendly platform that facilitates seamless access to conference information, registration, and resources. This project focussed on integrating essential features such as conference registration, abstract submissions, an interactive agenda, speaker profiles, and session details. By leveraging modern web technologies, the website enhances user engagement and ensures a smooth experience for all participants, ultimately contributing to the success of the Safety 2026 conference. |
| Name Cyber security training | Description The cyber security training project was designed to enhance employees' ability to recognize and respond to cyber threats through a series of simulated attacks. The primary focus was on phishing attacks, where employees received realistic phishing emails to test their awareness and response strategies. These simulations aimed to identify vulnerabilities and educate employees on best practices for handling suspicious communications. |
| Name Closing and moving of Moodle (282) short courses | Description The project involved the migration of 282 courses from the old Vertice Moodle to the newly developed FPD Moodle. This initiative aimed to provide FPD with greater control over its course management and reporting capabilities. The migration process included a thorough review and preparation of the courses to ensure a seamless transition. |
| Name Moodle registration functionality. | Description The project aimed to enhance the new FPD Moodle by incorporating a comprehensive student registration functionality. This addition was designed to streamline the enrolment process, making it more efficient and user-friendly for both students and administrators. The development involved creating an intuitive registration interface that allows students to easily sign up for courses, manage their profiles, and track their progress. |



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| Name Integrate PayFast on new Moodle. | Description The integration of the PayFast payment solution into FPD's new Moodle platform aims to streamline and enhance the payment process for students. This project focussed on embedding a secure and efficient payment gateway within the Moodle environment, allowing for seamless transactions related to course fees, subscriptions, and other educational services. By incorporating PayFast, FPD will provide a more convenient and user-friendly experience, ensuring that all financial transactions are handled smoothly and securely, ultimately supporting the organization's educational mission. |
| Name Moving Azure from Vertice to FPD. | Description The project to move our Azure account with Tarsus from Vertice to be managed internally at FPD aims to enhance control and oversight of our cloud resources. This initiative will involve transitioning the management of our Azure services to the SITU team, ensuring better alignment with our organizational goals and improved responsiveness to our needs. By bringing the management in-house, we anticipate increased efficiency, cost savings, and a more streamlined process for handling our cloud infrastructure, ultimately supporting FPD's strategic objectives. |
| Name Update mwTool on REDCap with new COP23-2 indicators. | Description The mwTool is a digital mental health screening tool developed on the REDCap platform, designed to streamline mental health assessments in healthcare settings. It helps healthcare providers quickly evaluate conditions such as depression, anxiety, and stress using standardized, evidence-based questionnaires. |
| Name HEPSA Digital registration form conversion to PDF | Description As part of our partnership with HEPSA, all courses are hosted on HEPSA's platform, which means student registrations are conducted directly within their system. While HEPSA manages the registration process, we must ensure that we maintain accurate records in line with regulatory and audit requirements. One of the key challenges is that the registration data is currently stored within HEPSA's system, and we need a seamless way to generate our own official registration documentation for students enrolled in these programs. |
| Name Departmental dashboard creation. | Description The project involved creating reporting dashboards at various levels, starting with StratCom, followed by Mancom, HOD, and operational levels (where applicable). Wimmy, FPD's data science partner, was brought in to provide guidance on the StratCom-level dashboards. Unfortunately, their output was not an improvement over what the SITU team had developed; it lacked filters and was not usable on the Data Gallery, as many graphs were created with Python scripts on static data. One Python graph on their Conference dashboard is being recreated by the SITU team with live data to project and assess progress on conference registrations for future events. All other dashboards were developed as per the scope and are available on the Data Gallery to all relevant stakeholders. |
| Name Medport Solutions website | Description MedPort Solutions embarked on an innovative project to develop a comprehensive website tailored for medical doctors seeking continuous professional development (CPD). This platform serves as a one-stop-shop for all CPD needs, offering a seamless experience for users to monitor their CPD points, obtain CPD certificates, and access a wide range of accredited CPD training courses provided by the Foundation for Professional Development (FPD). The website's intuitive design ensures that medical professionals can easily navigate and manage their professional development activities, enhancing their ability to stay current with industry standards and advancements. |
| Name New marketing project based on brochure downloads. | Description With the launch of Foundation 2.0, one of the key features introduced is the ability for prospective students to request brochures with just a click of a button. As part of this process, they provide their personal details, which are securely stored in our database in full compliance with the POPI Act. This feature has enabled us to capture valuable information, including their email addresses and areas of interest. |



I.T SUPPORT

The IT Department is instrumental in providing FPD Business with service excellence in all areas of Information Technologies. The FPD IT Department (SITU) 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 2025

The IT Department is committed 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 (FortiGate)
- Robust Antivirus /Malware Systems Early warning monitoring systems
- Staff Training and awareness ongoing with fake attacks sent out to staff. This proved very beneficial to staff.

As of February 2025, we have had no Data Security breaches on our internal servers.

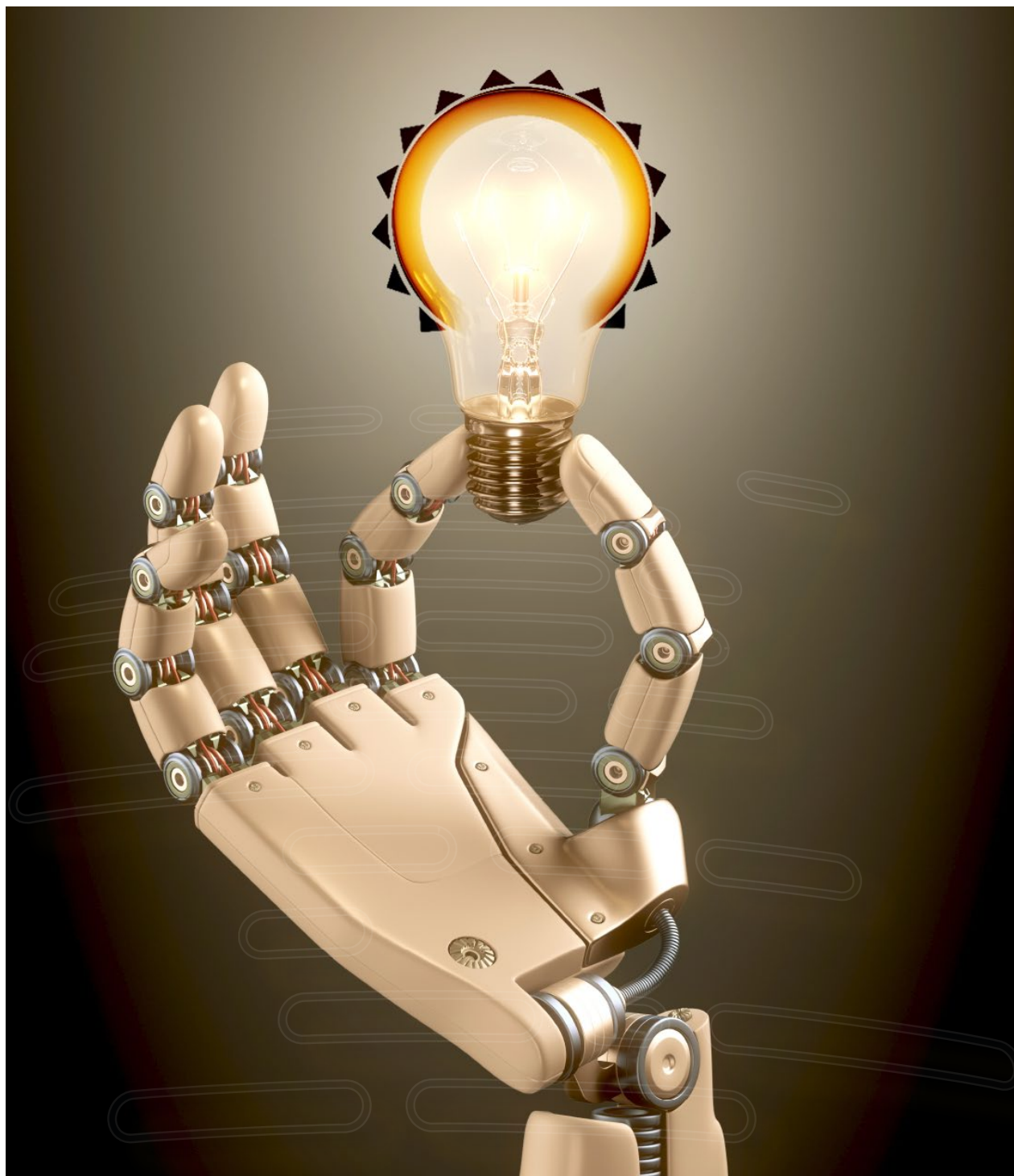
FPD continues to include Cyber Security tips biweekly which is published in the FPD "Insider" and sent out to all staff members. The news includes information on all the different kinds of Cyber Security threats and prevention in detail which include:

- Malware
- Phishing
- Ransomware
- Denial of Service
- Cryptojacking
- SQL Injection
- Zero Day exploits
- Training for Staff to increase Staff awareness is ongoing.



FPD has upgraded the Microsoft Office 365 environment to A3 licenses to enhance overall security. The A3 plan includes features such as Exchange Online Protection, which provides advanced email security, and Microsoft Defender for Office 365 Plan 2, which offers comprehensive threat protection.

A **Rapid Security Assessment** – was carried out and the Report suggests prioritizing security features such as Multi-Factor Authentication, Self-Service Password Reset, Privileged Identity Management, Conditional Access, and integrated anti-malware features. These measures have been put in place to enhance the organization's security posture.



New Business Development

The New Business Development Structure consists various teams, such as the, **Proposal Support Team, Marketing Team** and the **Sales Team**.



PROPOSAL SUPPORT

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.

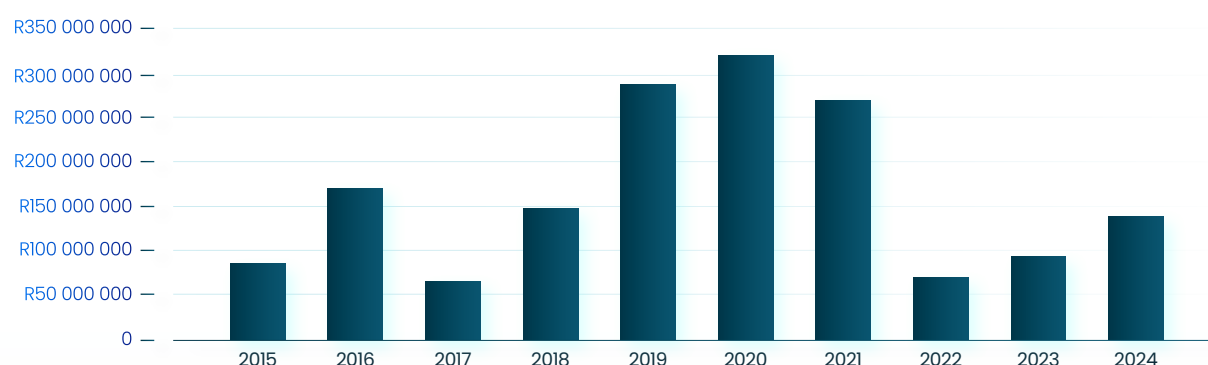
Overall project management of the proposal development process. Administrative support during the proposal writing process. Reducing the workload of staff by assisting with research, proof reading and editing. Providing templates and examples of well-written proposals. Submitting the final, professionally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



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



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Our future expectations



Future Expectations

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

In 2024 we will display a steadfast commitment to ensuring FPD not only sets but achieves realistic, yet ambitious targets. We have worked hard in the previous year to instill a culture of accountability and transparency, bolstered by the investment in our Strategic Information Unit. This initiative will ensure our team is equipped with real-time, unbiased data, empowering us to make informed decisions that drive our mission forward. The digital era demands we optimize technology across all aspects of our work. Recognizing the transformative power of artificial intelligence, we are committed to making every member of our team AI literate. This foundational shift is pivotal, ensuring our processes remain at the forefront of innovation, thereby enhancing our effectiveness and impact. Commercial growth remains a cornerstone of our strategy, vital for rebuilding our reserves. Through strategic partnerships with EMGuidance and HEPSA, we are reimagining our educational offerings, making them more accessible and impactful. We will continue to position FPD as the training partner of choice for local and international donor implementing partners. These collaborations, along with a renewed focus on in-person learning, underscore our adaptability and dedication to excellence. In response to the evolving landscape of public health, we are expanding our conference division and webinar offerings. These platforms not only serve as revenue streams but also as crucial forums for dialogue and advancement in public health discourse.

Our commitment to system strengthening activities is unwavering. We will continue to confront the healthcare human resource crisis head-on, advocating for lifting the barriers preventing the private sector from addressing the acute shortage that the public sector is unable to address and confronting the inefficiencies and incompetencies that lead to stress and burnout amongst the health workforce. Access for all to Mental Health care and supporting the mental wellbeing of healthcare workers will remain a high priority of our work in this area and we will continue our support for PEPFAR Africa's localisation efforts. New focus areas aimed at pandemic preparedness and climate change resilience reflect our continued commitment to a healthier future. Building a high-performance team is essential to our vision. The strides made in rightsizing and strategic appointments, alongside the establishment of the FPD Talent Academy, exemplify our commitment to nurturing talent and ensuring our team's resilience and competency. Our financial health is paramount.

Through prudent budgeting and a focus on commercial activities, we aim to rebuild our reserves, ensuring our sustainability and ability to invest in our mission. Looking ahead, FPD stands at a pivotal juncture. The path forward involves significant investment in health human resources, leveraging technology, and expanding our educational programs. Our ambition to fast-track clinical undergraduate production through innovative training methods is bold but achievable with the continued support and dedication of our team, partners, and stakeholders. Together, we are not just navigating the challenges of today but shaping the future of healthcare education and public health. I am confident that our ambitions are achievable as long as we move forward with confidence, united in our mission, and inspired by the impact we can achieve.





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